

VOTE SUMMARY REPORT

REPORTING PERIOD: 12/01/2022 to 11/30/2023

Voting Statistics

	Total	Percent
Votable Meetings	127	
Meetings Voted	121	95.28%
Meetings with One or More Votes Against Management	50	39.37%
Votable Ballots	128	
Ballots Voted	122	95.31%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	2380		23		2403	
Proposals Voted	2274	95.55%	22	95.65%	2296	95.55%
FOR Votes	2130	89.50%	8	34.78%	2138	88.97%
AGAINST Votes	118	4.96%	14	60.87%	132	5.49%
ABSTAIN Votes	25	1.05%	0	0.00%	25	1.04%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	2135	89.71%	21	91.30%	2156	89.72%
Votes AGAINST Management	139	5.84%	1	4.35%	140	5.83%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

3i Group PLC

Meeting Date: 06/29/2023

Country: United Kingdom

Ticker: III

Record Date: 06/27/2023

Meeting Type: Annual

Primary ISIN: GB00B1YW4409

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For	No
5	Approve Dividend	Mgmt	For	For	For	No
6	Re-elect Simon Borrows as Director	Mgmt	For	For	For	No
7	Re-elect Stephen Daintith as Director	Mgmt	For	For	For	No
8	Re-elect Jasi Halai as Director	Mgmt	For	For	For	No
9	Re-elect James Hatchley as Director	Mgmt	For	For	For	No
10	Re-elect David Hutchison as Director	Mgmt	For	For	For	No

3i Group PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
11	Re-elect Lesley Knox as Director	Mgmt	For	For	For	No
12	Re-elect Coline McConville as Director	Mgmt	For	For	For	No
13	Re-elect Peter McKellar as Director	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
14	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
16	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

A.P. Moller-Maersk A/S

Meeting Date: 03/28/2023

Country: Denmark

Ticker: MAERSK.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary ISIN: DK0010244508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting; Meeting to be held in English with Simultaneous Interpretation	Mgmt	For	For	For	No
2	Receive Report of Board	Mgmt				
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Discharge of Management and Board	Mgmt	For	For	For	No
5	Approve Allocation of Income and Dividends of DKK 4,300 Per Share	Mgmt	For	For	For	No
6	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	No

Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.

A.P. Moller-Maersk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7	Authorize Share Repurchase Program	Mgmt	For	Against	For	Yes
8.1	Reelect Bernard Bot as Director	Mgmt	For	For	For	No
8.2	Reelect Marc Engel as Director	Mgmt	For	Abstain	For	Yes
8.3	Reelect Arne Karlsson as Director	Mgmt	For	Abstain	Abstain	No
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>						
8.4	Reelect Amparo Moraleda as Director	Mgmt	For	For	Abstain	Yes
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
8.5	Elect Kasper Rorsted as Director	Mgmt	For	For	For	No
9	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
10.1	Authorize Board to Declare Extraordinary Dividend	Mgmt	For	For	For	No
10.2	Amend Remuneration Policy	Mgmt	For	For	For	No
10.3	Approve DKK 1.1 Billion Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For	No
10.4	Amend Articles Re: Number of Directors	Mgmt	For	For	For	No
10.5	Approve Company Announcements in English	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt				
10.6	Report on Efforts and Risks Related to Human Rights	SH	Against	Against	Against	No
<i>Blended Rationale: [SF-S0000-008] Company already largely doing what the request is asking.</i>						
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt				
10.7	Inclusion of the Shipping Companies to the OECD Agreement	SH	Against	Against	Against	No
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>						
10.8	Approve Introduction of a Solidarity Contribution	SH	Against	Against	Against	No
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>						
10.9	Revoke Section 10 of the Danish International Shipping Registry Act in order to Comply with the ILO Core Conventions	SH	Against	Against	Against	No
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>						

abrdn Plc

Meeting Date: 05/10/2023

Country: United Kingdom

Ticker: ABDN

Record Date: 05/05/2023

Meeting Type: Annual

Primary ISIN: GB00BF8Q6K64

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7A	Re-elect Sir Douglas Flint as Director	Mgmt	For	For	For	No
7B	Re-elect Jonathan Asquith as Director	Mgmt	For	For	For	No
7C	Re-elect Stephen Bird as Director	Mgmt	For	For	For	No
7D	Re-elect Catherine Bradley as Director	Mgmt	For	For	For	No
7E	Re-elect John Devine as Director	Mgmt	For	For	For	No
7F	Re-elect Hannah Grove as Director	Mgmt	For	For	For	No
7G	Re-elect Pam Kaur as Director	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
7H	Re-elect Michael O'Brien as Director	Mgmt	For	For	For	No
7I	Re-elect Cathleen Raffaelli as Director	Mgmt	For	For	For	No
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
9	Authorise Issue of Equity	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For	No
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Acciona SA

Meeting Date: 06/19/2023

Country: Spain

Ticker: ANA

Record Date: 06/14/2023

Meeting Type: Annual

Primary ISIN: ES0125220311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For	No
1.3	Approve Discharge of Board	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
1.4	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.5	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
1.6	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For	No
2.1	Reelect Jeronimo Marcos Gerard Rivero as Director	Mgmt	For	For	For	No
2.2	Elect Maria Salgado Madrinan as Director	Mgmt	For	For	For	No
2.3	Elect Teresa Sanjurjo Gonzalez as Director	Mgmt	For	For	For	No
2.4	Fix Number of Directors at 13	Mgmt	For	For	For	No
3.1	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	For	Yes
3.2	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	For	Yes
3.5	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For	No
4	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>						
5	Approve 2022 Sustainability Report and 2025 Sustainability Plan	Mgmt	For	For	For	No
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

adidas AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: ADS

Record Date: 05/04/2023

Meeting Type: Annual

Primary ISIN: DE000A1EWWW0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	No
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No

Akzo Nobel NV

Meeting Date: 04/21/2023

Country: Netherlands

Ticker: AKZA

Record Date: 03/24/2023

Meeting Type: Annual

Primary ISIN: NL0013267909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
3.a	Adopt Financial Statements	Mgmt	For	For	For	No
3.b	Discuss on the Company's Dividend Policy	Mgmt				
3.c	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3.d	Approve Remuneration Report	Mgmt	For	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5.a	Elect B.J. Noteboom to Supervisory Board	Mgmt	For	For	For	No
5.b	Reelect J. Poots-Bijl to Supervisory Board	Mgmt	For	For	For	No
5.c	Reelect D.M. Sluimers to Supervisory Board	Mgmt	For	For	For	No
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
8	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
9	Close Meeting	Mgmt				

Allianz SE

Meeting Date: 05/04/2023

Country: Germany

Ticker: ALV

Record Date: 04/27/2023

Meeting Type: Annual

Primary ISIN: DE0008404005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	Mgmt	For	For	For	No
3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	Mgmt	For	For	For	No
3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	Mgmt	For	For	For	No
3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	Mgmt	For	For	For	No
3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	Mgmt	For	For	For	No
3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	Mgmt	For	For	For	No
3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	Mgmt	For	For	For	No
3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	Mgmt	For	For	For	No
3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	Mgmt	For	For	For	No
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Mgmt	For	For	For	No
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	Mgmt	For	For	For	No
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	Mgmt	For	For	For	No
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	Mgmt	For	For	For	No
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	Mgmt	For	For	For	No
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	Mgmt	For	For	For	No
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For	For	No
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2022	Mgmt	For	For	For	No
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	Mgmt	For	For	For	No
4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	Mgmt	For	For	For	No
4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	Mgmt	For	For	For	No

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	Mgmt	For	For	For	No
4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	For	For	For	No
4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	For	For	For	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	No
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No
10	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For	No

Amadeus IT Group SA

Meeting Date: 06/20/2023

Country: Spain

Ticker: AMS

Record Date: 06/15/2023

Meeting Type: Annual

Primary ISIN: ES0109067019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5	Approve Discharge of Board	Mgmt	For	For	For	No
6.1	Elect Frits Dirk van Paasschen as Director	Mgmt	For	For	For	No
6.2	Reelect William Connelly as Director	Mgmt	For	For	Abstain	Yes

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For	No
6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For	No
6.5	Reelect Stephan Gemkow as Director	Mgmt	For	For	For	No
6.6	Reelect Peter Kuerpick as Director	Mgmt	For	For	For	No
6.7	Reelect Xiaoqun Clever as Director	Mgmt	For	For	For	No
7	Approve Remuneration of Directors	Mgmt	For	For	For	No
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Amplifon SpA

Meeting Date: 04/21/2023

Country: Italy

Ticker: AMP

Record Date: 04/12/2023

Meeting Type: Annual

Primary ISIN: IT0004056880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Allocation of Income	Mgmt	For	For	For	No
2	Approve Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Stock Grant Plan 2023-2028	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.</i>						
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
5	Amend Co-Investment Plan	Mgmt	For	For	For	No
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	For	Yes

ASML Holding NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: ASML

Record Date: 03/29/2023

Meeting Type: Annual

Primary ISIN: NL0010273215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt				
3a	Approve Remuneration Report	Mgmt	For	For	For	No
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
3d	Approve Dividends	Mgmt	For	For	For	No
4a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Approve Number of Shares for Management Board	Mgmt	For	For	For	No
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For	No
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt				
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For	For	No
8b	Elect J.P. de Kreijl to Supervisory Board	Mgmt	For	For	For	No
8c	Discuss Composition of the Supervisory Board	Mgmt				
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For	No
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For	No
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
13	Other Business (Non-Voting)	Mgmt				
14	Close Meeting	Mgmt				

Associated British Foods Plc

Meeting Date: 12/09/2022

Country: United Kingdom

Ticker: ABF

Record Date: 12/07/2022

Meeting Type: Annual

Primary ISIN: GB0006731235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Emma Adamo as Director	Mgmt	For	For	For	No
6	Re-elect Graham Allan as Director	Mgmt	For	For	For	No
7	Re-elect John Bason as Director	Mgmt	For	For	For	No
8	Re-elect Ruth Cairnie as Director	Mgmt	For	For	For	No
9	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For	No
10	Re-elect Michael McLintock as Director	Mgmt	For	For	For	No
11	Re-elect Dame Heather Rabbatts as Director	Mgmt	For	For	For	No
12	Re-elect Richard Reid as Director	Mgmt	For	For	For	No
13	Re-elect George Weston as Director	Mgmt	For	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
21	Approve Restricted Share Plan	Mgmt	For	For	For	No

Auto Trader Group Plc

Meeting Date: 09/14/2023

Country: United Kingdom

Ticker: AUTO

Record Date: 09/12/2023

Meeting Type: Annual

Primary ISIN: GB00BVYVFW23

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Matt Davies as Director	Mgmt	For	For	For	No
5	Re-elect Nathan Coe as Director	Mgmt	For	For	For	No
6	Re-elect David Keens as Director	Mgmt	For	For	For	No
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For	No
8	Re-elect Jeni Mundy as Director	Mgmt	For	For	For	No
9	Re-elect Catherine Faiers as Director	Mgmt	For	For	For	No
10	Re-elect Jamie Warner as Director	Mgmt	For	For	For	No
11	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	For	For	No
12	Re-elect Jasvinder Gakhil as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

AXA SA

Meeting Date: 04/27/2023

Country: France

Ticker: CS

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000120628

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.70 per Share	Mgmt	For	For	For	No
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
5	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	Mgmt	For	For	For	No
6	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	For	For	For	No
7	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For	No
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
13	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For	No
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For	No
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For	No
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
18	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For	No
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
20	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For	No
21	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/16/2023

Country: Spain

Ticker: BBVA

Record Date: 03/12/2023

Meeting Type: Annual

Primary ISIN: ES0113211835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
1.4	Approve Discharge of Board	Mgmt	For	For	For	No
2.1	Reelect Raul Catarino Galamba de Oliveira as Director	Mgmt	For	For	For	No
2.2	Reelect Lourdes Maiz Carro as Director	Mgmt	For	For	For	No
2.3	Reelect Ana Leonor Revenga Shanklin as Director	Mgmt	For	For	For	No
2.4	Reelect Carlos Vicente Salazar Lomelin as Director	Mgmt	For	For	For	No
2.5	Elect Sonia Lilia Dula as Director	Mgmt	For	For	For	No
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For	No
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No
7	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No

Barratt Developments Plc

Meeting Date: 10/18/2023

Country: United Kingdom

Ticker: BDEV

Record Date: 10/16/2023

Meeting Type: Annual

Primary ISIN: GB0000811801

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Caroline Silver as Director	Mgmt	For	For	For	No
6	Elect Jasi Halai as Director	Mgmt	For	For	For	No
7	Elect Nigel Webb as Director	Mgmt	For	For	For	No
8	Re-elect David Thomas as Director	Mgmt	For	For	For	No
9	Re-elect Steven Boyes as Director	Mgmt	For	For	For	No
10	Re-elect Mike Scott as Director	Mgmt	For	For	For	No
11	Re-elect Katie Bickerstaffe as Director	Mgmt	For	For	For	No
12	Re-elect Jock Lennox as Director	Mgmt	For	For	For	No
13	Re-elect Chris Weston as Director	Mgmt	For	For	For	No
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Approve Long Term Performance Plan	Mgmt	For	For	For	No
18	Approve Deferred Bonus Plan	Mgmt	For	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Barratt Developments Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Beiersdorf AG

Meeting Date: 04/13/2023

Country: Germany

Ticker: BEI

Record Date: 03/22/2023

Meeting Type: Annual

Primary ISIN: DE0005200000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>						
7.1	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For	No
7.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For	No
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	No
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No

Berkeley Group Holdings Plc

Meeting Date: 09/08/2023

Country: United Kingdom

Ticker: BKG

Record Date: 09/06/2023

Meeting Type: Annual

Primary ISIN: GB00BLJNXL82

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Re-elect Michael Dobson as Director	Mgmt	For	For	For	No
4	Re-elect Rachel Downey as Director	Mgmt	For	For	For	No
5	Re-elect Rob Perrins as Director	Mgmt	For	For	For	No
6	Re-elect Richard Stearn as Director	Mgmt	For	For	For	No
7	Re-elect Andy Kemp as Director	Mgmt	For	For	For	No
8	Re-elect Natasha Adams as Director	Mgmt	For	For	For	No
9	Re-elect William Jackson as Director	Mgmt	For	For	For	No
10	Re-elect Elizabeth Adekunle as Director	Mgmt	For	For	For	No
11	Re-elect Sarah Sands as Director	Mgmt	For	For	For	No
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

bioMerieux SA

Meeting Date: 05/23/2023

Country: France

Ticker: BIM

Record Date: 05/19/2023

Meeting Type: Annual/Special

Primary ISIN: FR0013280286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Discharge of Directors	Mgmt	For	Against	Abstain	Yes
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>						
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For	No
5	Approve Transaction with Fondation Christophe et Rodolphe Merieux Re: Termination Agreement of Sponsorship Contract	Mgmt	For	For	For	No
6	Approve Transaction with Institut Merieux Re: Acquisition of Specific Diagnostics	Mgmt	For	For	For	No
7	Reelect Philippe Archinard as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>						
8	Renew Appointment of Grant Thornton as Auditor	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
14	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
15	Approve Compensation of Pierre Boulud, Vice-CEO	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Mgmt	For	Against	For	Yes
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>						
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>						
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	For	Yes
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>						
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	For	Yes
24	Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
25	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>						

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
26	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[RU-M3500-001] Proposal would result in excessive dilution.</i></p>						
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
28	Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	Mgmt	For	For	For	No
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	Mgmt	For	For	For	No
30	Ratify Abandonment of Change of Corporate Form to Societe Europeenne (SE)	Mgmt	For	For	For	No
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Boliden AB

Meeting Date: 04/25/2023

Country: Sweden

Ticker: BOL

Record Date: 04/17/2023

Meeting Type: Annual

Primary ISIN: SE0020050417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
5	Designate Inspectors of Minutes of Meeting	Mgmt				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Receive Board's Report	Mgmt				
9	Receive President's Report	Mgmt				
10	Receive Auditor's Report	Mgmt				
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12	Approve Allocation of Income and Dividends of SEK 15.00 Per Share	Mgmt	For	For	For	No
13.1	Approve Discharge of Karl-Henrik Sundstrom (Chair)	Mgmt	For	For	For	No
13.2	Approve Discharge of Helene Bistrom	Mgmt	For	For	For	No
13.3	Approve Discharge of Michael G:son Low	Mgmt	For	For	For	No
13.4	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For	No
13.5	Approve Discharge of Per Lindberg	Mgmt	For	For	For	No
13.6	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For	For	No
13.7	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For	For	No
13.8	Approve Discharge of Pia Rudengren	Mgmt	For	For	For	No
13.9	Approve Discharge of Anders Ullberg	Mgmt	For	For	For	No
13.10	Approve Discharge of CEO Mikael Staffas	Mgmt	For	For	For	No
13.11	Approve Discharge of Marie Holmberg	Mgmt	For	For	For	No
13.12	Approve Discharge of Kenneth Stahl	Mgmt	For	For	For	No
13.13	Approve Discharge of Jonny Johansson	Mgmt	For	For	For	No
13.14	Approve Discharge of Andreas Martensson	Mgmt	For	For	For	No
13.15	Approve Discharge of Johan Vidmark	Mgmt	For	For	For	No
13.16	Approve Discharge of Ola Holmstrom	Mgmt	For	For	For	No
13.17	Approve Discharge of Magnus Filipsson	Mgmt	For	For	For	No
13.18	Approve Discharge of Gard Folkvord	Mgmt	For	For	For	No
13.19	Approve Discharge of Timo Popponen	Mgmt	For	For	For	No
13.20	Approve Discharge of Elin Soderlund	Mgmt	For	For	For	No
14.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	No
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
15	Approve Remuneration of Directors in the Amount of SEK 1.97 Million for Chairman and SEK 655,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
16.a	Reelect Helene Bistrom as Director	Mgmt	For	For	For	No
16.b	Reelect Tomas Eliasson as Director	Mgmt	For	For	For	No
16.c	Reelect Per Lindberg as Director	Mgmt	For	For	For	No
16.d	Reelect Perttu Louhiluoto as Director	Mgmt	For	For	For	No
16.e	Reelect Elisabeth Nilsson as Director	Mgmt	For	For	For	No
16.f	Reelect Pia Rudengren as Director	Mgmt	For	For	For	No

Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
16.g	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For	No
16.h	Reelect Karl-Henrik Sundstrom as Board Chair	Mgmt	For	For	For	No
17	Approve Remuneration of Auditors	Mgmt	For	For	For	No
18	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
19	Approve Remuneration Report	Mgmt	For	For	For	No
20.1	Elect Lennart Franke as Member of Nominating Committee	Mgmt	For	For	For	No
20.2	Elect Karin Eliasson as Member of Nominating Committee	Mgmt	For	For	For	No
20.3	Elect Patrik Jonsson as Member of Nominating Committee	Mgmt	For	For	For	No
21	Approve 2:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For	No
22.a	Approve Long-term Share Savings Programme (LTIP 2023/2026) for Key Employees	Mgmt	For	For	For	No
22.b	Approve Equity Plan Financing	Mgmt				
22.b1	Approve Transfer of 40,000 Shares to Participants in Long-term Share Savings Programme (LTIP 2023/2026)	Mgmt	For	For	For	No
22.b2	Approve Alternative Equity Plan Financing	Mgmt	For	Against	For	Yes
23	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
24	Close Meeting	Mgmt				

BT Group Plc

Meeting Date: 07/13/2023

Country: United Kingdom

Ticker: BT.A

Record Date: 07/11/2023

Meeting Type: Annual

Primary ISIN: GB0030913577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5	Re-elect Adam Crozier as Director	Mgmt	For	For	For	No
6	Re-elect Philip Jansen as Director	Mgmt	For	For	For	No
7	Re-elect Simon Lowth as Director	Mgmt	For	For	For	No
8	Re-elect Adel Al-Saleh as Director	Mgmt	For	For	For	No
9	Re-elect Isabel Hudson as Director	Mgmt	For	For	For	No
10	Re-elect Matthew Key as Director	Mgmt	For	For	For	No
11	Re-elect Allison Kirkby as Director	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
12	Re-elect Sara Weller as Director	Mgmt	For	For	For	No
13	Elect Ruth Cairnie as Director	Mgmt	For	For	For	No
14	Elect Maggie Chan Jones as Director	Mgmt	For	For	For	No
15	Elect Steven Guggenheimer as Director	Mgmt	For	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
23	Authorise UK Political Donations	Mgmt	For	For	For	No

Bunzl Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: BNZL

Record Date: 04/24/2023

Meeting Type: Annual

Primary ISIN: GB00B0744B38

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No

Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Re-elect Peter Ventress as Director	Mgmt	For	For	For	No
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For	No
5	Re-elect Richard Howes as Director	Mgmt	For	For	For	No
6	Re-elect Vanda Murray as Director	Mgmt	For	For	For	No
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For	No
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For	No
9	Re-elect Vin Murria as Director	Mgmt	For	For	For	No
10	Elect Pam Kirby as Director	Mgmt	For	For	For	No
11	Elect Jacky Simmonds as Director	Mgmt	For	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Burberry Group Plc

Meeting Date: 07/12/2023

Country: United Kingdom

Ticker: BRBY

Record Date: 07/10/2023

Meeting Type: Annual

Primary ISIN: GB0031743007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Gerry Murphy as Director	Mgmt	For	For	For	No
6	Re-elect Jonathan Akeroyd as Director	Mgmt	For	For	For	No

Burberry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7	Re-elect Orna NiChionna as Director	Mgmt	For	For	For	No
8	Re-elect Fabiola Arredondo as Director	Mgmt	For	For	For	No
9	Re-elect Sam Fischer as Director	Mgmt	For	For	For	No
10	Re-elect Ron Frasch as Director	Mgmt	For	For	For	No
11	Re-elect Danuta Gray as Director	Mgmt	For	For	For	No
12	Re-elect Debra Lee as Director	Mgmt	For	For	For	No
13	Re-elect Antoine de Saint-Affrique as Director	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
14	Elect Alan Stewart as Director	Mgmt	For	For	For	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Carl Zeiss Meditec AG

Meeting Date: 03/22/2023

Country: Germany

Ticker: AFX

Record Date: 02/28/2023

Meeting Type: Annual

Primary ISIN: DE0005313704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Management Proposals	Mgmt				
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For	No
6.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For	Yes
6.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No
7.1	Amend Articles Re: Management Board Composition	Mgmt	For	For	For	No
7.2	Amend Articles Re: Supervisory Board Composition	Mgmt	For	For	For	No
7.3	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For	No
7.4	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For	No
7.5	Amend Articles Re: Supervisory Board Resolutions	Mgmt	For	For	For	No
7.6	Amend Articles Re: Supervisory Board Committees	Mgmt	For	For	For	No
8.1	Elect Karl Lamprecht to the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
8.2	Elect Tania von der Goltz to the Supervisory Board	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
8.3	Elect Christian Mueller to the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
8.4	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For	For	For	No
8.5	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For	For	For	No
8.6	Elect Torsten Reitze to the Supervisory Board	Mgmt	For	For	For	No
9	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
	Shareholder Proposal Submitted by Carl Zeiss AG	Mgmt				

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10	Approve Remuneration Report	SH	For	Against	Against	No
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						

CNH Industrial NV

Meeting Date: 04/14/2023

Country: Netherlands

Ticker: CNHI

Record Date: 03/17/2023

Meeting Type: Annual

Primary ISIN: NL0010545661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
2.b	Adopt Financial Statements	Mgmt	For	For	For	No
2.c	Approve Dividends of EUR 0.36 Per Share	Mgmt	For	For	For	No
2.d	Approve Discharge of Directors	Mgmt	For	For	For	No
3.a	Approve Remuneration Report	Mgmt	For	For	For	No
3.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans	Mgmt	For	For	For	No
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	For	Yes
4.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For	For	No
4.c	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	For	No
4.d	Reelect Karen Linehan as Non-Executive Director	Mgmt	For	For	For	No
4.e	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>						
4.f	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	For	For	No
4.g	Reelect Asa Tamsons as Non-Executive Director	Mgmt	For	For	For	No
4.h	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	For	For	For	No
4.i	Elect Richard J. Kramer as Non-Executive Director	Mgmt	For	For	For	No

CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
5.c	Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0300-001] We do not believe it is in shareholders' interest to allow the company to issue a new class of stock with rights different than those of common holders.</i>						
5.d	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For	No
7	Close Meeting	Mgmt				

Coca-Cola Europacific Partners plc

Meeting Date: 05/24/2023

Country: United Kingdom

Ticker: CCEP

Record Date: 05/22/2023

Meeting Type: Annual

Primary ISIN: GB00BDCPN049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
4	Elect Mary Harris as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
5	Elect Nicolas Mirzayantz as Director	Mgmt	For	For	For	No
6	Elect Nancy Quan as Director	Mgmt	For	For	For	No
7	Re-elect Manolo Arroyo as Director	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
8	Re-elect John Bryant as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
9	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	Against	For	Yes
10	Re-elect Damian Gammell as Director	Mgmt	For	For	For	No
11	Re-elect Nathalie Gaveau as Director	Mgmt	For	For	For	No

Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For	For	No
13	Re-elect Thomas Johnson as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
14	Re-elect Dagmar Kollmann as Director	Mgmt	For	For	For	No
15	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For	For	No
16	Re-elect Mark Price as Director	Mgmt	For	For	For	No
17	Re-elect Mario Rotllant Sola as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>						
18	Re-elect Dessi Temperley as Director	Mgmt	For	For	For	No
19	Re-elect Garry Watts as Director	Mgmt	For	For	For	No
20	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
21	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
23	Authorise Issue of Equity	Mgmt	For	For	For	No
24	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	For	Yes
25	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
29	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Coca-Cola HBC AG

Meeting Date: 05/17/2023

Country: Switzerland

Ticker: CCH

Record Date: 05/15/2023

Meeting Type: Annual

Primary ISIN: CH0198251305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote	No
2.1	Approve Treatment of Net Loss	Mgmt	For	For	Do Not Vote	No
2.2	Approve Dividend from Reserves	Mgmt	For	For	Do Not Vote	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote	No
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	Do Not Vote	No
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	Do Not Vote	No
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	Do Not Vote	No
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For	For	Do Not Vote	No
4.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	Do Not Vote	No
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For	For	Do Not Vote	No
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	Do Not Vote	No
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For	For	Do Not Vote	No
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
4.1.A	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	Do Not Vote	No
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
4.1.B	Re-elect Henrique Braun as Director	Mgmt	For	For	Do Not Vote	No
4.2.1	Elect George Leventis as Director	Mgmt	For	For	Do Not Vote	No
4.2.2	Elect Evguenia Stoitchkova as Director	Mgmt	For	For	Do Not Vote	No
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	Do Not Vote	No

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	Do Not Vote	No
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	Do Not Vote	No
7	Approve UK Remuneration Report	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>						
8	Approve Remuneration Policy	Mgmt	For	For	Do Not Vote	No
9	Approve Swiss Remuneration Report	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>						
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	Do Not Vote	No
10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	Do Not Vote	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	Do Not Vote	No
12	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>						

Coloplast A/S

Meeting Date: 12/01/2022

Country: Denmark

Ticker: COLO.B

Record Date: 11/24/2022

Meeting Type: Annual

Primary ISIN: DK0060448595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve General Meeting Materials and Reports to be Drafted in English	Mgmt	For	For	For	No
2	Receive Report of Board	Mgmt				
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Allocation of Income	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	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	Mgmt	For	For	For	No

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7.1	Amend Articles Re: Extend Current Authorizations in Articles 5(a) and 5(b)	Mgmt	For	For	For	No
7.2	Amend Articles Re: Corporate Language	Mgmt	For	For	For	No
8.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	Abstain	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
8.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	For	For	No
8.3	Reelect Annette Bruls as Director	Mgmt	For	For	For	No
8.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For	No
8.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For	No
8.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For	No
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
11	Other Business	Mgmt				

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/12/2023

Country: France

Ticker: ML

Record Date: 05/10/2023

Meeting Type: Annual/Special

Primary ISIN: FR001400AJ45

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For	No
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For	No

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For	No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For	No
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For	No
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For	No
12	Elect Barbara Dalibard as Supervisory Board Member	Mgmt	For	For	For	No
13	Elect Aruna Jayanthi as Supervisory Board Member	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Corporacion Acciona Energias Renovables SA

Meeting Date: 06/01/2023

Country: Spain

Ticker: ANE

Record Date: 05/26/2023

Meeting Type: Annual

Primary ISIN: ES0105563003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
1.2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For	No
1.3	Approve Discharge of Board	Mgmt	For	For	For	No
1.4	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
1.5	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
1.6	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For	No
2.1	Reelect Jose Manuel Entrecanales Domecq as Director	Mgmt	For	For	For	No
2.2	Reelect Rafael Mateo Alcalá as Director	Mgmt	For	For	For	No

Corporacion Acciona Energias Renovables SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2.3	Reelect Juan Ignacio Entrecanales Franco as Director	Mgmt	For	For	For	No
2.4	Reelect Sonia Dula as Director	Mgmt	For	For	For	No
2.5	Reelect Karen Christiana Figueres Olsen as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
2.6	Reelect Juan Luis Lopez Cardenete as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
2.7	Reelect Maria Salgado Madrinan as Director	Mgmt	For	For	For	No
2.8	Reelect Rosauro Varo Rodriguez as Director	Mgmt	For	For	For	No
2.9	Reelect Alejandro Mariano Werner Wainfeld as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
2.10	Reelect Maria Fanjul Suarez as Director	Mgmt	For	For	For	No
2.11	Elect Teresa Quiros Alvarez as Director	Mgmt	For	For	For	No
3	Approve Remuneration Policy for FY 2024, 2025, and 2026	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
4	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
5	Approve Sustainability Report and Report on Sustainability Master Plan	Mgmt	For	For	For	No
6	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For	No
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Covivio SA

Meeting Date: 04/20/2023

Country: France

Ticker: COV

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000064578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 3.75 per Share	Mgmt	For	For	For	No
4	Approve Stock Dividend Program	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
7	Approve Compensation of Jean Laurent, Chairman of the Board until July 21, 2022	Mgmt	For	For	For	No
8	Approve Compensation of Jean-Luc Biamonti, Chairman of the Board since July 21, 2022	Mgmt	For	For	For	No
9	Approve Compensation of Christophe Kullmann, CEO	Mgmt	For	For	For	No
10	Approve Compensation of Olivier Esteve, Vice-CEO	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
15	Ratify Appointment of Delfin S.a.r.l. as Director	Mgmt	For	For	For	No
16	Reelect Jean-Luc Biamonti as Director	Mgmt	For	For	For	No
17	Reelect Christian Delaire as Director	Mgmt	For	For	For	No
18	Reelect Olivier Piani as Director	Mgmt	For	For	For	No
19	Reelect Covea Cooperations as Director	Mgmt	For	For	For	No
20	Reelect Delfin S.a.r.l. as Director	Mgmt	For	For	For	No
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
22	Approve Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
23	Authorize Capitalization of Reserves of Up to EUR 28.4 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Covivio SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 71 Million	Mgmt	For	For	For	No
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 28.4 Million	Mgmt	For	For	For	No
27	Authorize Capital Increase of Up to 10 Percent of Issued Share Capital for Future Exchange Offers	Mgmt	For	For	For	No
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
30	Amend Article 8 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For	No
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

CRH Plc

Meeting Date: 04/27/2023

Country: Ireland

Ticker: CRH

Record Date: 04/23/2023

Meeting Type: Annual

Primary ISIN: IE0001827041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4a	Re-elect Richie Boucher as Director	Mgmt	For	For	For	No
4b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For	No
4c	Re-elect Richard Fearon as Director	Mgmt	For	For	For	No
4d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For	No
4e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For	No
4f	Elect Badar Khan as Director	Mgmt	For	For	For	No
4g	Re-elect Lamar McKay as Director	Mgmt	For	For	For	No
4h	Re-elect Albert Manifold as Director	Mgmt	For	For	For	No
4i	Re-elect Jim Mintern as Director	Mgmt	For	For	For	No
4j	Re-elect Gillian Platt as Director	Mgmt	For	For	For	No

CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For	No
4l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For	No
4m	Elect Christina Verchere as Director	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For	No

CRH Plc

Meeting Date: 06/08/2023

Country: Ireland

Ticker: CRH

Record Date: 06/04/2023

Meeting Type: Special

Primary ISIN: IE0001827041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	Mgmt	For	For	For	No
2	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For	No
3	Adopt New Articles of Association	Mgmt	For	For	For	No
4	Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
5	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For	No
6	Amend Articles of Association Re: Article 4A	Mgmt	For	For	For	No

CRH Plc

Meeting Date: 06/08/2023

Country: Ireland

Ticker: CRH

Record Date: 06/04/2023

Meeting Type: Court

Primary ISIN: IE0001827041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For	No

Croda International Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: CRDA

Record Date: 04/24/2023

Meeting Type: Annual

Primary ISIN: GB00BJFFLV09

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Louisa Burdett as Director	Mgmt	For	For	For	No
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For	No
7	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For	No
8	Re-elect Steve Foots as Director	Mgmt	For	For	For	No
9	Re-elect Anita Frew as Director	Mgmt	For	For	For	No
10	Re-elect Julie Kim as Director	Mgmt	For	For	For	No
11	Re-elect Keith Layden as Director	Mgmt	For	For	For	No
12	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For	No
13	Re-elect John Ramsay as Director	Mgmt	For	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
22	Approve Sharesave Scheme	Mgmt	For	For	For	No
23	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For	No

Danone SA

Meeting Date: 04/27/2023

Country: France

Ticker: BN

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000120644

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For	No
4	Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For	No
5	Reelect Gilles Schnepf as Director	Mgmt	For	For	For	No
6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	For	For	For	No
7	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	For	For	For	No
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For	No
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	For	For	For	No
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For	No
18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	For	For	For	No
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For	No
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No
26	Elect Sanjiv Mehta as Director	Mgmt	For	For	For	No

DCC Plc

Meeting Date: 07/13/2023

Country: Ireland

Ticker: DCC

Record Date: 07/09/2023

Meeting Type: Annual

Primary ISIN: IE0002424939

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4(a)	Re-elect Laura Angelini as Director	Mgmt	For	For	For	No
4(b)	Re-elect Mark Breuer as Director	Mgmt	For	For	For	No
4(c)	Elect Katrina Cliffe as Director	Mgmt	For	For	For	No
4(d)	Re-elect Caroline Dowling as Director	Mgmt	For	For	For	No
4(e)	Re-elect David Jukes as Director	Mgmt	For	For	For	No
4(f)	Re-elect Lily Liu as Director	Mgmt	For	For	For	No
4(g)	Re-elect Kevin Lucey as Director	Mgmt	For	For	For	No
4(h)	Re-elect Donal Murphy as Director	Mgmt	For	For	For	No
4(i)	Re-elect Alan Ralph as Director	Mgmt	For	For	For	No
4(j)	Re-elect Mark Ryan as Director	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Non-Executive Directors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Market Purchase of Shares	Mgmt	For	For	For	No
11	Authorise Reissuance Price Range of Treasury Shares	Mgmt	For	For	For	No

Demant A/S

Meeting Date: 03/08/2023

Country: Denmark

Ticker: DEMANT

Record Date: 03/01/2023

Meeting Type: Annual

Primary ISIN: DK0060738599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No

Demant A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6.a	Reelect Niels B. Christiansen as Director	Mgmt	For	Abstain	Abstain	No
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
6.b	Reelect Niels Jacobsen as Director	Mgmt	For	Abstain	Abstain	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
6.c	Reelect Anja Madsen as Director	Mgmt	For	For	For	No
6.d	Reelect Sisse Fjelsted Rasmussen as Director	Mgmt	For	For	For	No
6.e	Reelect Kristian Villumsen as Director	Mgmt	For	For	For	No
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
8.a	Approve DKK 1.3 Million Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	Mgmt	For	For	For	No
8.b	Authorize Share Repurchase Program	Mgmt	For	For	For	No
8.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
9	Other Business	Mgmt				

Deutsche Boerse AG

Meeting Date: 05/16/2023

Country: Germany

Ticker: DB1

Record Date: 05/09/2023

Meeting Type: Annual

Primary ISIN: DE0005810055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For	No
5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	No
5.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No
5.3	Amend Articles Re: AGM Convocation	Mgmt	For	For	For	No
6	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	For	For	No
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For	No

D'Ieteren Group

Meeting Date: 05/25/2023

Country: Belgium

Ticker: DIE

Record Date: 05/11/2023

Meeting Type: Annual/Special

Primary ISIN: BE0974259880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual/Special Meeting Agenda	Mgmt				
	Annual Meeting Agenda	Mgmt				
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt				
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.00 per Share	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
4.1	Approve Discharge of Directors	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>						
4.2	Approve Discharge of Auditors	Mgmt	For	For	For	No
5.1	Elect Allegra Patrizi Unipersonnelle, Represented by Allegra Patrizi, as Independent Director	Mgmt	For	For	For	No
5.2	Elect LSIM SA, Represented by Wolfgang de Limburg Stirum, as Independent Director	Mgmt	For	For	For	No

D'Ieteren Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5.3	Elect Diligencia Consult SRL, Represented by Diane Govaerts, as Independent Director	Mgmt	For	For	For	No
5.4	Reelect Michele Sioen as Director	Mgmt	For	Against	For	Yes
5.5	Reelect Olivier Perier as Director	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
5.6	Approve Co-optation of HECHO SRL, Represented by Hugo De Stoop, as Independent Director	Mgmt	For	For	For	No
6	Ratify KPMG, Permanently Represented by Axel Jorion, as Auditor	Mgmt	For	For	For	No
	Extraordinary Meeting Agenda	Mgmt				
1.a	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Mgmt	For	Against	For	Yes
1.b	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	For	Yes
2.a	Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Mgmt	For	Against	For	Yes
2.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	For	Yes
2.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	For	Yes
3	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
4	Authorize Coordination of Articles of Association	Mgmt	For	For	For	No
5	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For	No

DNB Bank ASA

Meeting Date: 04/25/2023

Country: Norway

Ticker: DNB

Record Date: 04/18/2023

Meeting Type: Annual

Primary ISIN: NO0010161896

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No

DNB Bank ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 12.50 Per Share	Mgmt	For	For	Do Not Vote	No
5	Approve NOK 96.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote	No
6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
7	Authorize Board to Raise Debt Capital	Mgmt	For	For	Do Not Vote	No
8	Amend Articles Re: Raising of Debt Capital	Mgmt	For	For	Do Not Vote	No
9	Amend Articles Re: Participation at the General Meeting	Mgmt	For	For	Do Not Vote	No
10	Approve Remuneration Statement (Advisory)	Mgmt	For	For	Do Not Vote	No
11	Approve Company's Corporate Governance Statement	Mgmt	For	For	Do Not Vote	No
12	Reelect Gro Bakstad and Jens Petter Olsen (Vice Chair) as Directors; Elect Christine Bosse and Petter-Borre Furberg as New Directors	Mgmt	For	For	Do Not Vote	No
13	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chairman, NOK 473,000 for Vice Chairman and NOK 428,000 for Other Directors; Approve Remuneration for Nominating Committee	Mgmt	For	For	Do Not Vote	No
14	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No

DSM-Firmenich AG

Meeting Date: 06/29/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary Shareholders

Primary ISIN: CH1216478797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For	For	For	No
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For	For	For	No

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For	For	For	No
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For	For	For	No
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For	No
5	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

EDP Renovaveis SA

Meeting Date: 04/04/2023

Country: Spain

Ticker: EDPR

Record Date: 03/28/2023

Meeting Type: Annual

Primary ISIN: ES0127797019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Treatment of Net Loss	Mgmt	For	For	For	No
3	Approve Scrip Dividends	Mgmt	For	For	For	No
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	Mgmt	For	For	For	No
5	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For	No
7	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	Mgmt	For	For	For	No
8.A	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For	No
8.B	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For	No
9	Amend Remuneration Policy	Mgmt	For	For	For	No
10.A	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	Mgmt	For	For	For	No

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10.B	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	Mgmt	For	For	For	No
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Electrolux AB

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ELUX.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary ISIN: SE0016589188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Receive President's Report	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.1	Approve Discharge of Staffan Bohman	Mgmt	For	For	For	No
9.2	Approve Discharge of Petra Hedengran	Mgmt	For	For	For	No
9.3	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For	No
9.4	Approve Discharge of Ulla Litzen	Mgmt	For	For	For	No
9.5	Approve Discharge of Karin Overbeck	Mgmt	For	For	For	No
9.6	Approve Discharge of Fredrik Persson	Mgmt	For	For	For	No
9.7	Approve Discharge of David Porter	Mgmt	For	For	For	No
9.8	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For	No
9.9	Approve Discharge of Mina Billing	Mgmt	For	For	For	No
9.10	Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For	For	No
9.11	Approve Discharge of Peter Ferm	Mgmt	For	For	For	No
9.12	Approve Discharge of Ulrik Danestad	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
9.13	Approve Discharge of Wilson Quispe	Mgmt	For	For	For	No
9.14	Approve Discharge of Jonas Samuelson as CEO	Mgmt	For	For	For	No
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13.a	Reelect Staffan Bohman as Director	Mgmt	For	For	For	No
13.b	Reelect Petra Hedengran as Director	Mgmt	For	For	For	No
13.c	Reelect Henrik Henriksson as Director	Mgmt	For	For	For	No
13.d	Reelect Ulla Litzen as Director	Mgmt	For	For	For	No
13.e	Reelect Karin Overbeck as Director	Mgmt	For	For	For	No
13.f	Reelect Fredrik Persson as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
13.g	Reelect David Porter as Director	Mgmt	For	For	For	No
13.h	Reelect Jonas Samuelson as Director	Mgmt	For	For	For	No
13.i	Elect Staffan Bohman as Board Chair	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0201-006] As chairman of the board, responsible for the poor composition of the committees.</i>						
14	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For	No
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
16.c	Approve Transfer of 1,544,925 B-Shares	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
17.a	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For	No
17.b	Approve Equity Plan Financing	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Meeting Date: 05/16/2023

Country: Belgium

Ticker: ELI

Record Date: 05/02/2023

Meeting Type: Annual

Primary ISIN: BE0003822393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual General Meeting Agenda	Mgmt				
1	Receive Directors' Reports (Non-Voting)	Mgmt				
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
4	Approve Amended Remuneration Policy	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
5	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>						
6	Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt				
7	Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt				
8	Receive Consolidated Financial Statements and Statutory Reports (IFRS) (Non-Voting)	Mgmt				
9	Approve Discharge of Directors	Mgmt	For	For	For	No
10	Approve Discharge of Auditors	Mgmt	For	For	For	No
11	Reelect Bernard Gustin as Independent Director and Approve His Remuneration	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>						
12	Reelect Roberte Kesteman as Independent Director and Approve Her Remuneration	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
13	Reelect Dominique Offergeld as Director and Approve Remuneration	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						

Elia Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
14	Elect Eddy Vermoesen as Director and Approve Remuneration	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>						
15	Elect Bernard Thiry as Director and Approve Remuneration	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>						
16	Receive Information on Resignation of Luc De Temmerman as Independent Director and Cecile Flandre as Director	Mgmt	For	For	For	No
17	Ratify EY and BDO as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For	No
18	Transact Other Business	Mgmt				

Elia Group SA/NV

Meeting Date: 06/21/2023

Country: Belgium

Ticker: ELI

Record Date: 06/07/2023

Meeting Type: Extraordinary Shareholders

Primary ISIN: BE0003822393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Extraordinary General Meeting Agenda	Mgmt				
1	Receive Special Board Report Re: 7:155 of the Code of companies and associations	Mgmt				
2	Amend Articles Re: Governance Structure	Mgmt	For	For	For	No
3	Amend Articles Re: Merging of Nomination Committee and the Remuneration Committee	Mgmt	For	For	For	No

Elisa Oyj

Meeting Date: 04/05/2023

Country: Finland

Ticker: ELISA

Record Date: 03/24/2023

Meeting Type: Annual

Primary ISIN: FI0009007884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 2.15 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
11	Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 86,000 for Vice Chairman and the Chairman of the Committees, and EUR 71,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Eight	Mgmt	For	For	For	No
13	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify KPMG as Auditors	Mgmt	For	For	For	No
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Enagas SA

Meeting Date: 03/29/2023

Country: Spain

Ticker: ENG

Record Date: 03/24/2023

Meeting Type: Annual

Primary ISIN: ES0130960018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
4	Approve Discharge of Board	Mgmt	For	For	For	No
5.1	Reelect Eva Patricia Urbez Sanz as Director	Mgmt	For	For	For	No
5.2	Reelect Santiago Ferrer Costa as Director	Mgmt	For	For	For	No
5.3	Fix Number of Directors at 15	Mgmt	For	For	For	No
6.1	Amend Articles Re: Remuneration Committee and Sustainability and Appointments Committee	Mgmt	For	For	For	No
6.2	Amend Article 45 Re: Composition, Powers and Functioning of Sustainability and Appointments Committee	Mgmt	For	For	For	No
6.3	Add New Article 45 bis Re: Composition, Powers and Functioning of Remuneration Committee	Mgmt	For	For	For	No
7	Amend Article 5 of General Meeting Regulations Re: Convening of General Meetings	Mgmt	For	For	For	No
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
9	Receive Amendments to Board of Directors Regulations	Mgmt				
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

EssilorLuxottica SA

Meeting Date: 05/17/2023

Country: France

Ticker: EL

Record Date: 05/15/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000121667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	Mgmt	For	For	For	No
4	Ratify Appointment of Mario Notari as Director	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
7	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	For	For	For	No
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Mgmt	For	For	For	No
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For	No
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For	No
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For	No
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Meeting Date: 03/29/2023

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/21/2023

Meeting Type: Annual

Primary ISIN: SE0009922164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7.b	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For	For	No
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	For	No
7.c2	Approve Discharge of Par Boman	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers</i>						
7.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For	No
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For	For	No
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	For	No
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For	For	No
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For	No
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers</i>						
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For	For	No
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For	For	No
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	For	No
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	For	No
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For	For	No
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For	For	No
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For	No
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10.a	Approve Remuneration of Directors in the Amount of SEK 2.62 Million for Chairman and SEK 875,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
10.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	For	For	No
11.b	Reelect Par Boman as Director	Mgmt	For	Against	For	Yes
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For	No
11.d	Reelect Magnus Groth as Director	Mgmt	For	For	For	No
11.e	Reelect Torbjorn Loof as Director	Mgmt	For	For	For	No
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For	For	No
11.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For	No
11.h	Elect Maria Carell as Director	Mgmt	For	For	For	No
11.i	Elect Jan Gurander as Director	Mgmt	For	For	For	No
12	Reelect Par Boman as Board Chair	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
13	Ratify Ernst & Young as Auditor	Mgmt	For	For	For	No
14	Approve Remuneration Report	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance</i>						
15	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For	For	No
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For	No
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No

GEA Group AG

Meeting Date: 04/27/2023

Country: Germany

Ticker: G1A

Record Date: 04/05/2023

Meeting Type: Annual

Primary ISIN: DE0006602006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				

GEA Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For	No
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For	No
7	Elect Hans Kempf to the Supervisory Board	Mgmt	For	For	For	No
8.1	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For	No
8.2	Amend Articles Re: By-Elections to the Supervisory Board	Mgmt	For	For	For	No
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	No
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No
10.3	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	For	For	For	No
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Genmab A/S

Meeting Date: 03/29/2023

Country: Denmark

Ticker: GMAB

Record Date: 03/22/2023

Meeting Type: Annual

Primary ISIN: DK0010272202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	Abstain	Yes
	<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	Abstain	Yes
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	For	No
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	For	No
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	Abstain	Yes
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For	Abstain	Yes
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	For	Yes
7.b	Amend Remuneration Policy	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
7.c	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	Against	Against	No
	<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
7.d	Authorize Share Repurchase Program	Mgmt	For	For	For	No
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
9	Other Business	Mgmt				

Meeting Date: 03/23/2023

Country: Switzerland

Ticker: GIVN

Record Date:
Meeting Type: Annual

Primary ISIN: CH0010645932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 67 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
5.1	Amend Articles Re: Annulment of the Conversion of Shares Clause	Mgmt	For	For	For	No
5.2	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For	No
5.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For	No
5.4	Approve Creation of Capital Band within the Upper Limit of CHF 101.6 Million and the Lower Limit of CHF 92.3 Million with or without Exclusion of Preemptive Rights and Amend Conditional Capital Authorization	Mgmt	For	For	For	No
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For	No
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For	No
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For	No
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For	No
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	For	For	No
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
6.2	Elect Roberto Guidetti as Director	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
6.3.1	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For	No
6.3.2	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For	No
6.3.3	Appoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For	No
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For	No

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For	No
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For	For	For	No
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	For	For	No
8	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Henkel AG & Co. KGaA

Meeting Date: 04/24/2023

Country: Germany

Ticker: HEN

Record Date: 03/31/2023

Meeting Type: Annual

Primary ISIN: DE0006048408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	Mgmt	For	For	For	No
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>						
5	Approve Discharge of Shareholders' Committee for Fiscal Year 2022	Mgmt	For	For	For	No
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For	No
7	Elect Laurent Martinez to the Supervisory Board	Mgmt	For	Against	For	Yes
8	Approve Remuneration Report	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>						
9	Approve Remuneration Policy	Mgmt	For	For	For	No

Henkel AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	No
11	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
13	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	No
14	Approve Affiliation Agreement with Henkel IP Management and IC Services GmbH	Mgmt	For	For	For	No

Hermes International SCA

Meeting Date: 04/20/2023

Country: France

Ticker: RMS

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000052292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Discharge of General Managers	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>						
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	For	Yes
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For	No
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	Mgmt	For	For	For	No
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	For	Against	For	Yes
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For	For	For	No
15	Reelect Renaud Momméja as Supervisory Board Member	Mgmt	For	Against	For	Yes
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For	No
18	Renew Appointment of Grant Thornton Audit as Auditor	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	For	Yes
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>						
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>						
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	For	Yes
26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>						
27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>						
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Husqvarna AB

Meeting Date: 04/04/2023

Country: Sweden

Ticker: HUSQ.B

Record Date: 03/27/2023

Meeting Type: Annual

Primary ISIN: SE0001662230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt				
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
7b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For	No
7c.1	Approve Discharge of Tom Johnstone	Mgmt	For	For	For	No
7c.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For	No
7c.3	Approve Discharge of Katarina Martinson	Mgmt	For	For	For	No
7c.4	Approve Discharge of Bertrand Neuschwander	Mgmt	For	For	For	No
7c.5	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For	No
7c.6	Approve Discharge of Lars Pettersson	Mgmt	For	For	For	No
7c.7	Approve Discharge of Christine Robins	Mgmt	For	For	For	No
7c.8	Approve Discharge of Stefan Ranstrand	Mgmt	For	For	For	No
7c.9	Approve Discharge of CEO Henric Andersson	Mgmt	For	For	For	No
8a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For	No
8b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
9	Approve Remuneration of Directors in the Amount of SEK 2.25 Million to Chairman and SEK 650,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
10a.1	Reelect Tom Johnstone as Director	Mgmt	For	For	For	No
10a.2	Reelect Ingrid Bonde as Director	Mgmt	For	For	For	No
10a.3	Reelect Katarina Martinson as Director	Mgmt	For	For	For	No
10a.4	Reelect Bertrand Neuschwander as Director	Mgmt	For	For	For	No
10a.5	Reelect Daniel Nodhall as Director	Mgmt	For	For	For	No
10a.6	Reelect Lars Pettersson as Director	Mgmt	For	For	For	No
10a.7	Reelect Christine Robins as Director	Mgmt	For	For	For	No
10a.8	Elect Torbjorn Loof as New Director	Mgmt	For	For	For	No
10b	Reelect Tom Johnstone as Board Chair	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>						
11a	Ratify KPMG as Auditors	Mgmt	For	For	For	No
11b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	For	No

Husqvarna AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
13	Approve Performance Share Incentive Program LTI 2023	Mgmt	For	For	For	No
14	Approve Equity Plan Financing	Mgmt	For	For	For	No
15	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For	For	No
16	Close Meeting	Mgmt				

IMCD NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: IMCD

Record Date: 03/29/2023

Meeting Type: Annual

Primary ISIN: NL0010801007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt				
2.b	Approve Remuneration Report	Mgmt	For	For	For	No
3.a	Receive Auditor's Report (Non-Voting)	Mgmt				
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
3.d	Approve Dividends of EUR 6.78 Per Share	Mgmt	For	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Elect Valerie Diele-Braun to Management Board	Mgmt	For	For	For	No
6	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For	For	For	No
7	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2025-2027	Mgmt	For	For	For	No
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10	Close Meeting	Mgmt				

Informa Plc

Meeting Date: 06/15/2023 **Country:** United Kingdom **Ticker:** INF
Record Date: 06/13/2023 **Meeting Type:** Annual **Primary ISIN:** GB00BMJ6DW54

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Elect Andrew Ransom as Director	Mgmt	For	For	For	No
2	Re-elect John Rishton as Director	Mgmt	For	For	For	No
3	Re-elect Stephen Carter as Director	Mgmt	For	For	For	No
4	Re-elect Gareth Wright as Director	Mgmt	For	For	For	No
5	Re-elect Mary McDowell as Director	Mgmt	For	For	For	No
6	Re-elect Gill Whitehead as Director	Mgmt	For	For	For	No
7	Re-elect Louise Smalley as Director	Mgmt	For	For	For	No
8	Re-elect David Flaschen as Director	Mgmt	For	For	For	No
9	Re-elect Joanne Wilson as Director	Mgmt	For	For	For	No
10	Re-elect Zheng Yin as Director	Mgmt	For	For	For	No
11	Re-elect Patrick Martell as Director	Mgmt	For	For	For	No
12	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Approve Final Dividend	Mgmt	For	For	For	No
15	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Institutional Cash Series plc - BlackRock ICS Euro Liquidity Fund

Meeting Date: 03/24/2023

Country: Ireland

Ticker: N/A

Record Date: 03/22/2023

Meeting Type: Annual

Primary ISIN: IE0005023803

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Ratify EY as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

InterContinental Hotels Group Plc

Meeting Date: 05/05/2023

Country: United Kingdom

Ticker: IHG

Record Date: 05/03/2023

Meeting Type: Annual

Primary ISIN: GB00BHJYC057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	Against	For	Yes
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>						
3	Approve Remuneration Report	Mgmt	For	Against	For	Yes
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>						
4	Approve Final Dividend	Mgmt	For	For	For	No
5a	Elect Michael Glover as Director	Mgmt	For	For	For	No
5b	Elect Byron Grote as Director	Mgmt	For	For	For	No
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
5c	Elect Deanna Oppenheimer as Director	Mgmt	For	For	For	No
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
5d	Re-elect Graham Allan as Director	Mgmt	For	For	For	No
5e	Re-elect Keith Barr as Director	Mgmt	For	For	For	No

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5f	Re-elect Daniela Barone Soares as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
5g	Re-elect Arthur de Haast as Director	Mgmt	For	For	For	No
5h	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For	No
5i	Re-elect Jo Harlow as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
5j	Re-elect Elie Maalouf as Director	Mgmt	For	For	For	No
5k	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For	No
6	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
9	Approve Deferred Award Plan	Mgmt	For	For	For	No
10	Authorise Issue of Equity	Mgmt	For	For	For	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Intertek Group Plc

Meeting Date: 05/24/2023

Country: United Kingdom

Ticker: ITRK

Record Date: 05/22/2023

Meeting Type: Annual

Primary ISIN: GB0031638363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No

Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4	Elect Colm Deasy as Director	Mgmt	For	For	For	No
5	Elect Jez Maiden as Director	Mgmt	For	For	For	No
6	Elect Kawal Preet as Director	Mgmt	For	For	For	No
7	Re-elect Andrew Martin as Director	Mgmt	For	For	For	No
8	Re-elect Andre Lacroix as Director	Mgmt	For	For	For	No
9	Re-elect Graham Allan as Director	Mgmt	For	For	For	No
10	Re-elect Gurnek Bains as Director	Mgmt	For	For	For	No
11	Re-elect Lynda Clarizio as Director	Mgmt	For	For	For	No
12	Re-elect Tamara Ingram as Director	Mgmt	For	For	For	No
13	Re-elect Gill Rider as Director	Mgmt	For	For	For	No
14	Re-elect Jean-Michel Valette as Director	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Intesa Sanpaolo SpA

Meeting Date: 04/28/2023

Country: Italy

Ticker: ISP

Record Date: 04/19/2023

Meeting Type: Annual

Primary ISIN: IT0000072618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1b	Approve Allocation of Income	Mgmt	For	For	For	No

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2a	Approve Remuneration Policy	Mgmt	For	For	For	No
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
2c	Approve Annual Incentive Plan	Mgmt	For	For	For	No
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For	No
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision

J Sainsbury Plc

Meeting Date: 07/06/2023

Country: United Kingdom

Ticker: SBRY

Record Date: 07/04/2023

Meeting Type: Annual

Primary ISIN: GB00B019KW72

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Blathnaid Bergin as Director	Mgmt	For	For	For	No
6	Re-elect Jo Bertram as Director	Mgmt	For	For	For	No
7	Re-elect Brian Cassin as Director	Mgmt	For	For	For	No
8	Re-elect Jo Harlow as Director	Mgmt	For	For	For	No
9	Re-elect Adrian Hennah as Director	Mgmt	For	For	For	No
10	Re-elect Tanuj Kapilashrami as Director	Mgmt	For	For	For	No
11	Re-elect Simon Roberts as Director	Mgmt	For	For	For	No
12	Re-elect Martin Scicluna as Director	Mgmt	For	For	For	No
13	Re-elect Keith Weed as Director	Mgmt	For	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No

J Sainsbury Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Johnson Matthey Plc

Meeting Date: 07/20/2023

Country: United Kingdom

Ticker: JMAT

Record Date: 07/18/2023

Meeting Type: Annual

Primary ISIN: GB00BZ4BQC70

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Barbara Jeremiah as Director	Mgmt	For	For	For	No
6	Re-elect Liam Condon as Director	Mgmt	For	For	For	No
7	Re-elect Rita Forst as Director	Mgmt	For	For	For	No
8	Re-elect Jane Griffiths as Director	Mgmt	For	For	For	No
9	Re-elect Xiaozhi Liu as Director	Mgmt	For	For	For	No
10	Re-elect Chris Mottershead as Director	Mgmt	For	For	For	No
11	Re-elect John O'Higgins as Director	Mgmt	For	For	For	No
12	Re-elect Stephen Oxley as Director	Mgmt	For	For	For	No
13	Re-elect Patrick Thomas as Director	Mgmt	For	For	For	No
14	Re-elect Doug Webb as Director	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No

Johnson Matthey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
18	Authorise Issue of Equity	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Just Eat Takeaway.com NV

Meeting Date: 05/17/2023

Country: Netherlands

Ticker: TKWY

Record Date: 04/19/2023

Meeting Type: Annual

Primary ISIN: NL0012015705

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2a	Receive Report of Management Board (Non-Voting)	Mgmt				
2b	Approve Remuneration Report	Mgmt	For	For	For	No
2c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Amend Remuneration Policy for Management Board	Mgmt	For	For	For	No
4a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5a	Reelect Jitse Groen to Management Board	Mgmt	For	For	For	No
5b	Reelect Brent Wissink to Management Board	Mgmt	For	For	For	No
5c	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	For	No
5d	Reelect Andrew Kenny to Management Board	Mgmt	For	For	For	No
6a	Reelect Dick Boer to Supervisory Board	Mgmt	For	For	For	No
6b	Reelect Corinne Vigreux to Supervisory Board	Mgmt	For	For	For	No
6c	Reelect Lloyd Frink to Supervisory Board	Mgmt	For	For	For	No

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6d	Reelect Jambu Palaniappan to Supervisory Board	Mgmt	For	For	For	No
6e	Reelect Mieke De Schepper to Supervisory Board	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
6f	Reelect Ron Teerlink to Supervisory Board	Mgmt	For	For	For	No
6g	Elect Abbe Luersman to Supervisory Board	Mgmt	For	For	For	No
6h	Elect Angela Noon to Supervisory Board	Mgmt	For	For	For	No
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	No
8a	Grant Board Authority to Issue Shares for General Purposes and in Connection with Incentive Plans	Mgmt	For	For	For	No
8b	Grant Board Authority to Issue Shares in Connection with Amazon	Mgmt	For	For	For	No
9a	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	Mgmt	For	For	For	No
9b	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	Mgmt	For	For	For	No
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
11	Other Business (Non-Voting)	Mgmt				
12	Close Meeting	Mgmt				

KBC Group SA/NV

Meeting Date: 05/04/2023

Country: Belgium

Ticker: KBC

Record Date: 04/20/2023

Meeting Type: Annual

Primary ISIN: BE0003565737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Receive Directors' Reports (Non-Voting)	Mgmt				
2	Receive Auditors' Reports (Non-Voting)	Mgmt				
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4 per Share	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
6	Approve Discharge of Directors	Mgmt	For	For	For	No
7	Approve Discharge of Auditors	Mgmt	For	For	For	No
8	Approve Auditors' Remuneration	Mgmt	For	For	For	No
9.1	Reelect Koenraad Debackere as Independent Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0201-007] As nomination committee member, responsible for lack of independence.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>						
9.2	Reelect Alain Bostoen as Director	Mgmt	For	Against	For	Yes
9.3	Reelect Franky Depickere as Director	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>						
9.4	Reelect Frank Donck as Director	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
9.5	Elect Marc De Ceuster as Director	Mgmt	For	Against	For	Yes
9.6	Elect Raf Sels as Director	Mgmt	For	Against	For	Yes
10	Transact Other Business	Mgmt				

KBC Group SA/NV

Meeting Date: 05/04/2023

Country: Belgium

Ticker: KBC

Record Date: 04/20/2023

Meeting Type: Extraordinary Shareholders

Primary ISIN: BE0003565737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Extraordinary General Meeting Agenda	Mgmt				
1	Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Mgmt				
2.1	Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights	Mgmt	For	For	For	No
2.2	Approve Issuance of Shares with Preemptive Rights	Mgmt	For	For	For	No

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Amend Article 7 Re: Insert Transitional Provision	Mgmt	For	For	For	No
4	Amend Article 8 Re: Allocation of Share Premiums	Mgmt	For	For	For	No
5	Authorize Cancellation of Treasury Shares	Mgmt	For	For	For	No
6	Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	Mgmt	For	For	For	No
7	Amend Article 20 Re: Powers of the Executive Committee	Mgmt	For	For	For	No
8	Amend Article 23 Re: Deletion of Transitional Provision	Mgmt	For	For	For	No
9	Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No
10	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For	No
11	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	No

Kerry Group Plc

Meeting Date: 04/27/2023

Country: Ireland

Ticker: KRZ

Record Date: 04/23/2023

Meeting Type: Annual

Primary ISIN: IE0004906560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Elect Patrick Rohan as Director	Mgmt	For	For	For	No
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For	No
4b	Re-elect Hugh Brady as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [LN-M0200-001] Re-appointment of this director is not in shareholders' best interest.</i>						
4c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For	No
4d	Re-elect Karin Dorrepaal as Director	Mgmt	For	For	For	No
4e	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For	No
4f	Re-elect Michael Kerr as Director	Mgmt	For	For	For	No
4g	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For	No

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4h	Re-elect Tom Moran as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
4i	Re-elect Christopher Rogers as Director	Mgmt	For	For	For	No
4j	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For	No
4k	Re-elect Jinlong Wang as Director	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
7	Approve Remuneration Report	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
12	Approve Employee Share Plan	Mgmt	For	For	For	No

Kesko Oyj

Meeting Date: 03/30/2023

Country: Finland

Ticker: KESKOB

Record Date: 03/20/2023

Meeting Type: Annual

Primary ISIN: FI0009000202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive CEO's Review	Mgmt				
7	Receive Financial Statements and Statutory Reports	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	Mgmt	For	For	For	No
10	Approve Discharge of Board and President	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
12	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
13	Approve Remuneration of Auditors	Mgmt	For	For	For	No
14	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
15	Amend Articles Re: Board of Directors and Term of Office	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Kingfisher plc

Meeting Date: 06/27/2023

Country: United Kingdom

Ticker: KGF

Record Date: 06/23/2023

Meeting Type: Annual

Primary ISIN: GB0033195214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Kingfisher plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Claudia Arney as Director	Mgmt	For	For	For	No
5	Re-elect Bernard Bot as Director	Mgmt	For	For	For	No
6	Re-elect Catherine Bradley as Director	Mgmt	For	For	For	No
7	Re-elect Jeff Carr as Director	Mgmt	For	For	For	No
8	Re-elect Andrew Cosslett as Director	Mgmt	For	For	For	No
9	Re-elect Thierry Garnier as Director	Mgmt	For	For	For	No
10	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For	No
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For	No
12	Re-elect Bill Lennie as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Approve Sharesave Plan	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Klepierre SA

Meeting Date: 05/11/2023

Country: France

Ticker: LI

Record Date: 05/09/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000121964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.75 per Share	Mgmt	For	For	For	No
4	Approve Transaction with Jean-Michel Gault Re: Employment Contract with Klepierre Management SNC	Mgmt	For	For	For	No
5	Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Mgmt	For	Against	For	Yes
6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
7	Reelect Catherine Simoni as Supervisory Board Member	Mgmt	For	For	For	No
8	Reelect Florence von Erb as Supervisory Board Member	Mgmt	For	For	For	No
9	Reelect Stanley Shashoua as Supervisory Board Member	Mgmt	For	For	For	No
10	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For	No
11	Acknowledge End of Mandate of Picarle & Associes as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For	No
12	Approve Remuneration Policy of Chairman and Supervisory Board Members	Mgmt	For	For	For	No
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For	No
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
16	Approve Compensation of David Simon, Chairman of the Supervisory Board	Mgmt	For	For	For	No
17	Approve Compensation of Jean-Marc Jestin, Chairman of the Management Board	Mgmt	For	For	For	No
18	Approve Compensation of Stephane Tortajada, CFO and Management Board Member Since June 22, 2022	Mgmt	For	For	For	No
19	Approve Compensation of Jean-Michel Gault, CFO and Management Board Member Until June 21, 2022	Mgmt	For	For	For	No
20	Approve Compensation of Benat Ortega, COO and Management Board Member Until January 31, 2022	Mgmt	For	For	For	No
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				

Klepierre SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For	No
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40,160,564	Mgmt	For	For	For	No
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40,160,564	Mgmt	For	For	For	No
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-25	Mgmt	For	For	For	No
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
28	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-28 at EUR 120 Million	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
30	Approve Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For	No
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Koninklijke Ahold Delhaize NV

Meeting Date: 04/12/2023

Country: Netherlands

Ticker: AD

Record Date: 03/15/2023

Meeting Type: Annual

Primary ISIN: NL0011794037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Report of Management Board (Non-Voting)	Mgmt				
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
4	Adopt Financial Statements	Mgmt	For	For	For	No

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5	Approve Dividends	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Discharge of Management Board	Mgmt	For	For	For	No
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
9	Reelect Peter Agnefjall to Supervisory Board	Mgmt	For	For	For	No
10	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For	No
11	Reelect Katie Doyle to Supervisory Board	Mgmt	For	For	For	No
12	Elect Julia Vander Ploeg to Supervisory Board	Mgmt	For	For	For	No
13	Reelect Frans Muller to Management Board	Mgmt	For	For	For	No
14	Elect JJ Fleeman to Management Board	Mgmt	For	For	For	No
15	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For	No
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
18	Authorize Board to Acquire Common Shares	Mgmt	For	For	For	No
19	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Koninklijke Ahold Delhaize NV

Meeting Date: 07/05/2023

Country: Netherlands

Ticker: AD

Record Date: 06/07/2023

Meeting Type: Extraordinary Shareholders

Primary ISIN: NL0011794037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Extraordinary Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Elect Jolanda Poots-Bijl to Management Board	Mgmt	For	For	For	No
3	Close Meeting	Mgmt				

Koninklijke DSM NV

Meeting Date: 01/23/2023

Country: Netherlands

Ticker: DSM

Record Date: 12/26/2022

Meeting Type: Extraordinary Shareholders

Primary ISIN: NL000009827

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Extraordinary Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Presentation on the Transaction	Mgmt				
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For	For	No
4	Approve Discharge of Management Board	Mgmt	For	For	For	No
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
6	Close Meeting	Mgmt				

Kuehne + Nagel International AG

Meeting Date: 05/09/2023

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0025238863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 14.00 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	For	For	No
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>						
4.1.3	Reelect David Kamenetzky as Director	Mgmt	For	For	For	No

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4.1.4	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>						
4.1.5	Reelect Tobias Staehelin as Director	Mgmt	For	For	For	No
4.1.6	Reelect Hauke Stars as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>						
4.1.7	Reelect Martin Wittig as Director	Mgmt	For	For	For	No
4.1.8	Reelect Joerg Wolle as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
4.2	Elect Vesna Nevistic as Director	Mgmt	For	For	For	No
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For	No

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>						
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For	No
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>						
7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2022	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>						
8	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>						

Legal & General Group Plc

Meeting Date: 05/18/2023

Country: United Kingdom

Ticker: LGEN

Record Date: 05/16/2023

Meeting Type: Annual

Primary ISIN: GB0005603997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Climate Transition Plan	Mgmt	For	For	For	No
4	Elect Carolyn Johnson as Director	Mgmt	For	For	For	No
5	Elect Tushar Morzaria as Director	Mgmt	For	For	For	No

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For	No
7	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For	No
8	Re-elect Philip Broadley as Director	Mgmt	For	For	For	No
9	Re-elect Jeff Davies as Director	Mgmt	For	For	For	No
10	Re-elect Sir John Kingman as Director	Mgmt	For	For	For	No
11	Re-elect Lesley Knox as Director	Mgmt	For	For	For	No
12	Re-elect George Lewis as Director	Mgmt	For	For	For	No
13	Re-elect Ric Lewis as Director	Mgmt	For	For	For	No
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For	No
15	Re-elect Sir Nigel Wilson as Director	Mgmt	For	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Approve Remuneration Policy	Mgmt	For	For	For	No
19	Approve Remuneration Report	Mgmt	For	For	For	No
20	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No
22	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For	No
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For	No
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Logitech International S.A.

Meeting Date: 09/13/2023

Country: Switzerland

Ticker: LOGN

Record Date: 09/07/2023

Meeting Type: Annual

Primary ISIN: CH0025751329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For	No
6A	Amend Articles Re: Shareholders Rights and General Meeting of Shareholders	Mgmt	For	For	For	No
6B	Amend Articles Re: Compensation and Mandates	Mgmt	For	For	For	No
6C	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For	No
6D	Amend Articles Re: Administrative amendments to the Articles of Incorporation	Mgmt	For	For	For	No
7	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
	Elections to the Board of Directors	Mgmt				
8A	Elect Director Patrick Aebischer	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
8B	Elect Director Wendy Becker	Mgmt	For	For	For	No
8C	Elect Director Edouard Bugnion	Mgmt	For	For	For	No
8D	Elect Director Guy Gecht	Mgmt	For	For	For	No
8E	Elect Director Marjorie Lao	Mgmt	For	For	For	No
8F	Elect Director Neela Montgomery	Mgmt	For	For	For	No
8G	Elect Director Deborah Thomas	Mgmt	For	For	For	No
8H	Elect Director Christopher Jones	Mgmt	For	For	For	No
8I	Elect Director Kwok Wang Ng	Mgmt	For	For	For	No
8J	Elect Director Sascha Zahn	Mgmt	For	For	For	No
9	Elect Wendy Becker as Board Chairman	Mgmt	For	For	For	No
	Elections to the Compensation Committee	Mgmt				
10A	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	For	No
10B	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For	For	For	No

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10C	Appoint Deborah Thomas as Member of the Compensation Committee	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of CHF 3,700,000	Mgmt	For	For	For	No
12	Approve Remuneration of the Group Management Team in the Amount of USD 26,700,000	Mgmt	For	For	For	No
13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2024	Mgmt	For	For	For	No
14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For	For	For	No
A	Authorize Independent Representative to Vote on Any New or Amended Resolutions	Mgmt	For	Against	Abstain	Yes

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Lonza Group AG

Meeting Date: 05/05/2023

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0013841017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For	No
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	Against	Yes

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

5.1.2	Reelect Marion Helmes as Director	Mgmt	For	For	For	No
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For	No
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For	No
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For	No
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For	No
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For	No
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For	No
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For	No
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For	No
9.1	Amend Corporate Purpose	Mgmt	For	For	For	No
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For	For	For	No
9.4	Amend Articles of Association	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For	No
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For	For	No
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For	For	For	No
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For	For	For	No
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For	For	For	No

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>						

L'Oreal SA

Meeting Date: 04/21/2023	Country: France	Ticker: OR
Record Date: 04/19/2023	Meeting Type: Annual/Special	Primary ISIN: FR0000120321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For	For	No
4	Reelect Sophie Bellon as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
5	Reelect Fabienne Dulac as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For	For	No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For	No
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For	For	No
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For	For	No
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Mediobanca Banca di Credito Finanziario SpA

Meeting Date: 10/28/2023

Country: Italy

Ticker: MB

Record Date: 10/19/2023

Meeting Type: Annual/Special

Primary ISIN: IT0000062957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1b	Approve Allocation of Income	Mgmt	For	For	For	No
2a	Fix Number of Directors	Mgmt	For	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				

Mediobanca Banca di Credito Finanziario SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2b.1	Slate 1 Submitted by Management	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
2b.2	Slate 2 Submitted by Delfin Sarl	SH	None	Against	Against	No
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
2b.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against	No
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
2c	Approve Remuneration of Directors	Mgmt	For	For	For	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
3a.1	Slate 1 Submitted by Delfin Sarl	SH	None	Against	Against	No
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
3b	Approve Internal Auditors' Remuneration	Mgmt	For	For	For	No
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
5a	Approve Remuneration Policy	Mgmt	For	For	For	No
5b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
5c	Approve Annual Performance Share Scheme	Mgmt	For	For	For	No
5d	Approve Long-Term Incentive Plan 2023-2026	Mgmt	For	For	For	No
5e	Approve Employee Share Ownership and Co-investment Plan 2023-2026	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 4	Mgmt	For	For	For	No
2	Authorize Board to Increase Capital to Service Long-Term Incentive Plan 2023-2026	Mgmt	For	For	For	No
3	Authorize Board to Increase Capital to Service Employee Share Ownership Plan 2023-2026	Mgmt	For	For	For	No
4	Amend Company Bylaws Re: Article 33	Mgmt	For	For	For	No

Merck KGaA

Meeting Date: 04/28/2023

Country: Germany

Ticker: MRK

Record Date: 04/06/2023

Meeting Type: Annual

Primary ISIN: DE0006599905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For	No
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	No
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No

Mondi Plc

Meeting Date: 05/04/2023

Country: United Kingdom

Ticker: MNDI

Record Date: 05/02/2023

Meeting Type: Annual

Primary ISIN: GB00B1CRLC47

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No

Mondi Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Anke Groth as Director	Mgmt	For	For	For	No
6	Elect Saki Macozoma as Director	Mgmt	For	For	For	No
7	Re-elect Svein Richard Brandtzaeg as Director	Mgmt	For	For	For	No
8	Re-elect Sue Clark as Director	Mgmt	For	For	For	No
9	Re-elect Andrew King as Director	Mgmt	For	For	For	No
10	Re-elect Mike Powell as Director	Mgmt	For	For	For	No
11	Re-elect Dominique Reiniche as Director	Mgmt	For	For	For	No
12	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For	No
13	Re-elect Philip Yea as Director	Mgmt	For	For	For	No
14	Re-elect Stephen Young as Director	Mgmt	For	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Mowi ASA

Meeting Date: 06/01/2023

Country: Norway

Ticker: MOWI

Record Date: 05/31/2023

Meeting Type: Annual

Primary ISIN: NO0003054108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.a	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
1.b	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote	No
3	Receive Briefing on the Business	Mgmt				
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	Do Not Vote	No

Mowi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5	Discuss Company's Corporate Governance Statement	Mgmt				
6	Approve Equity Plan Financing	Mgmt	For	For	Do Not Vote	No
7	Approve Remuneration Statement	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
8	Approve Remuneration of Directors	Mgmt	For	Against	Do Not Vote	No
9	Approve Remuneration of Nomination Committee	Mgmt	For	For	Do Not Vote	No
10	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
11.a	Reelect Ole-Eirik Leroy (Chair) as Director	Mgmt	For	For	Do Not Vote	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>						
11.b	Reelect Kristian Melhuus (Deputy Chair) as Director	Mgmt	For	For	Do Not Vote	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>						
11.c	Reelect Lisbet Karin Naero as Director	Mgmt	For	For	Do Not Vote	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>						
12.a	Elect Merete Haugli as Member of Nominating Committee	Mgmt	For	For	Do Not Vote	No
12.b	Elect Ann Kristin Brautaset as Member of Nominating Committee	Mgmt	For	For	Do Not Vote	No
13	Authorize Board to Distribute Dividends	Mgmt	For	For	Do Not Vote	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
15.A	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote	No
15.B	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	Do Not Vote	No

Neste Corp.

Meeting Date: 03/28/2023

Country: Finland

Ticker: NESTE

Record Date: 03/16/2023

Meeting Type: Annual

Primary ISIN: FI0009013296

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	For	No
13	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipilä (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify KPMG as Auditors	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Amend Articles Re: Book-Entry System	Mgmt	For	Against	For	Yes
19	Close Meeting	Mgmt				

NN Group NV

Meeting Date: 06/02/2023

Country: Netherlands

Ticker: NN

Record Date: 05/05/2023

Meeting Type: Annual

Primary ISIN: NL0010773842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Receive Annual Report	Mgmt				
3	Approve Remuneration Report	Mgmt	For	For	For	No
4.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4.B	Receive Explanation on Company's Dividend Policy	Mgmt				
4.C	Approve Dividends	Mgmt	For	For	For	No
5.A	Approve Discharge of Executive Board	Mgmt	For	For	For	No
5.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
6	Announce Intention to Reappoint David Knibbe to Executive Board	Mgmt				
7	Amend the Level of the Fixed Annual fee for Supervisory Board Members	Mgmt	For	For	For	No
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For	No
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For	No
9	Authorize Repurchase of Shares	Mgmt	For	For	For	No
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For	No
11	Close Meeting	Mgmt				

Novo Nordisk A/S

Meeting Date: 03/23/2023

Country: Denmark

Ticker: NOVO.B

Record Date: 03/16/2023

Meeting Type: Annual

Primary ISIN: DK0060534915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For	For	No
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	For	No
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For	Abstain	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	For	For	No
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For	No
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For	No
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For	No
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For	For	No
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For	No
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	Abstain	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
7	Ratify Deloitte as Auditor	Mgmt	For	For	For	No
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For	No
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For	No
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt				
8.4	Product Pricing Proposal	SH	Against	Against	Against	No
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>						

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
9	Other Business	Mgmt				

Novozymes A/S

Meeting Date: 03/02/2023

Country: Denmark

Ticker: NZYM.B

Record Date: 02/23/2023

Meeting Type: Annual

Primary ISIN: DK0060336014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of DKK 6 Per Share	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK1.07 Million for Vice Chairman and DKK 535,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6	Reelect Cornelis de Jong (Chair) as Director	Mgmt	For	For	Abstain	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
7	Reelect Kim Stratton (Vice Chair) as Director	Mgmt	For	For	Abstain	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	For	Yes
<i>Blended Rationale: .</i>						
8b	Elect Sharon James as Director	Mgmt	For	For	For	No
8c	Reelect Kasim Kutay as Director	Mgmt	For	For	For	No
8d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For	No
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
10a	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	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10b	Authorize Share Repurchase Program	Mgmt	For	For	For	No
10c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For	No
10d	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For	No
10e	Amend Remuneration Policy	Mgmt	For	For	For	No
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
11	Other Business	Mgmt				

Novozymes A/S

Meeting Date: 03/30/2023

Country: Denmark

Ticker: NZYM.B

Record Date: 03/23/2023

Meeting Type: Extraordinary Shareholders

Primary ISIN: DK0060336014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Merger Agreement with Chr. Hansen Holding A/S	Mgmt	For	For	For	No
2	Amend Articles Re: Number of Directors	Mgmt	For	For	For	No
3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For	No
3.b	Amend Articles Re: Indemnification	Mgmt	For	For	For	No
3.c	Amend Remuneration Policy	Mgmt	For	For	For	No
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No

Orion Oyj

Meeting Date: 03/22/2023

Country: Finland

Ticker: ORNBV

Record Date: 03/10/2023

Meeting Type: Annual

Primary ISIN: FI0009014377

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.60 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For	No
9	Approve Discharge of Board, President and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and Chairman of the Committees, and EUR 50,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Eight	Mgmt	For	For	For	No
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify KPMG as Auditors	Mgmt	For	For	For	No
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For	No
<i>Blended Rationale: [LN-M0300-003] Potential to be excessively dilutive to existing shareholders.</i>						
18	Close Meeting	Mgmt				

Orkla ASA

Meeting Date: 04/13/2023

Country: Norway

Ticker: ORK

Record Date: 04/03/2023

Meeting Type: Annual

Primary ISIN: NO0003733800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3 Per Share	Mgmt	For	For	Do Not Vote	No
3.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote	No
3.2	Approve Remuneration Statement	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
4	Discuss Company's Corporate Governance Statement	Mgmt				
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For	Do Not Vote	No
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For	Do Not Vote	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>						
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For	Do Not Vote	No
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>						
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For	Do Not Vote	No
6.4	Reelect Anna Mossberg as Director	Mgmt	For	For	Do Not Vote	No
6.5	Reelect Christina Fagerberg as Director	Mgmt	For	For	Do Not Vote	No
6.6	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For	Do Not Vote	No
6.7	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For	Do Not Vote	No
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For	Do Not Vote	No
8	Reelect Nils-Henrik Pettersson as Members of Nominating Committee	Mgmt	For	For	Do Not Vote	No
9	Approve Remuneration of Directors	Mgmt	For	Against	Do Not Vote	No
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	Do Not Vote	No
11	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No

Meeting Date: 03/07/2023

Country: Denmark

Ticker: ORSTED

Record Date: 02/28/2023

Meeting Type: Annual

Primary ISIN: DK0060094928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
4	Approve Discharge of Management and Board	Mgmt	For	For	For	No
5	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	For	For	For	No
6.1	Fix Number of Directors at Eight	Mgmt	For	For	For	No
6.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For	For	No
6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	For	No
6.4a	Reelect Jorgen Kildah as Director	Mgmt	For	For	For	No
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For	For	No
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For	For	No
6.4d	Reelect Julia King as Director	Mgmt	For	For	For	No
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For	For	No
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
6.4f	Elect Andrew Brown as New Director	Mgmt	For	For	For	No
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
10	Other Business	Mgmt				

Pandora AS

Meeting Date: 03/16/2023

Country: Denmark

Ticker: PNDORA

Record Date: 03/09/2023

Meeting Type: Annual

Primary ISIN: DK0060252690

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
4	Approve Remuneration of Directors	Mgmt	For	For	For	No
5	Approve Allocation of Income and Dividends of DKK 16.00 Per Share	Mgmt	For	For	For	No
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For	Abstain	Yes
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
6.2	Reelect Christian Frigast as Director	Mgmt	For	For	For	No
6.3	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	For	No
6.4	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For	No
6.5	Reelect Catherine Spindler as Director	Mgmt	For	For	For	No
6.6	Reelect Jan Zijderveld as Director	Mgmt	For	For	For	No
6.7	Elect Lilian Fossum Biner as New Director	Mgmt	For	For	For	No
7	Ratify Ernst & Young as Auditor	Mgmt	For	For	For	No
8	Approve Discharge of Management and Board	Mgmt	For	For	For	No
9.1	Approve DKK 6.5 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For	For	No
9.2	Authorize Share Repurchase Program	Mgmt	For	For	For	No
9.3	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
10	Other Business	Mgmt				

Pearson Plc

Meeting Date: 04/28/2023

Country: United Kingdom

Ticker: PSON

Record Date: 04/26/2023

Meeting Type: Annual

Primary ISIN: GB0006776081

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Andy Bird as Director	Mgmt	For	For	For	No
4	Re-elect Sherry Coutu as Director	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
5	Re-elect Sally Johnson as Director	Mgmt	For	For	For	No
6	Re-elect Omid Kordestani as Director	Mgmt	For	For	For	No
7	Re-elect Esther Lee as Director	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
8	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For	No
9	Re-elect Tim Score as Director	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
10	Re-elect Annette Thomas as Director	Mgmt	For	For	For	No
11	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For	No
12	Approve Remuneration Policy	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
13	Approve Remuneration Report	Mgmt	For	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Prosus NV

Meeting Date: 08/23/2023

Country: Netherlands

Ticker: PRX

Record Date: 07/26/2023

Meeting Type: Annual

Primary ISIN: NL0013654783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Receive Annual Report (Non-Voting)	Mgmt				
2	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
3	Adopt Financial Statements	Mgmt	For	For	For	No
4	Approve Allocation of Income	Mgmt	For	For	For	No
5	Approve Discharge of Executive Directors	Mgmt	For	For	For	No
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For	No
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	For	For	No
8.2	Reelect Rachel Jafta as Non-Executive Director	Mgmt	For	For	For	No
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	For	For	No
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	For	For	No
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For	No
10	Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	For	For	For	No
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For	No
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0346-001] Proposed repurchase authority is excessive.</i>						
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For	No
14	Discuss Voting Results	Mgmt				
15	Close Meeting	Mgmt				

Prysmian SpA

Meeting Date: 04/19/2023

Country: Italy

Ticker: PRY

Record Date: 04/06/2023

Meeting Type: Annual/Special

Primary ISIN: IT0004176001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
4	Approve Incentive Plan	Mgmt	For	For	For	No
5	Approve Remuneration Policy	Mgmt	For	For	For	No
6	Approve Second Section of the Remuneration Report	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
	Extraordinary Business	Mgmt				
1	Authorize Board to Increase Capital to Service the Incentive Plan	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>						

Publicis Groupe SA

Meeting Date: 05/31/2023

Country: France

Ticker: PUB

Record Date: 05/29/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000130577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5	Reelect Suzan LeVine as Supervisory Board Member	Mgmt	For	For	For	No
6	Reelect Antonella Mei-Pochtler as Supervisory Board Member	Mgmt	For	For	For	No
7	Appoint KPMG S.A. as Auditor	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For	No
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
13	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	For	No
14	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For	No
15	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For	No
16	Approve Compensation of Steve King, Management Board Member until September 14, 2022	Mgmt	For	For	For	No
17	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For	For	No
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

PUMA SE

Meeting Date: 05/24/2023

Country: Germany

Ticker: PUM

Record Date: 05/02/2023

Meeting Type: Annual

Primary ISIN: DE0006969603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For	No
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>						
7.1	Elect Heloise Temple-Boyer to the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence[SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>						
7.2	Elect Thore Ohlsson to the Supervisory Board	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>						
7.3	Elect Jean-Marc Duplaix to the Supervisory Board	Mgmt	For	Against	For	Yes
7.4	Elect Fiona May to the Supervisory Board	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
7.5	Elect Martin Koeppel as Employee Representative to the Supervisory Board	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
7.6	Elect Bernd Illig as Employee Representative to the Supervisory Board	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For	No
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No

Reckitt Benckiser Group Plc

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: RKT

Record Date: 04/28/2023

Meeting Type: Annual

Primary ISIN: GB00B24CGK77

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For	No
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For	No
6	Re-elect Jeff Carr as Director	Mgmt	For	For	For	No
7	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For	No
8	Re-elect Nicandro Durante as Director	Mgmt	For	For	For	No
9	Re-elect Mary Harris as Director	Mgmt	For	For	For	No
10	Re-elect Mehmood Khan as Director	Mgmt	For	For	For	No
11	Re-elect Pam Kirby as Director	Mgmt	For	For	For	No
12	Re-elect Chris Sinclair as Director	Mgmt	For	For	For	No
13	Re-elect Elane Stock as Director	Mgmt	For	For	For	No
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For	No
15	Elect Jeremy Darroch as Director	Mgmt	For	For	For	No
16	Elect Tamara Ingram as Director	Mgmt	For	For	For	No
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
20	Authorise Issue of Equity	Mgmt	For	For	For	No

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Red Electrica Corp. SA

Meeting Date: 06/05/2023

Country: Spain

Ticker: RED

Record Date: 05/31/2023

Meeting Type: Annual

Primary ISIN: ES0173093024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Standalone Financial Statements	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
4	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Change Company Name and Amend Article 1 Accordingly	Mgmt	For	For	For	No
7.1	Amend Articles of General Meeting Regulations Re: Purpose and Validity of the Regulations, Competences, Shareholders' Rights and Right to Attendance	Mgmt	For	For	For	No
7.2	Amend Articles of General Meeting Regulations Re: Proxy, Issuance of Votes Via Telematic Means	Mgmt	For	For	For	No
7.3	Amend Article 15 of General Meeting Regulations Re: Constitution, Deliberation and Adoption of Resolutions	Mgmt	For	For	For	No
8	Reelect Jose Juan Ruiz Gomez as Director	Mgmt	For	For	For	No
9.1	Approve Remuneration Report	Mgmt	For	For	For	No
9.2	Approve Remuneration of Directors	Mgmt	For	For	For	No
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Red Electrica Corp. SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
11	Receive Corporate Governance Report	Mgmt				
12	Receive Sustainability Report for FY 2022	Mgmt				
13	Receive Sustainability Plan for FY 2023-2025	Mgmt				

RELX Plc

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: REL

Record Date: 04/18/2023

Meeting Type: Annual

Primary ISIN: GB00B2B0DG97

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Elect Alistair Cox as Director	Mgmt	For	For	For	No
8	Re-elect Paul Walker as Director	Mgmt	For	For	For	No
9	Re-elect June Felix as Director	Mgmt	For	For	For	No
10	Re-elect Erik Engstrom as Director	Mgmt	For	For	For	No
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For	No
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For	No
13	Re-elect Nick Luff as Director	Mgmt	For	For	For	No
14	Re-elect Robert MacLeod as Director	Mgmt	For	For	For	No
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For	No
16	Re-elect Suzanne Wood as Director	Mgmt	For	For	For	No
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For	No
18	Approve Executive Share Ownership Scheme	Mgmt	For	For	For	No
19	Approve Sharesave Plan	Mgmt	For	For	For	No
20	Approve Employee Share Purchase Plan	Mgmt	For	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Schneider Electric SE

Meeting Date: 05/04/2023

Country: France

Ticker: SU

Record Date: 05/02/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000121972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
13	Reelect Gregory Spierkel as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For	For	No
15	Elect Abhay Parasnis as Director	Mgmt	For	For	For	No
16	Elect Giulia Chierchia as Director	Mgmt	For	For	For	No
17	Approve Company's Climate Transition Plan	Mgmt	For	For	For	No
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For	No
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For	No
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For	No
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For	For	No
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Schroders Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: SDR

Record Date: 04/25/2023

Meeting Type: Annual

Primary ISIN: GB00BP9LHF23

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	For	For	No
5	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For	No
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For	No
7	Re-elect Peter Harrison as Director	Mgmt	For	For	For	No
8	Re-elect Richard Keers as Director	Mgmt	For	For	For	No
9	Re-elect Ian King as Director	Mgmt	For	For	For	No
10	Re-elect Rhian Davies as Director	Mgmt	For	For	For	No
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For	No
12	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For	No
13	Re-elect Matthew Westerman as Director	Mgmt	For	For	For	No
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For	No
15	Re-elect Leonie Schroder as Director	Mgmt	For	For	For	No
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

SEGRO PLC

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: SGRO

Record Date: 04/18/2023

Meeting Type: Annual

Primary ISIN: GB00B5ZN1N88

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Andy Harrison as Director	Mgmt	For	For	For	No
5	Re-elect Mary Barnard as Director	Mgmt	For	For	For	No
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For	No
7	Re-elect Soumen Das as Director	Mgmt	For	For	For	No
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	For	No
9	Re-elect Simon Fraser as Director	Mgmt	For	For	For	No
10	Re-elect Andy Gulliford as Director	Mgmt	For	For	For	No
11	Re-elect Martin Moore as Director	Mgmt	For	For	For	No
12	Re-elect David Sleath as Director	Mgmt	For	For	For	No
13	Re-elect Linda Yueh as Director	Mgmt	For	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Severn Trent Plc
Meeting Date: 07/06/2023

Country: United Kingdom

Ticker: SVT

Record Date: 07/04/2023

Meeting Type: Annual

Primary ISIN: GB00B1FH8J72

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Kevin Beeston as Director	Mgmt	For	For	For	No
5	Re-elect John Coghlan as Director	Mgmt	For	For	For	No
6	Re-elect Tom Delay as Director	Mgmt	For	For	For	No
7	Re-elect Liv Garfield as Director	Mgmt	For	For	For	No
8	Re-elect Christine Hodgson as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
9	Elect Sarah Legg as Director	Mgmt	For	For	For	No
10	Elect Helen Miles as Director	Mgmt	For	For	For	No
11	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For	No
12	Re-elect Gillian Sheldon as Director	Mgmt	For	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

SGS SA

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary ISIN: CH1256740924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For	For	For	No
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For	No
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For	No
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For	No
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	For	No
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For	No
4.1.6	Reelect Shelby du Pasquier as Director	Mgmt	For	For	For	No
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	For	For	No
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	For	For	No
4.1.9	Elect Jens Riedel as Director	Mgmt	For	For	For	No
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For	No
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For	No
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For	No
4.5	Designate Notaires a Carouge as Independent Proxy	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For	No
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For	No
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For	No
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	For	For	No
6.1	Approve 1:25 Stock Split	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6.2	Approve Creation of Capital Band within the Upper Limit of CHF 8 Million and the Lower Limit of CHF 7.3 Million with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>						
6.3	Amend Corporate Purpose	Mgmt	For	For	For	No
6.4	Amend Articles Re: General Meetings (incl. Hybrid and Virtual Meetings); Board Meetings	Mgmt	For	For	For	No
6.5	Amend Articles Re: Threshold for Convening Extraordinary General Meeting and Submitting Items to the Agenda	Mgmt	For	For	For	No
6.6	Amend Articles Re: Rules on Remuneration	Mgmt	For	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>						

SNAM SpA

Meeting Date: 05/04/2023

Country: Italy

Ticker: SRG

Record Date: 04/24/2023

Meeting Type: Annual

Primary ISIN: IT0003153415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
4	Approve the 2023-2025 Long Term Share Incentive Plan	Mgmt	For	For	For	No
5.1	Approve Remuneration Policy	Mgmt	For	For	For	No
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>						

Meeting Date: 06/12/2023

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary ISIN: CH0012549785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
4	Amend Articles Re: Composition of Compensation Committee	Mgmt	For	For	For	No
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For	For	No
5.1.2	Reelect Stacy Seng as Director	Mgmt	For	For	For	No
5.1.3	Reelect Gregory Behar as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For	For	No
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For	No
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For	For	No
5.1.7	Reelect Julie Tay as Director	Mgmt	For	For	For	No
5.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For	For	No
5.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For	For	No
5.2.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
5.2.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
5.2.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
5.3	Appoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
5.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For	No

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For	No
7	Approve CHF 76,645.50 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
8.1	Amend Corporate Purpose	Mgmt	For	For	For	No
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For	No
8.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For	No
8.4	Amend Articles of Association	Mgmt	For	For	For	No
8.5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For	No
9	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

St. James's Place Plc

Meeting Date: 05/18/2023

Country: United Kingdom

Ticker: STJ

Record Date: 05/16/2023

Meeting Type: Annual

Primary ISIN: GB0007669376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	Against	For	Yes

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.

5	Re-elect Andrew Croft as Director	Mgmt	For	For	For	No
6	Re-elect Craig Gentle as Director	Mgmt	For	For	For	No
7	Re-elect Emma Griffin as Director	Mgmt	For	For	For	No

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.

St. James's Place Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
8	Re-elect Rosemary Hilary as Director	Mgmt	For	For	For	No
9	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
10	Re-elect Paul Manduca as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
11	Re-elect John Hitchins as Director	Mgmt	For	For	For	No
12	Elect Dominic Burke as Director	Mgmt	For	For	For	No
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Stora Enso Oyj

Meeting Date: 03/16/2023

Country: Finland

Ticker: STERV

Record Date: 03/06/2023

Meeting Type: Annual

Primary ISIN: FI0009005961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	Mgmt	For	For	For	No

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
11	Approve Remuneration of Directors in the Amount of EUR 209,000 for Chairman, EUR 118,000 for Vice Chairman, and EUR 81,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Nine	Mgmt	For	For	For	No
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>						
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	No
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	For	No
19	Decision on Making Order	Mgmt				
20	Close Meeting	Mgmt				

Svenska Cellulosa AB SCA

Meeting Date: 03/30/2023

Country: Sweden

Ticker: SCA.B

Record Date: 03/22/2023

Meeting Type: Annual

Primary ISIN: SE0000112724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Designate Inspector(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Receive President's Report	Mgmt				
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b	Approve Allocation of Income and Dividends of SEK 2.50 Per Share	Mgmt	For	For	For	No
8.c1	Approve Discharge of Charlotte Bengtsson	Mgmt	For	For	For	No
8.c2	Approve Discharge of Asa Bergman	Mgmt	For	For	For	No
8.c3	Approve Discharge of Par Boman	Mgmt	For	For	For	No
8.c4	Approve Discharge of Lennart Evrell	Mgmt	For	For	For	No
8.c5	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For	No
8.c6	Approve Discharge of Carina Hakansson	Mgmt	For	For	For	No
8.c7	Approve Discharge of Ulf Larsson (as board member)	Mgmt	For	For	For	No
8.c8	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For	No
8.c9	Approve Discharge of Bert Nordberg	Mgmt	For	For	For	No
8.c10	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For	No
8.c11	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For	No
8.c12	Approve Discharge of Karl Aberg	Mgmt	For	For	For	No
8.c13	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For	No
8.c14	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For	No
8.c15	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For	No
8.c16	Approve Discharge of Employee Representative Johanna Viklund Linden	Mgmt	For	For	For	No
8.c17	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For	No
8.c18	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For	No
8.c19	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For	No
8.c20	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For	No

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
9	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For	No
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
11.1	Approve Remuneration of Directors in the Amount of SEK 2.089Million for Chairman and SEK 695,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For	No
12.1	Reelect Asa Bergman as Director	Mgmt	For	For	For	No
12.2	Reelect Par Boman as Director	Mgmt	For	Against	For	Yes
12.3	Reelect Lennart Evrell as Director	Mgmt	For	For	For	No
12.4	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For	No
12.5	Reelect Carina Hakansson as Director	Mgmt	For	For	For	No
12.6	Reelect Ulf Larsson as Director	Mgmt	For	For	For	No
12.7	Reelect Martin Lindqvist as Director	Mgmt	For	For	For	No
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For	For	No
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	For	Yes
12.10	Reelect Karl Aberg as Director	Mgmt	For	For	For	No
13	Reelect Par Boman as Board Chair	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For	For	No
17	Close Meeting	Mgmt				

Swiss Life Holding AG

Meeting Date: 04/28/2023

Country: Switzerland

Ticker: SLHN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0014852781

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	<i>Blended Rationale: .</i>					
1.2	Approve Remuneration Report	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
2	Approve Allocation of Income and Dividends of CHF 30.00 per Share	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
3	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.5 Million	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.3	Reelect Monika Buetler as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.4	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.5	Reelect Ueli Dietiker as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.8	Reelect Henry Peter as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					
5.9	Reelect Martin Schmid as Director	Mgmt	For	For	For	No
	<i>Blended Rationale: .</i>					

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5.10	Reelect Franziska Sauber as Director	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
5.11	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
5.12	Elect Philomena Colatrella as Director	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
5.13	Elect Severin Moser as Director	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
5.15	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
5.16	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
8	Approve CHF 130,800 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
9	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes
	<i>Blended Rationale:</i> [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.					

Swiss Re AG

Meeting Date: 04/12/2023

Country: Switzerland

Ticker: SREN

Record Date:

Meeting Type: Annual

Primary ISIN: CH0126881561

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Approve Remuneration Report	Mgmt	For	For	For	No
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of USD 6.40 per Share	Mgmt	For	For	For	No
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For	For	For	No
4	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
5.1.a	Reelect Sergio Ermotti as Director and Board Chair	Mgmt	For	For	For	No
5.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For	No
5.1.c	Reelect Joachim Oechslin as Director	Mgmt	For	For	For	No
5.1.d	Reelect Deanna Ong as Director	Mgmt	For	For	For	No
5.1.e	Reelect Jay Ralph as Director	Mgmt	For	For	For	No
5.1.f	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For	No
5.1.g	Reelect Philip Ryan as Director	Mgmt	For	For	For	No
5.1.h	Reelect Paul Tucker as Director	Mgmt	For	For	For	No
5.1.i	Reelect Jacques de Vaucleroy as Director	Mgmt	For	For	For	No
5.1.j	Reelect Larry Zimpleman as Director	Mgmt	For	For	For	No
5.1.k	Elect Vanessa Lau as Director	Mgmt	For	For	For	No
5.1.l	Elect Pia Tischhauser as Director	Mgmt	For	For	For	No
5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	For	For	No
5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For	No
5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For	No
5.2.4	Reappoint Jacques de Vaucleroy as Member of the Compensation Committee	Mgmt	For	For	For	No
5.2.5	Appoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For	No
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For	No
5.4	Ratify KPMG as Auditors	Mgmt	For	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 9.2 Million	Mgmt	For	For	For	No
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For	No

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7.1	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization; Editorial Amendments	Mgmt	For	For	For	No
7.2	Amend Articles Re: General Meetings (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For	No
7.3	Amend Articles of Association	Mgmt	For	For	For	No
8	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes

Blended Rationale: .

Taylor Wimpey Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: TW

Record Date: 04/25/2023

Meeting Type: Annual

Primary ISIN: GB0008782301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Re-elect Irene Dorner as Director	Mgmt	For	For	For	No
4	Re-elect Robert Noel as Director	Mgmt	For	For	For	No
5	Re-elect Jennie Daly as Director	Mgmt	For	For	For	No
6	Re-elect Chris Carney as Director	Mgmt	For	For	For	No
7	Re-elect Humphrey Singer as Director	Mgmt	For	For	For	No
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For	No
9	Re-elect Scilla Grimble as Director	Mgmt	For	For	For	No
10	Elect Mark Castle as Director	Mgmt	For	For	For	No
11	Elect Clodagh Moriarty as Director	Mgmt	For	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
14	Authorise Issue of Equity	Mgmt	For	For	For	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No

Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
18	Approve Remuneration Report	Mgmt	For	For	For	No
19	Approve Remuneration Policy	Mgmt	For	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
21	Approve Sharesave Plan	Mgmt	For	For	For	No
22	Approve Renewal and Amendments to the Share Incentive Plan	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Tele2 AB

Meeting Date: 05/15/2023

Country: Sweden

Ticker: TEL2.B

Record Date: 05/05/2023

Meeting Type: Annual

Primary ISIN: SE0005190238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt				
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
7	Receive President's Report	Mgmt				
8	Receive CEO's Report	Mgmt				
9	Receive Financial Statements and Statutory Reports	Mgmt				
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
11	Approve Allocation of Income and Ordinary Dividends of SEK 6.80 Per Share	Mgmt	For	For	For	No
12.a	Approve Discharge of Carla Smits-Nusteling	Mgmt	For	For	For	No
12.b	Approve Discharge of Andrew Barron	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12.c	Approve Discharge of Stina Bergfors	Mgmt	For	For	For	No
12.d	Approve Discharge of Georgi Ganev	Mgmt	For	For	For	No
12.e	Approve Discharge of CEO Kjell Johnsen	Mgmt	For	For	For	No
12.f	Approve Discharge of Sam Kini	Mgmt	For	For	For	No
12.g	Approve Discharge of Eva Lindqvist	Mgmt	For	For	For	No
12.h	Approve Discharge of Lars-Ake Norling	Mgmt	For	For	For	No
13	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	No
14.a	Approve Remuneration of Directors in the Amount of SEK 1.8 Million for Chair and SEK 660,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For	For	No
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.a	Reelect Andrew Barron as Director	Mgmt	For	For	For	No
15.b	Reelect Stina Bergfors as Director	Mgmt	For	For	For	No
15.c	Reelect Georgi Ganev as Director	Mgmt	For	For	For	No
15.d	Reelect Sam Kini as Director	Mgmt	For	For	For	No
15.e	Reelect Eva Lindqvist as Director	Mgmt	For	For	For	No
15.f	Reelect Lars-Ake Norling as Director	Mgmt	For	For	For	No
16	Elect Andrew Barron as Board Chair	Mgmt	For	For	For	No
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
18	Approve Remuneration Report	Mgmt	For	For	For	No
19.a	Approve Performance Share Matching Plan LTI 2023	Mgmt	For	For	For	No
19.b	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For	For	No
19.c	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For	For	No
19.d	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For	For	For	No
19.e	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For	For	For	No
19.f	Authorize Share Swap Agreement	Mgmt	For	Against	For	Yes
20	Authorize Share Repurchase Program	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by Martin Green	Mgmt				

Tele2 AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
21.a	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	SH	None	Against	Against	No
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>						
21.b	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	SH	None	Against	Against	No
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>						
21.c	The Investigation and Any Measures Should be Presented as soon as possible, however Not Later than AGM 2024	SH	None	Against	Against	No
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>						
22	Close Meeting	Mgmt				

Telefonica Deutschland Holding AG

Meeting Date: 05/17/2023

Country: Germany

Ticker: O2D

Record Date: 05/10/2023

Meeting Type: Annual

Primary ISIN: DE000A1J5RX9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.18 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For	No
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements Until the 2024 AGM	Mgmt	For	For	For	No

Telefonica Deutschland Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
7	Approve Remuneration Policy	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For	No
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No

Telenor ASA

Meeting Date: 01/26/2023

Country: Norway

Ticker: TEL

Record Date: 01/19/2023

Meeting Type: Extraordinary Shareholders

Primary ISIN: NO0010063308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Registration of Attending Shareholders and Proxies	Mgmt				
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
5	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
6	Close Meeting	Mgmt				

Telenor ASA

Meeting Date: 05/10/2023

Country: Norway

Ticker: TEL

Record Date: 05/03/2023

Meeting Type: Annual

Primary ISIN: NO0010063308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Registration of Attending Shareholders and Proxies	Mgmt				
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
5	Receive Chairman's Report	Mgmt				
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.40 Per Share	Mgmt	For	For	Do Not Vote	No
7	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
8	Approve Company's Corporate Governance Statement	Mgmt				
9.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
9.2	Approve Remuneration Statement	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
10	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against	Do Not Vote	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>						
11	Amend Articles Re: Notice of Attendance to General Meeting	Mgmt	For	For	Do Not Vote	No
12.1	Elect Nils Bastiansen as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.2	Elect Marianne Bergmann Roren as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.3	Elect Kjetil Houg as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.4	Elect John Gordon Bernander as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.5	Elect Heidi Finkas as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.6	Elect Widar Salbuviik as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.7	Elect Silvija Seres as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.8	Elect Lisbeth Karin Naero as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.9	Elect Trine Saether Romuld as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.10	Elect Maalfrid Brath as Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.11	Elect Elin Myrmel-Johansen as Deputy Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No

Telenor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12.12	Elect Randi Marjamaa as Deputy Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
12.13	Elect Anette Hjerto as Deputy Member of Corporate Assembly	Mgmt	For	For	Do Not Vote	No
13.1	Elect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For	Do Not Vote	No
13.2	Elect Anette Hjerto as Member of Nominating Committee	Mgmt	For	For	Do Not Vote	No
14	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For	For	Do Not Vote	No
15.1	Approve Remuneration of Nominating Committee	Mgmt	For	Against	Do Not Vote	No
	If Item 15.1 is Rejected Approve Shareholder Proposal Submitted by Kvantia AS	Mgmt				
15.2	Approve Remuneration of Nominating Committee (Alternative Resolution)	SH	None	For	Do Not Vote	No

Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.

16	Close Meeting	Mgmt				
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Telia Co. AB

Meeting Date: 04/05/2023

Country: Sweden

Ticker: TELIA

Record Date: 03/28/2023

Meeting Type: Annual

Primary ISIN: SE0000667925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt				
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
5	Designate Inspectors (2) of Minutes of Meeting	Mgmt				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For	No
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For	No
10.3	Approve Discharge of Luisa Delgado	Mgmt	For	For	For	No
10.4	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For	No
10.5	Approve Discharge of Rickard Gustafson	Mgmt	For	For	For	No
10.6	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For	For	No
10.7	Approve Discharge of Jeanette Jager	Mgmt	For	For	For	No
10.8	Approve Discharge of Nina Linander	Mgmt	For	For	For	No
10.9	Approve Discharge of Jimmy Maymann	Mgmt	For	For	For	No
10.10	Approve Discharge of Martin Tiveus	Mgmt	For	For	For	No
10.11	Approve Discharge of Stefan Carlsson	Mgmt	For	For	For	No
10.12	Approve Discharge of Martin Saaf	Mgmt	For	For	For	No
10.13	Approve Discharge of Rickard Wast	Mgmt	For	For	For	No
10.14	Approve Discharge of Agneta Ahlstrom	Mgmt	For	For	For	No
10.15	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For	For	No
11	Approve Remuneration Report	Mgmt	For	For	For	No
12	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For	No
13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 940,000 for Vice Chairman, and SEK 670,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For	For	No
14.2	Reelect Ingrid Bonde as Director	Mgmt	For	For	For	No
14.3	Reelect Luisa Delgado as Director	Mgmt	For	For	For	No
14.4	Reelect Tomas Eliasson as Director	Mgmt	For	For	For	No
14.5	Reelect Rickard Gustafson as Director	Mgmt	For	For	For	No
14.6	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For	For	No
14.7	Reelect Jeanette Jager as Director	Mgmt	For	For	For	No
14.8	Reelect Jimmy Maymann as Director	Mgmt	For	For	For	No
14.9	Elect Sarah Eccleston as Director	Mgmt	For	For	For	No
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For	For	No
15.2	Reelect Ingrid Bonde as Vice Chairman	Mgmt	For	For	For	No
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No

Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
17	Approve Remuneration of Auditors	Mgmt	For	For	For	No
18	Ratify Deloitte as Auditors	Mgmt	For	For	For	No
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
21.a	Approve Performance Share Program 2023/2026 for Key Employees	Mgmt	For	For	For	No
21.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For	For	No
22.a	Approve SEK 5.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For	No
22.b	Approve Capitalization of Reserves of SEK 533 Million for a Bonus Issue	Mgmt	For	For	For	No
23	Close Meeting	Mgmt				

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/09/2023

Country: Italy

Ticker: TRN

Record Date: 04/27/2023

Meeting Type: Annual

Primary ISIN: IT0003242622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt				
3	Fix Number of Directors	SH	None	For	For	No
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>						
4	Fix Board Terms for Directors	SH	None	For	For	No
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>						
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt				
5.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Against	Against	No
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>						

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	No
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>						
6	Shareholder Proposals Submitted by CDP Reti SpA Elect Igor De Biasio as Board Chair	Mgmt SH	None	For	For	No
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>						
7	Approve Remuneration of Directors	SH	None	For	For	No
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>						
8.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates Slate 1 Submitted by CDP Reti SpA	Mgmt SH	None	For	For	No
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>						
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against	No
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>						
9	Shareholder Proposal Submitted by CDP Reti SpA Approve Internal Auditors' Remuneration	Mgmt SH	None	For	For	No
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>						
10	Management Proposals Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For	For	No
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
12.1	Approve Remuneration Policy	Mgmt	For	For	For	No
12.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	No
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>						

Umicore

Meeting Date: 04/27/2023

Country: Belgium

Ticker: UMI

Record Date: 04/13/2023

Meeting Type: Annual/Special

Primary ISIN: BE0974320526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual/Special Meeting Agenda	Mgmt				
	Annual Shareholders' Meeting Agenda	Mgmt				
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt				
A.2	Approve Remuneration Report	Mgmt	For	For	For	No
A.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	For	For	For	No
A.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
A.5	Approve Discharge of Supervisory Board	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
A.6	Approve Discharge of Auditors	Mgmt	For	For	For	No
A.7.1	Reelect Mario Armero as Member of the Supervisory Board	Mgmt	For	For	For	No
A.7.2	Elect Marc Grynberg as Member of the Supervisory Board	Mgmt	For	For	For	No
A.8	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For	No
	Special Shareholders' Meeting Agenda	Mgmt				
B.1	Approve Change-of-Control Clause Re: Joint Venture Agreement with PowerCo SE and Power HoldCo Lux SA and Sustainability-Linked Note Purchase Agreement	Mgmt	For	For	For	No

United Utilities Group Plc

Meeting Date: 07/21/2023

Country: United Kingdom

Ticker: UU

Record Date: 07/19/2023

Meeting Type: Annual

Primary ISIN: GB00B39J2M42

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Re-elect Sir David Higgins as Director	Mgmt	For	For	For	No

United Utilities Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5	Re-elect Louise Beardmore as Director	Mgmt	For	For	For	No
6	Re-elect Phil Aspin as Director	Mgmt	For	For	For	No
7	Re-elect Liam Butterworth as Director	Mgmt	For	For	For	No
8	Re-elect Kath Cates as Director	Mgmt	For	For	For	No
9	Re-elect Alison Goligher as Director	Mgmt	For	For	For	No
10	Elect Michael Lewis as Director	Mgmt	For	For	For	No
11	Re-elect Paulette Rowe as Director	Mgmt	For	For	For	No
12	Re-elect Doug Webb as Director	Mgmt	For	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No

Valeo SA

Meeting Date: 05/24/2023

Country: France

Ticker: FR

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary ISIN: FR0013176526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.38 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
5	Ratify Appointment of Alexandre Dayon as Director	Mgmt	For	For	For	No
6	Ratify Appointment of Stephanie Frachet as Director	Mgmt	For	For	For	No
7	Reelect Stephanie Frachet as Director	Mgmt	For	For	For	No
8	Reelect Patrick Sayer as Director	Mgmt	For	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Jacques Aschenbroich, Chairman and CEO from January 1, 2022 until January 26, 2022	Mgmt	For	For	For	No
11	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since January 26, 2022	Mgmt	For	For	For	No
12	Approve Compensation of Christophe Perillat, Vice-CEO from January 1, 2022 until January 26, 2022	Mgmt	For	For	For	No
13	Approve Compensation of Christophe Perillat, CEO from since January 26, 2022	Mgmt	For	For	For	No
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	Mgmt	For	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For	No
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For	No
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	Mgmt	For	For	For	No
23	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No

Valeo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
24	Authorize Capital Increase of up to 9.45 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
26	Authorize up to 1.89 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
28	Amend Article 14 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For	No
29	Amend Article 13 of Bylaws Re: Designation of Shareholder Employee Representative	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

VERBUND AG

Meeting Date: 04/25/2023

Country: Austria

Ticker: VER

Record Date: 04/15/2023

Meeting Type: Annual

Primary ISIN: AT0000746409

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.44 per Share and Special Dividends of EUR 1.16 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For	No
5	Ratify Ernst & Young as Auditors for Fiscal Year 2023	Mgmt	For	For	For	No
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For	No
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
8	Approve Remuneration Report	Mgmt	For	For	For	No
9.1	Elect Juergen Roth as Supervisory Board Member	Mgmt	For	For	For	No

VERBUND AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
9.2	Elect Christa Schlager as Supervisory Board Member	Mgmt	For	For	For	No
9.3	Elect Stefan Szyszkowitz as Supervisory Board Member	Mgmt	For	For	For	No
9.4	Elect Peter Weinelt as Supervisory Board Member	Mgmt	For	For	For	No

Vestas Wind Systems A/S

Meeting Date: 04/12/2023

Country: Denmark

Ticker: VWS

Record Date: 04/05/2023

Meeting Type: Annual

Primary ISIN: DK0061539921

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
6.b	Reelect Bruce Grant as Director	Mgmt	For	For	For	No
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For	No
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For	No
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For	No
6.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	For	No
6.g	Reelect Lena Olving as Director	Mgmt	For	For	For	No
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For	No
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
10	Other Business	Mgmt				

Vivendi SE

Meeting Date: 04/24/2023

Country: France

Ticker: VIV

Record Date: 04/20/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000127771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
4	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	Mgmt	For	For	For	No
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
6	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	For	For	No
8	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	For	For	No
9	Approve Compensation of Cedric de Baillencourt, Management Board Member	Mgmt	For	For	For	No
10	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
11	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	For	For	No
12	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	For	For	No
13	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
14	Approve Compensation of Francois Laroze, Management Board Member	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
15	Approve Compensation of Claire Leost, Management Board Member	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
16	Approve Compensation of Celine Merle-Beral, Management Board Member	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
17	Approve Compensation of Maxime Saada, Management Board Member	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
18	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
19	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For	No
20	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
21	Reelect Cyrille Bollore as Supervisory Board Member	Mgmt	For	Against	For	Yes
	<i>Blended Rationale: .</i>					
22	Elect Sebastien Bollore as Supervisory Board Member	Mgmt	For	For	For	No
23	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For	No
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
26	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against	Against	No
	<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
27	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million	Mgmt	For	For	For	No
28	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No

Vivendi SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Wartsila Oyj Abp

Meeting Date: 03/09/2023

Country: Finland

Ticker: WRT1V

Record Date: 02/27/2023

Meeting Type: Annual

Primary ISIN: FI0009003727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	No
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.26 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Eight	Mgmt	For	For	For	No

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>						
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16	Authorize Share Repurchase Program	Mgmt	For	For	For	No
17	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Close Meeting	Mgmt				

Wolters Kluwer NV

Meeting Date: 05/10/2023

Country: Netherlands

Ticker: WKL

Record Date: 04/12/2023

Meeting Type: Annual

Primary ISIN: NL0000395903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt				
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt				
2.c	Approve Remuneration Report	Mgmt	For	For	For	No
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3.b	Receive Explanation on Company's Dividend Policy	Mgmt				
3.c	Approve Dividends	Mgmt	For	For	For	No
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For	No
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For	For	For	No
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For	No

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
8	Approve Cancellation of Shares	Mgmt	For	For	For	No
9	Approve KPMG Accountants N.V as Auditors	Mgmt	For	For	For	No
10	Other Business (Non-Voting)	Mgmt				
11	Close Meeting	Mgmt				

Zalando SE

Meeting Date: 05/24/2023

Country: Germany

Ticker: ZAL

Record Date: 05/02/2023

Meeting Type: Annual

Primary ISIN: DE000ZAL1111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For	No
5.1	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For	No
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	Against	Against	No
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>						
7.1	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	For	For	No
7.2	Elect Jennifer Hyman to the Supervisory Board	Mgmt	For	For	For	No

Blended Rationale: .

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7.3	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>						
7.4	Elect Anders Povlsen to the Supervisory Board	Mgmt	For	For	Against	Yes
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>						
7.5	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	For	For	No
7.6	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	For	No
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
9	Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation	Mgmt	For	For	For	No
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No