

## Global Voting Record



## ARCA CONTINENTAL SAB DE CV

Meeting: Annual 01/04/2022 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve CEO's Report on Results and Operations of Company Auditor's Report and Board's Opinion; Approve Board's Report on Activities; Approve Report of Audit and Corporate Practices Committee; Receive Report on Adherence to Fiscal Obligations	For	For
Mgmt	2	Approve Allocation of Income and Cash Dividends of MXN 3.18 Per Share	For	For
Mgmt	3	Set Maximum Amount of Share Repurchase Reserve	For	For
Mgmt	4	Authorize Reduction in Variable Portion of Capital via Cancellation of Repurchased Shares	For	For
Mgmt	5	Elect Directors Verify their Independence Classification Approve their Remuneration and Elect Secretaries Voter Rationale: Voted against items 5 and 6 as the company has not disclosed the names of the director and committee candidates and may not be in shareholders best interest.	For	Against
Mgmt	6	Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	For	Against
Mgmt	7	Appoint Legal Representatives	For	For
Mgmt	8	Approve Minutes of Meeting	For	For

## BONAVA AB

Meeting: Annual 01/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5.a	Designate Kristian Akesson as Inspector of Minutes of Meeting	For	For
Mgmt	5.b	Designate Oskar Borjesson as Inspector of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8.b	Approve Allocation of Income and Dividends of SEK 3.50 Per Share	For	For
Mgmt	8.c.1	Approve Discharge of Mats Jonsson	For	For
Mgmt	8.c.2	Approve Discharge of Viveca Ax:son Johnson	For	For
Mgmt	8.c.3	Approve Discharge of Per-Ingemar Persson	For	For
Mgmt	8.c.4	Approve Discharge of Frank Roseen	For	For

## Global Voting Record

Mgmt	8.c.5	Approve Discharge of Angela Langemar Olsson	For	For
Mgmt	8.c.6	Approve Discharge of Asa Hedenberg	For	For
Mgmt	8.c.7	Approve Discharge of Peter Wallin as President	For	For
Mgmt	8.c.8	Approve Discharge of Mikael Norman	For	For
Mgmt	8.c.9	Approve Discharge of Samir Kamal	For	For
Mgmt	9.a	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
Mgmt	9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	10.a	Approve Remuneration of Directors in the Amount of SEK 800 000 to Chairman and SEK 320 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	10.b	Approve Remuneration of Auditors	For	For
Mgmt	11.a	Reelect Viveca Ax:son Johnson Asa Hedenberg Mats Jonsson Angela Langemar Olsson and Per-Ingemar Persson as Directors; Elect Andreas Segal and Nils Styf as New Directors	For	For
Mgmt	11.b	Elect Mats Jonsson as Board Chair	For	For
Mgmt	11.c	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	12.a1	Elect Peter Hofvenstam to Serve on Nomination Committee	For	For
Mgmt	12.a2	Elect Lennart Francke to Serve on Nomination Committee	For	For
Mgmt	12.a3	Elect Olof Nystrom to Serve on Nomination Committee	For	For
Mgmt	12.a4	Authorize Chairman of Board to Serve on Nomination Committee	For	For
Mgmt	12.b	Appoint Peter Hofvenstam as Chairman of Nomination Committee	For	For
Mgmt	13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	14	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because: * The STI ex-post targets are not disclosed; * The former CEO received severance payments in excess of 24 months' salary.	For	Against
Mgmt	15.a	Approve Performance Share Plan LTIP 2022	For	For
Mgmt	15.b	Approve Equity Plan Financing	For	For
Mgmt	16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	17	Close Meeting		Non Voting

## FORBO HOLDING AG

Meeting: Annual		01/04/2022	Switzerland	
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 25.00 per Share	For	For
Mgmt	4	Approve CHF 16 500 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
Mgmt	5.1	Approve Remuneration Report	For	For
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 4.6 Million	For	For
Mgmt	5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million for Fiscal Year 2023	For	For
Mgmt	5.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.4 Million for Fiscal Year 2021	For	For
Mgmt	5.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 850 000 for Fiscal Year 2022	For	For

## Global Voting Record

Mgmt	6.1	<p>Reelect This Schneider as Director and Board Chairman  Voter Rationale: Board elections (Items 6.1-6.7)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee.A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors.However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board.Compensation committee elections (Items 7.1-7.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.2	<p>Reelect Peter Altorfer as Director  Voter Rationale: Board elections (Items 6.1-6.7)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee.A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors.However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board.Compensation committee elections (Items 7.1-7.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.3	<p>Reelect Michael Pieper as Director  Voter Rationale: Board elections (Items 6.1-6.7)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee.A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors.However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board.Compensation committee elections (Items 7.1-7.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.4	Reelect Claudia Coninx-Kaczynski as Director	For	For

## Global Voting Record

Mgmt	6.5	<p>Reelect Vincent Studer as Director  Voter Rationale: Board elections (Items 6.1-6.7) Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee. A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors. However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board. Compensation committee elections (Items 7.1-7.3) Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee. A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.6	<p>Elect Jens Fankhaenal as Director  Voter Rationale: Board elections (Items 6.1-6.7) Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee. A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors. However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board. Compensation committee elections (Items 7.1-7.3) Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee. A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.7	<p>Elect Eveline Saupper as Director  Voter Rationale: Board elections (Items 6.1-6.7) Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee. A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors. However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board. Compensation committee elections (Items 7.1-7.3) Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee. A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.</p>	For	Against

## Global Voting Record

Mgmt	7.1	Reappoint Peter Altorfer as Member of the Compensation Committee Voter Rationale: Board elections (Items 6.1-6.7)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee.A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors.However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board.Compensation committee elections (Items 7.1-7.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.	For	Against
Mgmt	7.2	Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee Reappoint Michael Pieper as Member of the Compensation Committee Voter Rationale: Board elections (Items 6.1-6.7)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee.A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors.However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board.Compensation committee elections (Items 7.1-7.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.	For	For
Mgmt	7.3	Reappoint Peter Altorfer as Member of the Compensation Committee Voter Rationale: Board elections (Items 6.1-6.7)Votes AGAINST the non-independent nominees: This Schneider, Peter Altorfer, Jens Fankhaenal, Michael Pieper, Eveline Saupper, and Vincent Studer are warranted because of the failure to establish a sufficiently independent board.Votes AGAINST Peter Altorfer and Vincent Studer are further warranted due to the failure to establish a majority-independent audit committee and because Studer is currently the chair of the audit committee.A vote AGAINST Peter Altorfer, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of the elected directors.However, a vote FOR the independent nominee, Claudia Coninx-Kaczynski is warranted as her presence increases the independence of the board.Compensation committee elections (Items 7.1-7.3)Votes AGAINST the non-independent nominees, Peter Altorfer and Michael Pieper, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent remuneration committee.A vote FOR Claudia Coninx-Kaczynski is warranted due to a lack of concerns.	For	Against
Mgmt	8	Ratify KPMG AG as Auditors	For	For
Mgmt	9	Designate Rene Peyer as Independent Proxy	For	For
Mgmt	10	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## Global Voting Record

## KOC HOLDING A.S.

Meeting: Annual 01/04/2022 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Accept Board Report	For	For
Mgmt	3	Accept Audit Report	For	For
Mgmt	4	Accept Financial Statements	For	For
Mgmt	5	Approve Discharge of Board	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Approve Share Repurchase Program	For	For
Mgmt	8	Elect Directors	For	For
Mgmt	9	Approve Remuneration Policy and Director Remuneration for 2021	For	For
Mgmt	10	Approve Director Remuneration Voter Rationale: Voted against due to a lack of clarity around proposed board fees.	For	Against
Mgmt	11	Ratify External Auditors	For	For
Mgmt	12	Approve Upper Limit of Donations for the 2022 and Receive Information on Donations Made in 2021 Voter Rationale: Voted against due to a lack of disclosure.	For	Against
Mgmt	13	Receive Information on Guarantees Pledges and Mortgages Provided to Third Parties		Non Voting
Mgmt	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For
Mgmt	15	Wishes		Non Voting

## BROADCOM INC.

Meeting: Annual 04/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Diane M. Bryant	For	For
Mgmt	1b	Elect Director Gayla J. Delly	For	For
Mgmt	1c	Elect Director Raul J. Fernandez	For	For
Mgmt	1d	Elect Director Eddy W. Hartenstein	For	For
Mgmt	1e	Elect Director Check Kian Low	For	For
Mgmt	1f	Elect Director Justine F. Page	For	For
Mgmt	1g	Elect Director Henry Samueli	For	For
Mgmt	1h	Elect Director Hock E. Tan	For	For
Mgmt	1i	Elect Director Harry L. You Voter Rationale: A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Global Voting Record

## HENKEL AG &amp; CO. KGAA

Meeting: Annual 04/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	For	For
Mgmt	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5	Approve Discharge of Shareholders' Committee for Fiscal Year 2021	For	For
Mgmt	6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For
Mgmt	7	Elect Poul Weihrauch to the Supervisory Board	For	For
Mgmt	8	Elect Kaspar von Braun to the Shareholders Committee	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Approve Remuneration of Supervisory Board	For	For

## INMODE LTD.

Meeting: Annual 04/04/2022 Israel

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.a	Reelect Moshe Mizrahy as Director	For	For
Mgmt	1.b	Reelect Michael Kreindel as Director	For	For
Mgmt	2	Increase Authorized Share Capital and Amend Articles of Association Accordingly Voter Rationale: A vote AGAINST this item is warranted, as the proposed increase in authorized common stock is excessive and less than 30 percent of the enhanced authorized share capital would be outstanding.	For	Against
Mgmt	3	Reappoint Kesselman & Kesselman (PwC) as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Approve and Ratify Grant of RSUs to Michael Anghel Bruce Mann and Hadar Ron Directors	For	For

## NAZARA TECHNOLOGIES LTD.

Meeting: Extraordinary Sh: 04/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Increase in Limits of Loans Guarantees Securities and/or Investments to Other Body Corporate Voter Rationale: Voted against given concerns about the lack of information.	For	Against
Mgmt	2	Approve Issuance of Equity Shares on Preferential Basis	For	For

## Global Voting Record

## PRECIOUS SHIPPING PUBLIC CO. LTD.

Meeting: Annual 04/04/2022 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Operating Results and Annual Report		Non Voting
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Acknowledge Interim Dividend Payment		Non Voting
Mgmt	5	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	6	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7.1	Elect Kamtorn Sila-On as Director	For	For
Mgmt	7.2	Elect Ishaan Shah as Director	For	For
Mgmt	7.3	Elect Pensri Suteerasarn as Director	For	For
Mgmt	8	Approve Remuneration of Directors	For	For
Mgmt	9	Approve Allocation of Income as Corporate Social Responsibility Reserve Voter Rationale: A vote AGAINST this resolution is warranted.	For	Against

## SCB X PUBLIC COMPANY LIMITED

Meeting: Annual 04/04/2022 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Annual Report		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Acknowledge Allocation of Income Approve Dividend Payment and Amend Interim Dividend Payment	For	For
Mgmt	4.1	Elect Prasan Chuaphanich as Director	For	For
Mgmt	4.2	Elect Kan Trakulhoon as Director	For	For
Mgmt	4.3	Elect Thaweesak Koanantakool as Director	For	For
Mgmt	4.4	Elect Lackana Leelayouthayotin as Director	For	For
Mgmt	4.5	Elect Chaovalit Ekabut as Director	For	For
Mgmt	4.6	Elect Chunchachit Sungmai as Director	For	For
Mgmt	5	Approve Remuneration and Bonus of Directors	For	For
Mgmt	6	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For



## Global Voting Record

## AKER BP ASA

Meeting: Annual 05/04/2022 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Registration of Attending Shareholders and Proxies		Non Voting
Mgmt	2	Elect Chairman of Meeting; Designate Inspector of Minutes of Meeting	For	For
Mgmt	3	Approve Notice of Meeting and Agenda	For	For
Mgmt	4	Accept Financial Statements and Statutory Reports	For	For
Mgmt	5	Approve Remuneration Statement	For	For
Mgmt	6	Approve Remuneration of Auditors	For	For
Mgmt	7	Approve Remuneration of Directors in the Amount of NOK 865 000 for Chairman NOK 465 000 for Deputy Chair and NOK 407 000 for Other Directors	For	For
Mgmt	8	Approve Remuneration of Nomination Committee	For	For
Mgmt	9	Elect PricewaterhouseCoopers AS as Auditor	For	For
Mgmt	10	Approve Merger Agreement with Lundin Energy MergerCo AB	For	For
Mgmt	11	Approve Issuance of Shares for Shareholders of Lundin Energy MergerCo AB	For	For
Mgmt	12	Amend Articles Re: Board-Related	For	For
Mgmt	13	Reelect Oyvind Eriksen Murray Auchincloss and Trond Brandsrud as Directors; Elect Valborg Lundegaard and Ashley Heppenstall as New Directors Voter Rationale: A vote AGAINST the proposed board election is warranted due to: * Shareholder-elected board independence falling below 50 percent and overall board independence falling below one-third. * Director Oeyvind Eriksen is overboarded.	For	Against
Mgmt	14	Approve Creation of Pool of Capital without Preemptive Rights Voter Rationale: A vote AGAINST this issuance authorization is warranted because the authorization could potentially be used to thwart takeovers.	For	Against
Mgmt	15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST this proposal to repurchase and reissue company shares is warranted because the authorization could be used to thwart takeovers.	For	Against
Mgmt	16	Authorize Board to Distribute Dividends	For	For

## Global Voting Record

## DIOS FASTIGHETER AB

Meeting: Annual 05/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive CEO's Report		Non Voting
Mgmt	8	Receive Financial Statements and Statutory Reports	For	For
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 3.52 Per Share	For	For
Mgmt	9.c	Approve Discharge of Board and President	For	For
Mgmt	9.d	Approve Record Dates for Dividend Payment	For	For
Mgmt	10	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	11	Approve Remuneration of Directors in the Amount of SEK 400 000 for Chairman and SEK 200 000 for Other Directors; Approve Remuneration of Auditors	For	For
Mgmt	12	Reelect Bob Persson (Chair) Ragnhild Backman Anders Nelson Tobias Lonnevall and Peter Strand as Directors; Elect Erika Olsen as New Director	For	For
Mgmt	13	Ratify Deloitte as Auditors	For	For
Mgmt	14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	15	Approve Remuneration Report	For	For
Mgmt	16	Authorize Board Chairman and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For
Mgmt	19	Other Business		Non Voting
Mgmt	20	Close Meeting		Non Voting

## Global Voting Record

## LAURENTIAN BANK OF CANADA

Meeting: Annual 05/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Sonia Baxendale	For	For
Mgmt	1.2	Elect Director Andrea Bolger	For	For
Mgmt	1.3	Elect Director Michael T. Boychuk	For	For
Mgmt	1.4	Elect Director Suzanne Gouin	For	For
Mgmt	1.5	Elect Director Rania Llewellyn	For	For
Mgmt	1.6	Elect Director David Morris	For	For
Mgmt	1.7	Elect Director David Mowat	For	For
Mgmt	1.8	Elect Director Michael Mueller	For	For
Mgmt	1.9	Elect Director Michelle R. Savoy	For	For
Mgmt	1.10	Elect Director Susan Wolburgh Jenah	For	For
Mgmt	1.11	Elect Director Nicholas Zelenczuk	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	4	Amend Stock Option Plan	For	For
S/holder	5	SP 1: Increase Employee Participation in Board Decision-Making	Against	Against
S/holder	6	SP 3: Assess the Possibility of Becoming a Benefit Company	Against	Against
S/holder	7	SP 7: Approve that the Language of the Bank be the French Language	Against	Against
S/holder	8	SP 9: Report Loans Granted In Support of the Circular Economy	Against	Against
S/holder	9	SP 10: Disclose Measures to Restore Shareholder Confidence in its Capacity to Increase Performance	Against	Against
S/holder	10	SP 11: Clarify the Bank's Purpose and Commitment	Against	Against

## Global Voting Record

## NCC AB

Meeting: Annual 05/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive President's Report		Non Voting
Mgmt	8	Allow Questions		Non Voting
Mgmt	9	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	10	Accept Financial Statements and Statutory Reports	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 6.00 Per Share	For	For
Mgmt	12	Approve Remuneration Report	For	For
Mgmt	13	Approve Discharge of Board and President	For	For
Mgmt	14	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	15	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chairman and SEK 500 000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	For
Mgmt	16	Reelect Birgit Norgaard Geir Magne Aarstad Alf Goransson (Chair) Mats Jonsson Angela Langemar Olsson and Simon de Chateau as Directors Voter Rationale: A vote AGAINST this item is warranted as Alf Goransson is overboarded.	For	Against
Mgmt	17	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	18	Elect Peter Hofvenstam Simon Blecher Tobias Kaj and Sussi Kvarf as Members of Nominating Committee	For	For
Mgmt	19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	20.a	Authorize Share Repurchase Program	For	For
Mgmt	20.b	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	21	Close Meeting		Non Voting

## Global Voting Record

## NOKIA OYJ

Meeting: Annual 05/04/2022 Finland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Call the Meeting to Order		Non Voting
Mgmt	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		Non Voting
Mgmt	4	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	5	Prepare and Approve List of Shareholders		Non Voting
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of EUR 0.08 Per Share	For	For
Mgmt	8A	Demand Minority Dividend Voter Rationale: An abstention is warranted given the proposed equity repayment under Item 8 is supported instead.	Abstain	Abstain
Mgmt	9	Approve Discharge of Board and President	For	For
Mgmt	10	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	11	Approve Remuneration of Directors in the Amount of EUR 440 000 to Chair EUR 195 000 to Vice Chair and EUR 170 000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For
Mgmt	12	Fix Number of Directors at Ten	For	For
Mgmt	13	Reelect Sari Baldauf Bruce Brown Thomas Dannenfeldt Jeanette Horan Edward Kozel Soren Skou and Carla Smits-Nusteling as Directors; Elect Lisa Hook Thomas Saueressig and Kai Oistamo as New Directors	For	For
Mgmt	14	Approve Remuneration of Auditor	For	For
Mgmt	15	Ratify Deloitte as Auditor	For	For
Mgmt	16	Authorize Share Repurchase Program	For	For
Mgmt	17	Approve Issuance of up to 550 Million Shares without Preemptive Rights	For	For
Mgmt	18	Close Meeting		Non Voting

## Global Voting Record

## VESTAS WIND SYSTEMS A/S

Meeting: Annual 05/04/2022 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of DKK 0.37 Per Share	For	For
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	5	Approve Remuneration of Directors in the Amount of DKK 1.365 Million for Chairman DKK 910 350 for Vice Chairman and DKK 455 175 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	6.a	Reelect Anders Runevad as Director	For	For
Mgmt	6.b	Reelect Bert Nordberg as Director	For	For
Mgmt	6.c	Reelect Bruce Grant as Director	For	For
Mgmt	6.d	Reelect Eva Merete Sofelde Berneke as Director	For	For
Mgmt	6.e	Reelect Helle Thorning-Schmidt as Director	For	For
Mgmt	6.f	Reelect Karl-Henrik Sundstrom as Director	For	For
Mgmt	6.g	Reelect Kentaro Hosomi as Director	For	For
Mgmt	6.h	Elect Lena Olving as New Director	For	For
Mgmt	7	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	8	Authorize Share Repurchase Program	For	For
Mgmt	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Mgmt	10	Other Business		Non Voting

## D/S NORDEN A/S

Meeting: Extraordinary Sh: 06/04/2022 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve DKK 2.2 Million Reduction in Share Capital via Share Cancellation	For	For

## Global Voting Record

## EDP-ENERGIAS DE PORTUGAL SA

Meeting: Annual 06/04/2022 Portugal

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Sustainability Report	For	For
Mgmt	2.1	Approve Allocation of Income	For	For
Mgmt	2.2	Approve Dividends	For	For
Mgmt	3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	For	For
Mgmt	3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	For	For
Mgmt	3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	For	For
Mgmt	4	Authorize Repurchase and Reissuance of Shares	For	For
Mgmt	5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	For	For
Mgmt	6	Elect Vice-Chair of the General Meeting Board	For	For

## HUBER+SUHNER AG

Meeting: Annual 06/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 2.00 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1	<p>Reelect Urs Kaufmann as Director and as Board Chairman</p> <p>Voter Rationale: Board elections (Items 4.1-4.6) Votes AGAINST the non-independent nominees Urs Kaufmann, Beat Kaelin, Rolf Seiffert, and Franz Studer are warranted because of the failure to establish a majority-independent board. Some shareholders may further be concerned that board chair Urs Kaufmann is considered to hold an excessive number of mandates at listed companies. However, votes FOR the independent directors, Monika Buetler and Joerg Walther, are warranted due to lack of outstanding concerns. Committee Elections (Items 5.1-5.2) A vote FOR the proposed nominee, Monika Buetler, is warranted because she is new to the committee and due to a lack of other outstanding concerns. A vote AGAINST the incumbent committee nominee, Beat Kaelin, is warranted because his election to the board does not warrant support and as a signal of concern to the board because this is a combined compensation and nomination committee, and the board is insufficiently gender diverse.</p>	For	Against
Mgmt	4.2	<p>Reelect Beat Kaelin as Director</p> <p>Voter Rationale: Board elections (Items 4.1-4.6) Votes AGAINST the non-independent nominees Urs Kaufmann, Beat Kaelin, Rolf Seiffert, and Franz Studer are warranted because of the failure to establish a majority-independent board. Some shareholders may further be concerned that board chair Urs Kaufmann is considered to hold an excessive number of mandates at listed companies. However, votes FOR the independent directors, Monika Buetler and Joerg Walther, are warranted due to lack of outstanding concerns. Committee Elections (Items 5.1-5.2) A vote FOR the proposed nominee, Monika Buetler, is warranted because she is new to the committee and due to a lack of other outstanding concerns. A vote AGAINST the incumbent committee nominee, Beat Kaelin, is warranted because his election to the board does not warrant support and as a signal of concern to the board because this is a combined compensation and nomination committee, and the board is insufficiently gender diverse.</p>	For	Against

## Global Voting Record

Mgmt	4.3	<p>Reelect Monika Buetler as Director</p> <p>Reelect Rolf Seiffert as Director</p> <p>Voter Rationale: Board elections (Items 4.1-4.6) Votes AGAINST the non-independent nominees Urs Kaufmann, Beat Kaelin, Rolf Seiffert, and Franz Studer are warranted because of the failure to establish a majority-independent board. Some shareholders may further be concerned that board chair Urs Kaufmann is considered to hold an excessive number of mandates at listed companies. However, votes</p>	For	For
Mgmt	4.4	<p>FOR the independent directors, Monika Buetler and Joerg Walther, are warranted due to lack of outstanding concerns. Committee Elections (Items 5.1-5.2) A vote FOR the proposed nominee, Monika Buetler, is warranted because she is new to the committee and due to a lack of other outstanding concerns. A vote AGAINST the incumbent committee nominee, Beat Kaelin, is warranted because his election to the board does not warrant support and as a signal of concern to the board because this is a combined compensation and nomination committee, and the board is insufficiently gender diverse.</p> <p>Reelect Franz Studer as Director</p> <p>Voter Rationale: Board elections (Items 4.1-4.6) Votes AGAINST the non-independent nominees Urs Kaufmann, Beat Kaelin, Rolf Seiffert, and Franz Studer are warranted because of the failure to establish a majority-independent board. Some shareholders may further be concerned that board chair Urs Kaufmann is considered to hold an excessive number of mandates at listed companies. However, votes</p>	For	Against
Mgmt	4.5	<p>FOR the independent directors, Monika Buetler and Joerg Walther, are warranted due to lack of outstanding concerns. Committee Elections (Items 5.1-5.2) A vote FOR the proposed nominee, Monika Buetler, is warranted because she is new to the committee and due to a lack of other outstanding concerns. A vote AGAINST the incumbent committee nominee, Beat Kaelin, is warranted because his election to the board does not warrant support and as a signal of concern to the board because this is a combined compensation and nomination committee, and the board is insufficiently gender diverse.</p>	For	Against
Mgmt	4.6	Reelect Joerg Walther as Director	For	For
Mgmt	5.1	<p>Appoint Monika Buetler as Member of the Nomination and Compensation Committee</p> <p>Reappoint Beat Kaelin as Member of the Nomination and Compensation Committee</p> <p>Voter Rationale: Board elections (Items 4.1-4.6) Votes AGAINST the non-independent nominees Urs Kaufmann, Beat Kaelin, Rolf Seiffert, and Franz Studer are warranted because of the failure to establish a majority-independent board. Some shareholders may further be concerned that board chair Urs Kaufmann is considered to hold an excessive number of mandates at listed companies. However, votes</p>	For	For
Mgmt	5.2	<p>FOR the independent directors, Monika Buetler and Joerg Walther, are warranted due to lack of outstanding concerns. Committee Elections (Items 5.1-5.2) A vote FOR the proposed nominee, Monika Buetler, is warranted because she is new to the committee and due to a lack of other outstanding concerns. A vote AGAINST the incumbent committee nominee, Beat Kaelin, is warranted because his election to the board does not warrant support and as a signal of concern to the board because this is a combined compensation and nomination committee, and the board is insufficiently gender diverse.</p> <p>Approve Remuneration Report (Non-Binding)</p> <p>Voter Rationale: A vote AGAINST the remuneration report is warranted because: * Equity grants under the LTI appear to be subject to a large degree of discretion and do not require the achievement of performance conditions after grant. * There is not a detailed ex-post performance assessment to explain the evolution of variable payouts versus company performance. * The board has not demonstrated responsiveness to prior low support for this proposal.</p>	For	Against
Mgmt	6		For	Against
Mgmt	7.1	Approve Remuneration of Directors in the Amount of CHF 740 000 from 2022 AGM until 2023 AGM	For	For
Mgmt	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.8 Million for the Period July 1 2022 - June 30 2023	For	For
Mgmt	7.3	Approve Share-Based Remuneration of Directors in the Amount of CHF 600 000 from 2021 AGM until 2022 AGM	For	For



## Global Voting Record

Mgmt	7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal 2021	For	For
Mgmt	8	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	9	Designate Bratschi AG as Independent Proxy	For	For
Mgmt	10	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## INFRASTRUTTURE WIRELESS ITALIANE SPA

Meeting: Annual 06/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Integrate Remuneration of Auditors	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: Voted against due to lack of disclosure regarding the proposed deliberation.	None	Against

## PGE POLSKA GRUPA ENERGETYCZNA SA

Meeting: Special 06/04/2022 Poland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Meeting Chairman	For	For
Mgmt	3	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Resolve Not to Elect Members of Vote Counting Commission	For	For
Mgmt	6	Change Location of Company's Headquarters; Amend Statute	For	For
Mgmt	7	Close Meeting		Non Voting

## Global Voting Record

## SCHLUMBERGER NV

Meeting: Annual 06/04/2022 Curacao

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Peter Coleman	For	For
Mgmt	1.2	Elect Director Patrick de La Chevardiere	For	For
Mgmt	1.3	Elect Director Miguel Galuccio	For	For
Mgmt	1.4	Elect Director Olivier Le Peuch	For	For
Mgmt	1.5	Elect Director Samuel Leupold	For	For
Mgmt	1.6	Elect Director Tatiana Mitrova	For	For
Mgmt	1.7	Elect Director Maria Moraeus Hanssen	For	For
Mgmt	1.8	Elect Director Vanitha Narayanan	For	For
Mgmt	1.9	Elect Director Mark Papa	For	For
Mgmt	1.10	Elect Director Jeff Sheets	For	For
Mgmt	1.11	Elect Director Ulrich Spiesshofer	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Adopt and Approve Financials and Dividends	For	For
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## SICHUAN HEBANG BIOTECHNOLOGY CO. LTD.

Meeting: Annual 06/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report	For	For
Mgmt	2	Approve Report of the Board of Directors	For	For
Mgmt	3	Approve Report of the Board of Supervisors	For	For
Mgmt	4	Approve Profit Distribution	For	For
Mgmt	5	Approve to Appoint Auditor	For	For
Mgmt	6	Approve Financing Plan	For	For
Mgmt	7	Approve the Company's External Guarantee Authorization Voter Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of the company's subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.	For	Against
Mgmt	8	Approve Amendments to Articles of Association Voter Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.	For	Against
Mgmt	9	Approve Spin-off of Subsidiary on Shanghai Stock Exchange in Accordance with Relevant Laws and Regulations	For	For
Mgmt	10	Approve Spin-off of Subsidiary on the Shanghai Stock Exchange	For	For
Mgmt	11	Approve Plan on Spin-off of Subsidiary on the Shanghai Stock Exchange	For	For
Mgmt	12	Approve Spin-off of Subsidiary on Shanghai Stock Exchange is in Compliance with the Rules for the Spin-off of Listed Companies (Trial)	For	For
Mgmt	13	Approve Transaction is Conducive to Safeguarding the Legal Rights and Interests of Shareholders and Creditors	For	For
Mgmt	14	Approve Proposal on the Company's Independence and Sustainability	For	For
Mgmt	15	Approve Corresponding Standard Operational Ability	For	For
Mgmt	16	Approve Explanation of the Completeness Compliance and Validity of Legal Documents Submitted in the Spin-off	For	For
Mgmt	17	Approve Purpose Commercial Rationality Necessity and Feasibility Analysis of Spin-off	For	For
Mgmt	18	Approve Authorization of the Board to Handle All Related Matters	For	For
Mgmt	19	Approve to Adjust the Allowance of Directors and Remuneration of Senior Management Members	For	For
Mgmt	20	Approve to Adjust the Allowance of Supervisors	For	For

## Global Voting Record

## UBS GROUP AG

Meeting: Annual 06/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Climate Action Plan	For	For
Mgmt	4	Approve Allocation of Income and Dividends of USD 0.50 per Share	For	For
Mgmt	5	Approve Discharge of Board and Senior Management for Fiscal Year 2021 excluding French Cross-Border Matter	For	For
Mgmt	6.1	Reelect Jeremy Anderson as Director	For	For
Mgmt	6.2	Reelect Claudia Boeckstiegel as Director	For	For
Mgmt	6.3	Reelect William Dudley as Director	For	For
Mgmt	6.4	Reelect Patrick Firmenich as Director	For	For
Mgmt	6.5	Reelect Fred Hu as Director	For	For
Mgmt	6.6	Reelect Mark Hughes as Director	For	For
Mgmt	6.7	Reelect Nathalie Rachou as Director	For	For
Mgmt	6.8	Reelect Julie Richardson as Director	For	For
Mgmt	6.9	Reelect Dieter Wemmer as Director	For	For
Mgmt	6.10	Reelect Jeanette Wong as Director	For	For
Mgmt	7.1	Elect Lukas Gaehwiler as Director	For	For
Mgmt	7.2	Elect Colm Kelleher as Director and Board Chairman	For	For
Mgmt	8.1	Reappoint Julie Richardson as Member of the Compensation Committee	For	For
Mgmt	8.2	Reappoint Dieter Wemmer as Member of the Compensation Committee	For	For
Mgmt	8.3	Reappoint Jeanette Wong as Member of the Compensation Committee	For	For
Mgmt	9.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	For	For
Mgmt	9.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million	For	For
Mgmt	9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	For	For
Mgmt	10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	For	For
Mgmt	10.2	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	11	Approve CHF 17.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
Mgmt	12	Authorize Repurchase of up to USD 6 Billion in Issued Share Capital	For	For
Mgmt	13	Transact Other Business (Voting)	None	Against

## ZURICH INSURANCE GROUP AG

Meeting: Annual 06/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	2.1	Approve Allocation of Income and Dividends of CHF 20.35 per Share	For	For
Mgmt	2.2	Approve Allocation of Dividends of CHF 1.65 per Share from Capital Contribution Reserves	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1a	Reelect Michel Lies as Director and Board Chairman	For	For
Mgmt	4.1b	Reelect Joan Amble as Director	For	For
Mgmt	4.1c	Reelect Catherine Bessant as Director	For	For
Mgmt	4.1d	Reelect Dame Carnwath as Director	For	For
Mgmt	4.1e	Reelect Christoph Franz as Director	For	For
Mgmt	4.1f	Reelect Michael Halbherr as Director	For	For
Mgmt	4.1g	Reelect Sabine Keller-Busse as Director	For	For
Mgmt	4.1h	Reelect Monica Maechler as Director	For	For
Mgmt	4.1i	Reelect Kishore Mahbubani as Director	For	For
Mgmt	4.1j	Reelect Jasmin Staiblin as Director	For	For
Mgmt	4.1k	Reelect Barry Stowe as Director	For	For
Mgmt	4.1l	Elect Peter Maurer as Director	For	For
Mgmt	4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	For	For
Mgmt	4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	For	For
Mgmt	4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	For	For
Mgmt	4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	For	For
Mgmt	4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	For	For
Mgmt	4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	For	For
Mgmt	4.3	Designate Keller KLG as Independent Proxy	For	For
Mgmt	4.4	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	For	For
Mgmt	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 79 Million	For	For
Mgmt	6	Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with or without Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool	For	For
Mgmt	7	Transact Other Business (Voting) Voter Rationale: We believe a vote against warranted on a precautionary basis given the voting items are not known.	For	Against

## Global Voting Record

## ALFEN NV

Meeting: Annual 07/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2.b	Approve Remuneration Report	For	For
Mgmt	2.c	Adopt Financial Statements	For	For
Mgmt	3.a	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3.b	Discuss Allocation of Income		Non Voting
Mgmt	4.a	Approve Discharge of Management Board	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Amend Remuneration Policy	For	For
Mgmt	6.a	Reelect M. (Marco) Roeleveld to Management Board	For	For
Mgmt	6.b	Reelect J. (Jeroen) van Rossen to Management Board	For	For
Mgmt	6.c	Elect M.K. (Michelle) Lesh to Management Board	For	For
Mgmt	7	Reelect H. (Henk) Ten Hove to Supervisory Board	For	For
Mgmt	8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	For	For
Mgmt	8.b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For
Mgmt	10	Other Business (Non-Voting)		Non Voting
Mgmt	11	Close Meeting		Non Voting

## ANDRITZ AG

Meeting: Annual 07/04/2022 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.65 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5	Approve Remuneration of Supervisory Board Members	For	For
Mgmt	6	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022	For	For
Mgmt	7	Elect Wolfgang Leitner as Supervisory Board Member Voter Rationale: Voted Against due to concerns around gender diversity on the board.	For	Against
Mgmt	8	Approve Remuneration Report	For	For
Mgmt	9	Amend Articles Re: Management Board Composition	For	For

## Global Voting Record

## BANCO BPM SPA

Meeting: Annual/Special 07/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Integrate Remuneration of External Auditors	For	For
Mgmt	4.1	Approve Remuneration Policy	For	For
Mgmt	4.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Approve Severance Payments Policy	For	For
Mgmt	6.1	Approve 2022 Short-Term Incentive Plan	For	For
Mgmt	6.2	Approve 2022-2024 Long-Term Incentive Plan	For	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2022 Short-Term Incentive Plan and 2022-2024 Long-Term Incentive Plan	For	For
Mgmt	1	Amend Company Bylaws	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

## BEST WORLD INTERNATIONAL LIMITED

Meeting: Extraordinary Sh: 07/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorize Share Repurchase Program	For	For

**BORREGAARD ASA**Meeting: **Annual**      **07/04/2022**      **Norway**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Notice of Meeting and Agenda; Elect Chairman and Minute Keepers	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.75 Per Share and an Additional Dividend of NOK 2.25 Per Share	For	For
Mgmt	3	Approve Remuneration Statement	For	For
Mgmt	4	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	5.1	Approve Repurchase and Conveyance of Shares in Connection to Incentive Plans	For	For
Mgmt	5.2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	6	Amend Articles Re: General Meeting	For	For
Mgmt	7a	Elect Directors (Voting for All items 7a.1-7a.5 Bundled)	For	For
Mgmt	7a.1	Reelect Helge Aasen as Director Voter Rationale: Decided to vote in favour of items 7a, 7a.1 and 7b. We spoke with the nomination committee ahead of the AGM vote and felt a vote against Helge was not warranted at this at this stage.	For	For
Mgmt	7a.2	Reelect Terje Andersen as Director	For	For
Mgmt	7a.3	Reelect Tove Andersen as Director	For	For
Mgmt	7a.4	Reelect Margrethe Hauge as Director	For	For
Mgmt	7a.5	Reelect John Arne Ulvan as Director	For	For
Mgmt	7.b	Reelect Helge Aasen as Board Chair	For	For
Mgmt	8a	Elect Members of Nominating Committee (Voting for All items 8a.1-8a.4 Bundled)	For	For
Mgmt	8a.1	Reelect Mimi K. Berdal as Member of Nominating Committee	For	For
Mgmt	8a.2	Reelect Erik Must as Member of Nominating Committee	For	For
Mgmt	8a.3	Reelect Rune Selmar as Member of Nominating Committee	For	For
Mgmt	8a.4	Elect Atle Hauge as New Member of Nominating Committee	For	For
Mgmt	8.b	Reelect Mimi K. Berdal as Nominating Committee Chair	For	For
Mgmt	9	Approve Remuneration of Directors	For	For
Mgmt	10	Approve Remuneration of Nominating Committee	For	For
Mgmt	11	Approve Remuneration of Auditors	For	For
Mgmt	12	Ratify Ernst & Young as Auditors	For	For



## Global Voting Record

## CANADIAN WESTERN BANK

Meeting: Annual 07/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Andrew J. Bibby	For	For
Mgmt	1.2	Elect Director Marie Y. Delorme	For	For
Mgmt	1.3	Elect Director Maria Filippelli	For	For
Mgmt	1.4	Elect Director Christopher H. Fowler	For	For
Mgmt	1.5	Elect Director Linda M.O. Hohol	For	For
Mgmt	1.6	Elect Director Robert A. Manning	For	For
Mgmt	1.7	Elect Director E. Gay Mitchell	For	For
Mgmt	1.8	Elect Director Sarah A. Morgan-Silvester	For	For
Mgmt	1.9	Elect Director Margaret J. Mulligan	For	For
Mgmt	1.10	Elect Director Irphan A. Rawji	For	For
Mgmt	1.11	Elect Director Ian M. Reid	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

## CORPORACION ACCIONA ENERGIAS RENOVABLES SA

Meeting: Annual 07/04/2022 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	1.2	Approve Consolidated and Standalone Management Reports	For	For
Mgmt	1.3	Approve Discharge of Board	For	For
Mgmt	1.4	Approve Non-Financial Information Statement	For	For
Mgmt	1.5	Approve Sustainability Report	For	For
Mgmt	1.6	Approve Allocation of Income and Dividends	For	For
Mgmt	1.7	Renew Appointment of KPMG Auditores as Auditor	For	For
Mgmt	2	Advisory Vote on Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because: * Performance outcome information under the CEO's STI scheme is insufficient. Mitigating, the bonus payout seems aligned with company performance in 2021. * The board has not provided sufficient information on the LTIP it approved in 2021. * The board granted share awards valued at EUR 440,000 to the CEO in relation to the company IPO in July 2021 and it is unclear if the company's remuneration policy approved on May 26, 2021 allows the board to make this type of payments.	For	Against
Mgmt	3	Authorize Company to Call EGM with 15 Days' Notice	For	For
Mgmt	4	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## Global Voting Record

## ECN CAPITAL CORP.

Meeting: Annual 07/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director William W. Lovatt	For	For
Mgmt	1.2	Elect Director Steven K. Hudson	For	For
Mgmt	1.3	Elect Director Paul Stoyan	For	For
Mgmt	1.4	Elect Director Pierre Lortie	For	For
Mgmt	1.5	Elect Director David Morris	For	For
Mgmt	1.6	Elect Director Carol Goldman	For	For
Mgmt	1.7	Elect Director Karen Martin	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	4	Re-approve Share Option Plan	For	For
Mgmt	5	Re-approve Deferred Share Unit Plan	For	For
Mgmt	6	Re-approve Share Unit Plan	For	For

## Global Voting Record

## HUSQVARNA AB

Meeting: Annual 07/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	For	For
Mgmt	7.c.1	Approve Discharge of Tom Johnstone	For	For
Mgmt	7.c.2	Approve Discharge of Ingrid Bonde	For	For
Mgmt	7.c.3	Approve Discharge of Katarina Martinson	For	For
Mgmt	7.c.4	Approve Discharge of Bertrand Neuschwander	For	For
Mgmt	7.c.5	Approve Discharge of Daniel Nodhall	For	For
Mgmt	7.c.6	Approve Discharge of Lars Pettersson	For	For
Mgmt	7.c.7	Approve Discharge of Christine Robins	For	For
Mgmt	7.c.8	Approve Discharge of CEO Henric Andersson	For	For
Mgmt	8.a	Determine Number of Members (9) and Deputy Members (0) of Board	For	For
Mgmt	8.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	9	Approve Remuneration of Directors in the Amount of SEK 2.17 Million to Chairman and SEK 630 000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For
Mgmt	10.a1	Reelect Tom Johnstone as Director	For	For
Mgmt	10.a2	Reelect Ingrid Bonde as Director	For	For
Mgmt	10.a3	Reelect Katarina Martinson as Director	For	For
Mgmt	10.a4	Reelect Bertrand Neuschwander as Director	For	For
Mgmt	10.a5	Reelect Daniel Nodhall as Director	For	For
Mgmt	10.a6	Reelect Lars Pettersson as Director	For	For
Mgmt	10.a7	Reelect Christine Robins as Director	For	For
Mgmt	10.a8	Elect Stefan Ranstrand as New Director	For	For
Mgmt	10.a9	Reelect Henric Andersson as Director	For	For
Mgmt	10.b	Reelect Tom Johnstone as Board Chair	For	For
Mgmt	11.a	Ratify KPMG as Auditors	For	For
Mgmt	11.b	Approve Remuneration of Auditors	For	For
Mgmt	12	Approve Remuneration Report	For	For
Mgmt	13	Approve Performance Share Incentive Program LTI 2022	For	For
Mgmt	14	Approve Equity Plan Financing	For	For
Mgmt	15	Approve Creation of Pool of Capital without Preemptive Rights	For	For
Mgmt	16	Close Meeting		Non Voting

## Global Voting Record

## NESTLE SA

Meeting: Annual 07/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 2.80 per Share	For	For
Mgmt	4.1.a	Reelect Paul Bulcke as Director and Board Chairman	For	For
Mgmt	4.1.b	Reelect Ulf Schneider as Director	For	For
Mgmt	4.1.c	Reelect Henri de Castries as Director	For	For
Mgmt	4.1.d	Reelect Renato Fässbind as Director	For	For
Mgmt	4.1.e	Reelect Pablo Isla as Director	For	For
Mgmt	4.1.f	Reelect Eva Cheng as Director	For	For
Mgmt	4.1.g	Reelect Patrick Aebischer as Director	For	For
Mgmt	4.1.h	Reelect Kimberly Ross as Director	For	For
Mgmt	4.1.i	Reelect Dick Boer as Director	For	For
Mgmt	4.1.j	Reelect Dinesh Paliwal as Director	For	For
Mgmt	4.1.k	Reelect Hanne Jimenez de Mora as Director	For	For
Mgmt	4.1.l	Reelect Lindiwe Sibanda as Director	For	For
Mgmt	4.2.1	Elect Chris Leong as Director	For	For
Mgmt	4.2.2	Elect Luca Maestri as Director	For	For
Mgmt	4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	For	For
Mgmt	4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	For	For
Mgmt	4.3.3	Appoint Dick Boer as Member of the Compensation Committee	For	For
Mgmt	4.3.4	Appoint Dinesh Paliwal as Member of the Compensation Committee	For	For
Mgmt	4.4	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	4.5	Designate Hartmann Dreyer as Independent Proxy	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	For
Mgmt	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 68 Million	For	For
Mgmt	6	Approve CHF 6.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
Mgmt	7	Transact Other Business (Voting)	Against	Against

## ROVIO ENTERTAINMENT OYJ

Meeting: Annual 07/04/2022 Finland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Call the Meeting to Order		Non Voting
Mgmt	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		Non Voting
Mgmt	4	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	5	Prepare and Approve List of Shareholders		Non Voting
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	For	For
Mgmt	8A	Demand Minority Dividend	Abstain	Abstain
Mgmt	9	Approve Discharge of Board and President	For	For
		Approve Remuneration Report (Advisory Vote)		
Mgmt	10	Voter Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regard to: * length of the performance and vesting periods of the long-term variable plans * The disclosure of performance conditions for the restricted share plan and ESSP * The disclosure of weights applicable for the performance conditions under the short-term incentive plan.	For	Against
Mgmt	11	Amend Remuneration Policy And Other Terms of Employment For Executive Management	For	For
		Approve Monthly Remuneration of Directors in the Amount of EUR 9 500 for Chairman EUR 7 500 for Vice Chairman and EUR 5 000 for Other Directors; Approve Remuneration for Committee Work		
Mgmt	12	Voter Rationale: A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.	For	Against
Mgmt	13	Fix Number of Directors at Six	For	For
Mgmt	14	Reelect Niklas Hed Camilla Hed-Wilson Kim Ignatius (Chair) Bjorn Jeffery (Vice Chair) and Leemon Wu as Directors; Elect Langer Lee as New Director	For	For
Mgmt	15	Approve Remuneration of Auditors	For	For
Mgmt	16	Ratify Ernst & Young as Auditors	For	For
Mgmt	17	Authorize Share Repurchase Program	For	For
Mgmt	18	Approve Issuance and Conveyance of Shares without Preemptive Rights	For	For
Mgmt	19	Close Meeting		Non Voting

## Global Voting Record

## SCENTRE GROUP

Meeting: Annual 07/04/2022 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Elect Brian Schwartz as Director	For	For
Mgmt	4	Elect Michael Ihlein as Director	For	For
Mgmt	5	Elect Ilana Atlas as Director	For	For
Mgmt	6	Elect Catherine Brenner as Director	For	For
Mgmt	7	Approve Grant of Performance Rights to Peter Allen	For	For
Mgmt	8	Approve the Spill Resolution Voter Rationale: Vote against warranted due to a lack of material governance concerns.	Against	Against

## SIG GROUP AG

Meeting: Annual 07/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	4	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	For	For
Mgmt	5.1	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	For
Mgmt	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	For	For
Mgmt	6.1.1	Reelect Andreas Umbach as Director	For	For
Mgmt	6.1.2	Reelect Werner Bauer as Director	For	For
Mgmt	6.1.3	Reelect Wah-Hui Chu as Director	For	For
Mgmt	6.1.4	Reelect Colleen Goggins as Director	For	For
Mgmt	6.1.5	Reelect Mariel Hoch as Director	For	For
Mgmt	6.1.6	Reelect Abdallah al Obeikan as Director	For	For
Mgmt	6.1.7	Reelect Martine Snels as Director	For	For
Mgmt	6.1.8	Reelect Matthias Waehren as Director	For	For
Mgmt	6.1.9	Elect Laurens Last as Director	For	For
Mgmt	6.2	Reelect Andreas Umbach as Board Chairman	For	For
Mgmt	6.3.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	For	For
Mgmt	6.3.2	Reappoint Colleen Goggins as Member of the Compensation Committee	For	For
Mgmt	6.3.3	Reappoint Mariel Hoch as Member of the Compensation Committee	For	For
Mgmt	7	Change Company Name to SIG Group AG	For	For
Mgmt	8	Approve Renewal of Authorized Capital with or without Exclusion of Preemptive Right	For	For
Mgmt	9	Designate Keller KLG as Independent Proxy	For	For
Mgmt	10	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	11	Transact Other Business (Voting) Voter Rationale: We decided to vote against this proposal due to lack of disclosure.	For	Against

## Global Voting Record

## TELEFONICA SA

Meeting: Annual 07/04/2022 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	1.2	Approve Non-Financial Information Statement	For	For
Mgmt	1.3	Approve Discharge of Board	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	4.1	Reelect Jose Maria Abril Perez as Director	For	For
Mgmt	4.2	Reelect Angel Vila Boix as Director	For	For
Mgmt	4.3	Reelect Maria Luisa Garcia Blanco as Director	For	For
Mgmt	4.4	Reelect Francisco Javier de Paz Mancho as Director	For	For
Mgmt	4.5	Ratify Appointment of and Elect Maria Rotondo Urcola as Director	For	For
Mgmt	5	Fix Number of Directors at 15	For	For
Mgmt	6	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
Mgmt	7.1	Approve Scrip Dividends	For	For
Mgmt	7.2	Approve Dividends Charged Against Unrestricted Reserves	For	For
Mgmt	8	Approve Share Matching Plan	For	For
Mgmt	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	10	<p>Advisory Vote on Remuneration Report</p> <p>Voter Rationale: A vote AGAINST this item is warranted because: * Telefonica completed two significant transactions in 2021: the O2/Virgin joint-venture and Telxius' telecommunications towers division sale (see Material Company Updates section) for which the board rewarded both executive directors with one-off awards at maximum opportunity of 100 percent of salary. The board also considered Telefonica's outperforming the local index and sector peers in 2021. * Telefonica is the sole European telco to have a remuneration policy provision allowing for the granting of one-off awards â€" Deutsche Telekom's supervisory board proposes to eliminate a similar clause at the company's 2022 AGM. * Excluding this one-off award opportunity, the remuneration arrangements with management already are one of the most competitive among European peers. * Without downplaying the significance of these two transactions, these one-off awards have further misaligned executive pay with company performance in comparison with peers, including 2021's 3.69x multiple of median, while management's pay package is one of the most competitive among European peers, and Telefonica has been an underperforming stock since incumbent chair/CEO took on his position in April 2016.</p>	For	Against

**VARUN BEVERAGES LTD.**Meeting: **Annual**      **07/04/2022**    **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Reelect Varun Jaipuria as Director	For	For
Mgmt	3	Reelect Rajinder Jeet Singh Bagga as Director	For	For
Mgmt	4	Approve O P Bagla & Co. LLP Chartered Accountants as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Approve Reclassification of Authorized Share Capital and Amend Capital Clause in the Memorandum of Association	For	For
Mgmt	6	Approve Payment of Profit Related Commission to Non-Executive Directors Voter Rationale: We believe a vote against is warranted due to concerns lack of disclosure and level of remuneration compared with other directors.	For	Against
Mgmt	7	Amend Employees Stock Option Scheme 2016	For	For
Mgmt	8	Approve Extension of the Benefits of Employees Stock Option Scheme 2016 to the Employees of Holding Subsidiary Group or Associate Company(ies) Voter Rationale: We believe a vote against is warranted due to concerns over the exercise price and including holding company employees in scope of the scheme.	For	Against



## ZEHNDER GROUP AG

Meeting: Annual 07/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 1.80 per Share	For	For
Mgmt	4.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	For	For
Mgmt	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.7 Million	For	For
Mgmt	4.3	Approve Remuneration Report	For	For
Mgmt	5.1.1	Reelect Hans-Peter Zehnder as Director and Board Chairman	For	For
Mgmt	5.1.2	Reelect Urs Buchmann as Director	For	For
Mgmt	5.1.3	Reelect Riet Cadonau as Director	For	For
Mgmt	5.1.4	Reelect Joerg Walther as Director	For	For
Mgmt	5.1.5	Reelect Ivo Wechsler as Director	For	For
Mgmt	5.1.6	Reelect Milva Zehnder as Director	For	For
Mgmt	5.2	Elect Sandra Emme as Director	For	For
		Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee		
Mgmt	5.3.1	Voter Rationale: Board elections (Items 5.1.1-5.2) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.3.1-5.3.3) Votes FOR the proposed nominees, Milva Zehnder and Sandra Emme, are warranted due to a lack of concerns. We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Riet Cadonau, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.	For	Against
Mgmt	5.3.2	Reappoint Milva Zehnder as Member of the Nomination and Compensation Committee	For	For
Mgmt	5.3.3	Appoint Sandra Emme as Member of the Nomination and Compensation Committee	For	For
Mgmt	5.4	Designate Werner Schib as Independent Proxy	For	For
Mgmt	5.5	Ratify PricewaterhouseCoopers AG as Auditors	For	For
		Transact Other Business (Voting)		
Mgmt	6	Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## Global Voting Record

## FOMENTO ECONOMICO MEXICANO SAB DE CV

Meeting: Annual 08/04/2022 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Cash Dividends	For	For
Mgmt	3	Set Maximum Amount of Share Repurchase Reserve	For	For
Mgmt	4.1	Elect Jose Antonio Fernandez Carbajal as Director	For	For
Mgmt	4.2	Elect Francisco Javier Fernandez Carbajal as Director	For	For
Mgmt	4.3	Elect Eva Maria Garza Laguera Gonda as Director	For	For
Mgmt	4.4	Elect Mariana Garza Laguera Gonda as Director	For	For
Mgmt	4.5	Elect Jose Fernando Calderon Rojas as Director	For	For
Mgmt	4.6	Elect Alfonso Garza Garza as Director	For	For
Mgmt	4.7	Elect Bertha Paula Michel Gonzalez as Director	For	For
Mgmt	4.8	Elect Alejandro Bailleres Gual as Director Voter Rationale: We believe a vote against this director is warranted due to overboarding concerns.	For	Against
Mgmt	4.9	Elect Ricardo Guajardo Touche as Director	For	For
Mgmt	4.10	Elect Paulina Garza Laguera Gonda as Director	For	For
Mgmt	4.11	Elect Robert Edwin Denham as Director	For	For
Mgmt	4.12	Elect Michael Larson as Director	For	For
Mgmt	4.13	Elect Ricardo E. Saldivar Escajadillo as Director	For	For
Mgmt	4.14	Elect Alfonso Gonzalez Migoya as Director	For	For
Mgmt	4.15	Elect Enrique F. Senior Hernandez as Director	For	For
Mgmt	4.16	Elect Victor Alberto Tiburcio Celorio as Director	For	For
Mgmt	4.17	Elect Jaime A. El Koury as Director	For	For
Mgmt	4.18	Elect Michael Kahn as Alternate Director	For	For
Mgmt	4.19	Elect Francisco Zambrano Rodriguez as Alternate Director	For	For
Mgmt	5	Approve Remuneration of Directors; Verify Director's Independence Classification and Approve Remuneration of Chairman and Secretaries	For	For
Mgmt	6	Elect Members and Chairmen of Operation and Strategy Audit and Corporate Practices and Nominations Committees; Approve Their Remuneration	For	For
Mgmt	7	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	8	Approve Minutes of Meeting	For	For

## FORTIS HEALTHCARE LTD.

Meeting: Special 08/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Scheme of Amalgamation	For	For

## Global Voting Record

## KRUNG THAI BANK PUBLIC CO. LTD.

Meeting: Annual 08/04/2022 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Annual Report		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	4	Approve Remuneration of Directors	For	For
Mgmt	5.1	Elect Krisada Chinavicharana as Director	For	For
Mgmt	5.2	Elect Vichai Assarasakorn as Director	For	For
Mgmt	5.3	Elect Nitima Thepvanangkul as Director	For	For
Mgmt	5.4	Elect Lavaron Sangsnit as Director	For	For
Mgmt	6	Approve EY Company Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Amend Company's Objectives and Amend Memorandum of Association	For	For
Mgmt	8	Other Business		Non Voting

## Global Voting Record

## ORSTED A/S

Meeting: Annual 08/04/2022 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	4	Approve Discharge of Management and Board	For	For
Mgmt	5	Approve Allocation of Income and Dividends of DKK 12.50 Per Share	For	For
Mgmt	6	Authorize Share Repurchase Program (No Proposal Submitted)		Non Voting
Mgmt	7.1	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For
Mgmt	7.2	Employees of all the Company Foreign Subsidiaries are Eligible to be Elected and Entitled to Vote at Elections of Group Representatives to the Board of Directors	For	For
Mgmt	7.3	Approve on Humanitarian Donation to the Ukrainian People	For	For
Mgmt	7.4	Approve Creation of DKK 840.1 Million Pool of Capital without Preemptive Rights	For	For
Mgmt	7.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Mgmt	8	Other Proposals from Shareholders (None Submitted)		Non Voting
Mgmt	9.1	Reelect Thomas Thune Andersen (Chair) as Director	For	For
Mgmt	9.2	Reelect Lene Skole (Vice Chair) as Director	For	For
Mgmt	9.3.a	Reelect Lynda Armstrong as Director	For	For
Mgmt	9.3.b	Reelect Jorgen Kildah as Director	For	For
Mgmt	9.3.c	Reelect Peter Korsholm as Director	For	For
Mgmt	9.3.d	Reelect Dieter Wemmer as Director	For	For
Mgmt	9.3.e	Reelect Julia King as Director	For	For
Mgmt	9.3.f	Reelect Henrik Poulsen as Director	For	For
Mgmt	10	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	For	For
Mgmt	11	Ratify PricewaterhouseCoopers as Auditor	For	For
Mgmt	12	Other Business		Non Voting

## PRISM JOHNSON LIMITED

Meeting: Special 08/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Akshay Rajan Raheja as Director	For	For

## Global Voting Record

## SIAM GLOBAL HOUSE PUBLIC CO. LTD.

Meeting: Annual 08/04/2022 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Operating Results and Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	4	Approve Reduction in Registered Capital and Amend Memorandum of Association to Reflect Reduction in Registered Capital	For	For
Mgmt	5	Approve Increase in Registered Capital and Amend Memorandum of Association to Reflect Increase in Registered Capital	For	For
Mgmt	6	Approve Allocation of Additional Ordinary Shares to Support the Stock Dividend Payment	For	For
Mgmt	7	Approve M.R. & ASSOCIATES CO. LTD. as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8.1	Elect Pairoj Juarprathoom as Director	For	For
Mgmt	8.2	Elect Boonchai Pitugdamrongkija as Director	For	For
Mgmt	8.3	Elect Kawee Supanun as Director	For	For
Mgmt	9	Approve Remuneration and Bonus of Directors	For	For
Mgmt	10	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against

## TIPCO ASPHALT PUBLIC CO. LTD.

Meeting: Annual 08/04/2022 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Company's Performance		Non Voting
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Investment and Divestment Plans for 2022	For	For
Mgmt	5	Approve Dividend Payment	For	For
Mgmt	6	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Approve Payment of Extraordinary Variable Remuneration to Non-Executive Directors	For	For
Mgmt	8.1	Elect Jacques Marcel Pastor as Director Voter Rationale: A vote AGAINST Jacques Marcel Pastor (Item 8.1) is warranted given that he serves as an executive member of the nomination and remuneration committee. A vote FOR Chaiwat Srivalwat (Item 8.20) is warranted given the absence of any known issues concerning the nominee.	For	Against
Mgmt	8.2	Elect Chaiwat Srivalwat as Director	For	For
Mgmt	9	Approve Reduction of Number of Directors from 14 to 12	For	For
Mgmt	10	Amend Company's Affidavit	For	For
Mgmt	11	Amend Articles of Association	For	For
Mgmt	12	Approve Remuneration of Directors and Sub-Committees	For	For
Mgmt	13	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against

## Global Voting Record

## UNICREDIT SPA

Meeting: Annual/Special 08/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Elimination of Negative Reserves	For	For
Mgmt	4	Authorize Share Repurchase Program	For	For
S/holder	5.1	Slate 1 Submitted by Allianz Finance II Luxembourg Sarl	None	For
S/holder	5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	Against
S/holder	6	Approve Internal Auditors' Remuneration	None	For
Mgmt	7	Approve Remuneration Policy	For	For
Mgmt	8	Approve Second Section of the Remuneration Report	For	For
Mgmt	9	Approve 2022 Group Incentive System	For	For
Mgmt	10	Amend Group Incentive Systems	For	For
Mgmt	1	Amend Company Bylaws Re: Clause 6	For	For
Mgmt	2	Amend Company Bylaws Re: Clauses 20 29 and 30	For	For
Mgmt	3	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

## Global Voting Record

## HBIS CO. LTD.

Meeting: Special 11/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Daily Related Party Transaction	For	For
Mgmt	2	Approve to Expand Business Scope	For	For
Mgmt	3	Approve Amendments to Articles of Association	For	For

## HUNAN VALIN STEEL CO. LTD.

Meeting: Special 11/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Daily Related Party Transaction Voter Rationale: A vote AGAINST is warranted since the proposed related-party transactions include provision of loans and other financial services by a subsidiary which is also a group finance company. Such transactions may expose the company to unnecessary risks.	For	Against
Mgmt	2	Approve Signing of Financial Service Agreement Voter Rationale: A vote AGAINST is warranted since the proposed related-party transactions include provision of loans and other financial services by a subsidiary which is also a group finance company. Such transactions may expose the company to unnecessary risks.	For	Against
Mgmt	3	Approve Fixed Asset Investment Plan	For	For
Mgmt	4	Approve Capital Injection in Hengyang Valin Steel Pipe Co. Ltd.	For	For
Mgmt	5	Approve Amendments to Articles of Association	For	For

## TRUFIN PLC

Meeting: Special 11/04/2022 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorise Issue of Equity in Connection with the Placing and Open Offer	For	For
Mgmt	2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Placing and Open Offer	For	For

## Global Voting Record

## AIRBUS SE

Meeting: Annual 12/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.1	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2.2	Receive Report on Business and Financial Statements		Non Voting
Mgmt	2.3	Receive Explanation on Company's Dividend Policy		Non Voting
Mgmt	3	Discussion of Agenda Items		Non Voting
Mgmt	4.1	Adopt Financial Statements	For	For
Mgmt	4.2	Approve Allocation of Income and Dividends	For	For
Mgmt	4.3	Approve Discharge of Non-Executive Members of the Board of Directors	For	For
Mgmt	4.4	Approve Discharge of Executive Member of the Board of Directors	For	For
Mgmt	4.5	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	4.6	Approve Implementation of Remuneration Policy	For	For
Mgmt	4.7	Reelect Guillaume Faury as Executive Director	For	For
Mgmt	4.8	Reelect Catherine Guillouard as Non-Executive Director	For	For
Mgmt	4.9	Reelect Claudia Nemat as Non-Executive Director	For	For
Mgmt	4.10	Elect Irene Rummelhoff as Non-Executive Director	For	For
Mgmt	4.11	Grant Board Authority to Issue Shares Up To 0.51 Percent of Issued Capital and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	For	For
Mgmt	4.12	Grant Board Authority to Issue Shares Up To 1.14 Percent of Issued Capital and Exclude Preemptive Rights for the Purpose of Company Funding	For	For
Mgmt	4.13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	4.14	Approve Cancellation of Repurchased Shares	For	For
Mgmt	5	Close Meeting		Non Voting

## A. O. SMITH CORPORATION

Meeting: Annual 12/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Victoria M. Holt	For	For
Mgmt	1.2	Elect Director Michael M. Larsen	For	For
Mgmt	1.3	Elect Director Idelle K. Wolf	For	For
Mgmt	1.4	Elect Director Gene C. Wulf	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted as only 1 third of the LTI are tied to challenging performance conditions and the Short term incentive vest over a period of less than 3 years.	For	Against
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For



## BUCHER INDUSTRIES AG

Meeting: Annual 12/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 9.50 per Share	For	For
Mgmt	4.1.1	<p>Reelect Anita Hauser as Director</p> <p>Voter Rationale: Board elections (Items 4.1.1-4.2) Votes AGAINST the non-independent nominees: Philip Mosimann, Michael Hauser, Anita Hauser, and Stefan Scheiber are warranted because of the failure to establish a majority-independent board. Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns. Committee elections (Items 4.3.1-4.3.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the reappointment of the chair, Valentin Vogt, is warranted as a signal of concern because the board is insufficiently gender diverse. A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.</p>	For	Against
Mgmt	4.1.2	<p>Reelect Michael Hauser as Director</p> <p>Voter Rationale: Board elections (Items 4.1.1-4.2) Votes AGAINST the non-independent nominees: Philip Mosimann, Michael Hauser, Anita Hauser, and Stefan Scheiber are warranted because of the failure to establish a majority-independent board. Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns. Committee elections (Items 4.3.1-4.3.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the reappointment of the chair, Valentin Vogt, is warranted as a signal of concern because the board is insufficiently gender diverse. A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.</p>	For	Against
Mgmt	4.1.3	<p>Reelect Martin Hirzel as Director</p> <p>Reelect Philip Mosimann as Director and Board Chairman</p> <p>Voter Rationale: Board elections (Items 4.1.1-4.2) Votes AGAINST the non-independent nominees: Philip Mosimann, Michael Hauser, Anita Hauser, and Stefan Scheiber are warranted because of the failure to establish a majority-independent board. Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns. Committee elections (Items 4.3.1-4.3.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the reappointment of the chair, Valentin Vogt, is warranted as a signal of concern because the board is insufficiently gender diverse. A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.</p>	For	For
Mgmt	4.1.4	<p>Reelect Philip Mosimann as Director and Board Chairman</p> <p>Voter Rationale: Board elections (Items 4.1.1-4.2) Votes AGAINST the non-independent nominees: Philip Mosimann, Michael Hauser, Anita Hauser, and Stefan Scheiber are warranted because of the failure to establish a majority-independent board. Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns. Committee elections (Items 4.3.1-4.3.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the reappointment of the chair, Valentin Vogt, is warranted as a signal of concern because the board is insufficiently gender diverse. A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.</p>	For	Against
Mgmt	4.1.5	<p>Reelect Valentin Vogt as Director</p> <p>Elect Stefan Scheiber as Director</p> <p>Voter Rationale: Board elections (Items 4.1.1-4.2) Votes AGAINST the non-independent nominees: Philip Mosimann, Michael Hauser, Anita Hauser, and Stefan Scheiber are warranted because of the failure to establish a majority-independent board. Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns. Committee elections (Items 4.3.1-4.3.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the reappointment of the chair, Valentin Vogt, is warranted as a signal of concern because the board is insufficiently gender diverse. A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.</p>	For	For
Mgmt	4.2	<p>Elect Stefan Scheiber as Director</p> <p>Voter Rationale: Board elections (Items 4.1.1-4.2) Votes AGAINST the non-independent nominees: Philip Mosimann, Michael Hauser, Anita Hauser, and Stefan Scheiber are warranted because of the failure to establish a majority-independent board. Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns. Committee elections (Items 4.3.1-4.3.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the reappointment of the chair, Valentin Vogt, is warranted as a signal of concern because the board is insufficiently gender diverse. A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.</p>	For	Against

## Global Voting Record

Mgmt	4.3.1	<p>Reappoint Anita Hauser as Member of the Nomination and Compensation Committee</p> <p>Voter Rationale: Board elections (Items 4.1.1-4.2) Votes AGAINST the non-independent nominees: Philip Mosimann, Michael Hauser, Anita Hauser, and Stefan Scheiber are warranted because of the failure to establish a majority-independent board. Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns. Committee elections (Items 4.3.1-4.3.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the reappointment of the chair, Valentin Vogt, is warranted as a signal of concern because the board is insufficiently gender diverse. A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.</p>	For	Against
Mgmt	4.3.2	<p>Reappoint Valentin Vogt as Member of the Nomination and Compensation Committee</p> <p>Voter Rationale: Board elections (Items 4.1.1-4.2) Votes AGAINST the non-independent nominees: Philip Mosimann, Michael Hauser, Anita Hauser, and Stefan Scheiber are warranted because of the failure to establish a majority-independent board. Votes FOR the independent nominees Martin Hirzel and Valentin Vogt are warranted due to a lack of concerns. Committee elections (Items 4.3.1-4.3.2) We note that the company has a combined nomination and compensation committee. Therefore, a vote AGAINST the reappointment of the chair, Valentin Vogt, is warranted as a signal of concern because the board is insufficiently gender diverse. A vote AGAINST Anita Hauser is warranted because her election to the board does not warrant support.</p>	For	Against
Mgmt	4.4	Designate Keller KLG as Independent Proxy	For	For
Mgmt	4.5	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	For
Mgmt	5.2	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	5.3	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For
Mgmt	5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For
Mgmt	6	<p>Transact Other Business (Voting)</p> <p>Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</p>	For	Against

## Global Voting Record

## CAP SA

Meeting: Annual 12/04/2022 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Annual Report Financial Statements Company Status Report and Auditor's Report	For	For
Mgmt	2	Approve Dividends of USD 2.25 per Share; Approve Dividend Policy	For	For
Mgmt	3	Approve Remuneration of Directors	For	For
Mgmt	4	Appoint Auditors	For	For
Mgmt	5	Designate Risk Assessment Companies	For	For
Mgmt	6	Approve Annual Report Remuneration and Budget of Directors' Committee	For	For
Mgmt	7	Receive Report Regarding Related-Party Transactions	For	For
Mgmt	8	Designate Newspaper to Publish Meeting Announcements	For	For
Mgmt	9	Other Business Voter Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.	For	Against

## CHEMICAL WORKS OF GEDEON RICHTER PLC

Meeting: Annual 12/04/2022 Hungary

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Use of Electronic Vote Collection Method	For	For
Mgmt	2	Authorize Company to Produce Sound Recording of Meeting Proceedings	For	For
Mgmt	3	Elect Chairman and Other Meeting Officials	For	For
Mgmt	4	Approve Consolidated Financial Statements	For	For
Mgmt	5	Approve Management Board Report on Company's Operations Business Policy and Financial Standing	For	For
Mgmt	6	Approve Financial Statements	For	For
Mgmt	7	Approve Allocation of Income and Dividends of HUF 225 per Share	For	For
Mgmt	8	Approve Company's Corporate Governance Statement	For	For
Mgmt	9	Amend Remuneration Policy Voter Rationale: We believe a vote against is warranted given the lack of disclosure on variable remuneration limits and performance criteria.	For	Against
Mgmt	10	Approve Remuneration Report Voter Rationale: We believe a vote against is warranted given the lack of disclosure around short and long term incentive plans.	For	Against
Mgmt	11	Amend Bylaws	For	For
Mgmt	12	Amend Bylaws Re: General Meeting	For	For
Mgmt	13	Amend Bylaws Re: General Meeting	For	For
Mgmt	14	Amend Bylaws Re: General Meeting	For	For
Mgmt	15	Amend Bylaws Re: Management Board	For	For
Mgmt	16	Amend Bylaws Re: Management and Supervisory Boards	For	For
Mgmt	17	Amend Bylaws Re: Supervisory Board	For	For
Mgmt	18	Amend Statute Re: Share Capital	For	For
Mgmt	19	Approve Report on Share Repurchase Program	For	For
Mgmt	20	Authorize Share Repurchase Program	For	For
Mgmt	21	Elect Lajos Csaba Lantos as Management Board Member	For	For
Mgmt	22	Elect Ilona David as Management Board Member	For	For
Mgmt	23	Elect Istvan Hamecz as Management Board Member	For	For
Mgmt	24	Approve Remuneration of Management Board Members	For	For
Mgmt	25	Approve Bonus for Management Board Members	For	For
Mgmt	26	Approve Remuneration of Supervisory Board Members	For	For
Mgmt	27	Approve Regulations on Supervisory Board	For	For
Mgmt	28	Approve Auditor's Remuneration	For	For
Mgmt	29	Transact Other Business Voter Rationale: We believe a vote against is warranted given the lack of disclosure on what the issues raised under the item will be.	For	Against

## Global Voting Record

## DAVIDE CAMPARI-MILANO NV

Meeting: Annual 12/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Annual Report (Non-Voting)		Non Voting
Mgmt	2.b	Approve Remuneration Report Voter Rationale: Voted against due to the size of the remuneration package and concerns around the last mile award.	For	Against
Mgmt	2.c	Adopt Financial Statements	For	For
Mgmt	3.a	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3.b	Approve Dividends	For	For
Mgmt	4.a	Approve Discharge of Executive Directors	For	For
Mgmt	4.b	Approve Discharge of Non-Executive Directors	For	For
Mgmt	5.a	Reelect Luca Garavoglia as Non-Executive Director	For	For
Mgmt	5.b	Reelect Robert Kunze-Concewitz as Executive Director	For	For
Mgmt	5.c	Reelect Paolo Marchesini as Executive Director	For	For
Mgmt	5.d	Reelect Fabio Di Fede as Executive Director	For	For
Mgmt	5.e	Reelect Alessandra Garavoglia as Non-Executive Director	For	For
Mgmt	5.f	Reelect Eugenio Barcellona as Non-Executive Director Voter Rationale: Voted against this director given that he is deemed to be non independent and his position on the audit committee is not best practice.	For	Against
Mgmt	5.g	Elect Emmanuel Babeau as Non-Executive Director	For	For
Mgmt	5.h	Elect Margareth Henriquez as Non-Executive Director	For	For
Mgmt	5.i	Elect Christophe Navarre as Non-Executive Director	For	For
Mgmt	5.l	Elect Jean Marie Laborde as Non-Executive Director	For	For
Mgmt	5.m	Elect Lisa Vascellari Dal Fiol as Non-Executive Director	For	For
Mgmt	6	Approve Mid-Term Incentive Plan Information Document	For	For
Mgmt	7	Approve Stock Option Plan Voter Rationale: We voted against as the structure of the plan was not considered in line with best practice.	For	Against
Mgmt	8	Authorize Board to Repurchase Shares Voter Rationale: Voted against as the repurchase volume may exceed 10%.	For	Against
Mgmt	9	Close Meeting		Non Voting

## Global Voting Record

## IQVIA HOLDINGS INC.

Meeting: Annual 12/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director John P. Connaughton	For	For
Mgmt	1.2	Elect Director John G. Danhaki	For	For
Mgmt	1.3	Elect Director James A. Fasano	For	For
Mgmt	1.4	Elect Director Leslie Wims Morris	For	For
Mgmt	2	Declassify the Board of Directors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Require a Majority Vote for the Election of Directors Voter Rationale: We decided to vote in favour as it may give shareholders a more meaningful voice in the election of directors.	Against	For
Mgmt	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## LENNAR CORPORATION

Meeting: Annual 12/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Amy Banse	For	For
Mgmt	1b	Elect Director Rick Beckwitt	For	For
Mgmt	1c	Elect Director Steven L. Gerard	For	For
Mgmt	1d	Elect Director Tig Gilliam	For	For
Mgmt	1e	Elect Director Sherrill W. Hudson	For	For
Mgmt	1f	Elect Director Jonathan M. Jaffe	For	For
Mgmt	1g	Elect Director Sidney Lapidus	For	For
Mgmt	1h	Elect Director Teri P. McClure	For	For
Mgmt	1i	Elect Director Stuart Miller	For	For
Mgmt	1j	Elect Director Armando Olivera	For	For
Mgmt	1k	Elect Director Jeffrey Sonnenfeld	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: We believe a vote against this item is warranted due to concerns with executive remuneration structure.	For	Against
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	For
S/holder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: Support warranted for this shareholder proposal as it further enhances shareholders' existing right to call special meetings.	Against	For

## Global Voting Record

## MOBIMO HOLDING AG

Meeting: Annual 12/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1.1	Reelect Sabrina Contratto as Director	For	For
Mgmt	4.1.2	Reelect Daniel Crausaz as Director	For	For
Mgmt	4.1.3	Reelect Brian Fischer as Director	For	For
Mgmt	4.1.4	Reelect Bernadette Koch as Director	For	For
Mgmt	4.1.5	Elect Stephane Maye as Director	For	For
Mgmt	4.1.6	Reelect Peter Schaub as Director and as Board Chair	For	For
Mgmt	4.1.7	Reelect Martha Scheiber as Director	For	For
Mgmt	4.2.1	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.2.2	Reappoint Brian Fischer as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.2.3	Appoint Stephane Maye as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.3	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	4.4	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy	For	For
Mgmt	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	For	For
Mgmt	6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	For
Mgmt	6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	For
Mgmt	7	Approve Extension and Increase in Authorized Capital to CHF 2.2 Million Pool of Capital with Preemptive Rights	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## NEINOR HOMES SA

Meeting: Annual 12/04/2022 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Consolidated and Standalone Management Reports	For	For
Mgmt	3	Approve Non-Financial Information Statement	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Approve Allocation of Income	For	For
Mgmt	6	Approve Dividends	For	For
Mgmt	7	Approve Capital Reduction by Decrease in Par Value	For	For
Mgmt	8	Approve Capital Reduction by Decrease in Par Value	For	For
Mgmt	9	Renew Appointment of Deloitte as Auditor	For	For

## Global Voting Record

Mgmt	10	Reelect Andreas Segal as Director	For	For
S/holder	10Bis	Elect Juan Jose Pepa as Director Voter Rationale: A vote FOR Item 10 is warranted due to a lack of concerns about the independent director nominee. A vote AGAINST the election of NI-NED Pepa under Item 10bis is warranted because: * The board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. * Women account for 10 percent of directors, which does not meet the 30 percent gender diversity guideline.	For	Against
Mgmt	11.A	Amend Article 2 Re: Corporate Purpose	For	For
Mgmt	11.B	Amend Article 23 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	11.C	Amend Article 34 Re: Director Remuneration	For	For
Mgmt	11.D	Amend Articles Re: Board Committees	For	For
Mgmt	12.A	Amend Articles of General Meeting Regulations	For	For
Mgmt	12.B	Amend Article 5 of General Meeting Regulations Re: Competences	For	For
Mgmt	12.C	Amend Article 8 of General Meeting Regulations Re: Legal Entities	For	For
Mgmt	12.D	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For
Mgmt	13	Approve Annual Maximum Remuneration	For	For
Mgmt	14	Amend Remuneration Policy	For	For
Mgmt	15	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities Excluding Preemptive Rights of up to 20 Percent Voter Rationale: A vote AGAINST these items is warranted because the requests exceed the 10 percent guideline for non-rights placements.	For	Against
Mgmt	16	Authorize Issuance of Convertible Bonds Debentures Warrants and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital Voter Rationale: A vote AGAINST these items is warranted because the requests exceed the 10 percent guideline for non-rights placements.	For	Against
Mgmt	17	Authorize Board to Ratify and Execute Approved Resolutions Advisory Vote on Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because: * The 2021 EBITDA target under the annual bonus scheme was set below company guidance. * The board granted one-off awards to management in relation to the acquisition of Quabit in 2021: EUR 420,000 to the CEO (c. 92 percent of salary) and EUR 350,000 to the executive vice chairman (c. 77 percent of salary). These special awards appear superfluous in view of the proposed increase in salary under the amended remuneration policy (Item 14), and the subsequent increase in overall pay package, which are deemed sufficient to retain and motivate management.	For	For
Mgmt	18		For	Against



## Global Voting Record

## PRYSMIAN SPA

Meeting: Annual/Special 12/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
S/holder	3.1	Slate 1 Submitted by Clubtre Srl Albas Srl and Angelini Partecipazioni Finanziarie Srl	None	For
S/holder	3.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: An vote against is warranted due to our support for the candidates nominated under Item 3.1 and supporting that item will increase the chances that the Chair of the board of internal auditors will be elected from Slate 2. Under Italian voting procedures shareholders can support only one slate of directors.	None	Against
S/holder	4	Approve Internal Auditors' Remuneration Voter Rationale: A vote FOR is warranted because the company has disclosed the proposed remuneration and no concerns have been identified.	None	For
Mgmt	5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	6	Approve Stock Grant Plan	For	For
Mgmt	7	Approve Second Section of the Remuneration Report	For	For
Mgmt	1	Authorize Board to Increase Capital to Service the Long-term Incentive Plan	For	For
Mgmt	2	Authorize Board to Increase Capital to Service the Stock Grant Plan	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: We decided to vote against on a precautionary basis as the disclosures regarding the resolution were insufficient to enable us to make an informed voting decision.	None	Against

## Global Voting Record

## SIKA AG

Meeting: Annual 12/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 2.90 per Share	For	For
Mgmt	3	Approve Discharge of Board of Directors	For	For
Mgmt	4.1.1	Reelect Paul Haelg as Director	For	For
Mgmt	4.1.2	Reelect Viktor Balli as Director	For	For
Mgmt	4.1.3	Reelect Justin Howell as Director	For	For
Mgmt	4.1.4	Reelect Monika Ribar as Director	For	For
Mgmt	4.1.5	Reelect Paul Schuler as Director	For	For
Mgmt	4.1.6	Reelect Thierry Vanlancker as Director	For	For
Mgmt	4.2.1	Elect Lucrece Foufopoulos-De Ridder as Director	For	For
Mgmt	4.2.2	Elect Gordana Landen as Director	For	For
Mgmt	4.3	Reelect Paul Haelg as Board Chairman	For	For
Mgmt	4.4.1	Appoint Justin Howell as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.4.2	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.4.3	Appoint Gordana Landen as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.5	Ratify KPMG AG as Auditors	For	For
Mgmt	4.6	Designate Jost Windlin as Independent Proxy	For	For
Mgmt	5.1	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For
Mgmt	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For
Mgmt	6	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as there is a lack of information to support as the content of new items or counterproposals is not known at this time.	For	Against

## Global Voting Record

## SYNOPSYS INC.

Meeting: Annual 12/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Aart J. de Geus	For	For
Mgmt	1b	Elect Director Janice D. Chaffin	For	For
Mgmt	1c	Elect Director Bruce R. Chizen	For	For
Mgmt	1d	Elect Director Mercedes Johnson	For	For
Mgmt	1e	Elect Director Chrysostomos L. "Max" Nikias	For	For
Mgmt	1f	Elect Director Jeannine P. Sargent	For	For
Mgmt	1g	Elect Director John G. Schwarz	For	For
Mgmt	1h	Elect Director Roy Vallee	For	For
Mgmt	2	Amend Omnibus Stock Plan	For	For
Mgmt	3	Amend Qualified Employee Stock Purchase Plan	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	5	Ratify KPMG LLP as Auditors	For	For
S/holder	6	Provide Right to Act by Written Consent Voter Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.	Against	For

## Global Voting Record

## TECAN GROUP AG

Meeting: Annual 12/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2.1	Approve Allocation of Income and Dividends of CHF 1.40 per Share	For	For
Mgmt	2.2	Approve Transfer of CHF 17.7 Million from Legal Reserves to Free Reserves and Repayment of CHF 1.40 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4	Elect Myra Eskes as Director	For	For
Mgmt	5.1	Reelect Lukas Braunschweiler as Director	For	For
Mgmt	5.2	Reelect Oliver Fetzter as Director	For	For
Mgmt	5.3	Reelect Heinrich Fischer as Director	For	For
Mgmt	5.4	Reelect Karen Huebscher as Director	For	For
Mgmt	5.5	Reelect Christa Kreuzburg as Director	For	For
Mgmt	5.6	Reelect Daniel Marshak as Director	For	For
Mgmt	6	Reelect Lukas Braunschweiler as Board Chair	For	For
Mgmt	7.1	Reappoint Oliver Fetzter as Member of the Compensation Committee	For	For
Mgmt	7.2	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	For
Mgmt	7.3	Reappoint Daniel Marshak as Member of the Compensation Committee	For	For
Mgmt	7.4	Appoint Myra Eskes as Member of the Compensation Committee	For	For
Mgmt	8	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	9	Designate Proxy Voting Services GmbH as Independent Proxy	For	For
Mgmt	10.1	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	For
Mgmt	10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For
Mgmt	11	Approve Creation of CHF 225 000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voter Rationale: Voted against due to the potential increase in capital above the 10 percent cap.	For	Against
Mgmt	12	Transact Other Business (Voting) Voter Rationale: Voted against due to a lack of information at this stage.	For	Against

## Global Voting Record

## VINCI SA

Meeting: Annual/Special 12/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	For
Mgmt	4	Reelect Xavier Huillard as Director	For	For
Mgmt	5	Reelect Marie-Christine Lombard as Director	For	For
Mgmt	6	Reelect Rene Medori as Director	For	For
Mgmt	7	Reelect Qatar Holding LLC as Director	For	For
Mgmt	8	Elect Claude Laruelle as Director	For	For
Mgmt	9	Ratify Change Location of Registered Office to 1973 boulevard de La Defense Nanterre (92000) and Amend Article of Bylaws Accordingly	For	For
Mgmt	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	11	Approve Remuneration Policy of Directors	For	For
Mgmt	12	Approve Remuneration Policy of Xavier Huillard Chairman and CEO	For	For
Mgmt	13	Approve Compensation Report	For	For
Mgmt	14	Approve Compensation of Xavier Huillard Chairman and CEO	For	For
Mgmt	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	18	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## VZ HOLDING AG

Meeting: Annual 12/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 1.57 per Share	For	For
Mgmt	4.1.1	Reelect Fred Kindle as Director and Board Chairman Voter Rationale: In a similar fashion to last year, we believe a vote against the directors under items 4.1.1 and 4.2.1 is warranted to express our views on the Board diversity which continues to be all-male as does the Group Executive Board.	For	Against
Mgmt	4.1.2	Reelect Roland Iff as Director Voter Rationale: We believe votes against non-independent nominees and Audit Committee members under items 4.1.2 and 4.1.3 are warranted following considerations around key committee independence and the unchanged composition of the Audit Committee.	For	Against
Mgmt	4.1.3	Reelect Albrecht Langhart as Director	For	Against
Mgmt	4.1.4	Reelect Roland Ledergerber as Director	For	For
Mgmt	4.1.5	Reelect Olivier de Perregaux as Director	For	For
Mgmt	4.2.1	Reappoint Fred Kindle as Member of the Compensation Committee	For	Against
Mgmt	4.2.2	Reappoint Roland Ledergerber as Member of the Compensation Committee	For	For
Mgmt	5	Designate Keller KLG as Independent Proxy	For	For
Mgmt	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	7.1	Approve Remuneration of Directors in the Amount of CHF 470 000	For	For
Mgmt	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.7 Million	For	For
Mgmt	7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.4 Million	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: We believe a vote against this item is warranted on a precautionary basis because any new voting items are not known at this time.	For	Against

## CITIC SECURITIES CO. LTD.

Meeting: Extraordinary Sh: 13/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles of Association Voter Rationale: A vote AGAINST this resolution is warranted because the proposed Articles amendments are not considered to adequately provide for accountability and transparency to shareholders.	For	Against
Mgmt	2	Elect Shi Qingchun as Director	For	For
S/holder	3.01	Elect Song Kangle as Director	For	For
S/holder	3.02	Elect Fu Linfang as Director	For	For
S/holder	3.03	Elect Zhao Xianxin as Director	For	For

## Global Voting Record

## COAL INDIA LTD.

Meeting: **Special**      **13/04/2022**    **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect B. Veera Reddy as Director and Approve Appointment of B. Veera Reddy as Whole Time Director as Director (Technical)	For	For
Mgmt	2	Elect Denesh Singh as Director	For	For
Mgmt	3	Elect Nageswara Rao Gollapalli as Director	For	For
Mgmt	4	Elect Bhojarajan Rajesh Chander as Director	For	For
Mgmt	5	Elect Punambhai Kalabhai Makwana as Director	For	For
Mgmt	6	Elect Kamesh Kant Acharya as Director	For	For
Mgmt	7	Elect Arun Kumar Oraon as Director	For	For

## Global Voting Record

## DOMETIC GROUP AB

Meeting: Annual 13/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders		Non Voting
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4	Designate Inspectors of Minutes of Meeting		Non Voting
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive President's Report		Non Voting
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8.b	Approve Allocation of Income and Dividends of SEK 2.45 Per Share	For	For
Mgmt	8.c.1	Approve Discharge of Fredrik Cappelen	For	For
Mgmt	8.c.2	Approve Discharge of Erik Olsson	For	For
Mgmt	8.c.3	Approve Discharge of Helene Vibbleus	For	For
Mgmt	8.c.4	Approve Discharge of Jacqueline Hoogerbrugge	For	For
Mgmt	8.c.5	Approve Discharge of Magnus Yngen	For	For
Mgmt	8.c.6	Approve Discharge of Mengmeng Du	For	For
Mgmt	8.c.7	Approve Discharge of Peter Sjolander	For	For
Mgmt	8.c.8	Approve Discharge of Rainer E. Schmuckle	For	For
Mgmt	8.c.9	Approve Discharge of Juan Vargues	For	For
Mgmt	9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	10.1	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chairman and SEK 460 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	10.2	Approve Remuneration of Auditors	For	For
Mgmt	11.1	Reelect Fredrik Cappelen as Director	For	For
Mgmt	11.2	Reelect Erik Olsson as Director Voter Rationale: We believe a vote against this director is warranted due to concerns around his time commitment to the company after assessing his other Board roles.	For	Against
Mgmt	11.3	Reelect Helene Vibbleus as Director	For	For
Mgmt	11.4	Reelect Jacqueline Hoogerbrugge as Director	For	For
Mgmt	11.5	Reelect Magnus Yngen as Director	For	For
Mgmt	11.6	Reelect Mengmeng Du as Director	For	For
Mgmt	11.7	Reelect Peter Sjolander as Director	For	For
Mgmt	11.8	Reelect Rainer E. Schmuckle as Director	For	For
Mgmt	11.9	Reelect Fredrik Cappelen as Board Chair	For	For
Mgmt	12	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	13	Approve Remuneration Report Voter Rationale: We believe support for this item is not warranted given the lack of disclosure around LTI awards and CEO salary increase and deviation from remuneration policy.	For	Against
Mgmt	14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For



## Global Voting Record

## GEBERIT AG

Meeting: Annual 13/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 12.50 per Share	For	For
Mgmt	3	Approve Discharge of Board of Directors	For	For
Mgmt	4.1.1	Reelect Albert Baehny as Director and Board Chairman	For	For
Mgmt	4.1.2	Reelect Thomas Bachmann as Director	For	For
Mgmt	4.1.3	Reelect Felix Ehrt as Director	For	For
Mgmt	4.1.4	Reelect Werner Karlen as Director	For	For
Mgmt	4.1.5	Reelect Bernadette Koch as Director	For	For
Mgmt	4.1.6	Reelect Eunice Zehnder-Lai as Director	For	For
Mgmt	4.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For	For
Mgmt	5	Designate Roger Mueller as Independent Proxy	For	For
Mgmt	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	7.1	Approve Remuneration Report	For	For
Mgmt	7.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For	For
Mgmt	7.3	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## ILUKA RESOURCES LIMITED

Meeting: Annual 13/04/2022 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Marcelo Bastos as Director	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Grant of Share Rights and Performance Rights to Tom O'Leary	For	For

## Global Voting Record

## KONINKLIJKE BAM GROEP NV

Meeting: Annual 13/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Announcements		Non Voting
Mgmt	2.a	Receive Report of Supervisory Board (Non-Voting)		Non Voting
Mgmt	2.b	Approve Implementation of Remuneration Policy for Executive Board	For	For
Mgmt	2.c	Approve Implementation of Remuneration Policy for Supervisory Board	For	For
Mgmt	3	Receive Report of Executive Board (Non-Voting)		Non Voting
Mgmt	4	Adopt Financial Statements	For	For
Mgmt	5.a	Approve Discharge of Executive Board	For	For
Mgmt	5.b	Approve Discharge of Supervisory Board	For	For
Mgmt	6	Reelect L.F. den Houter to Management Board	For	For
Mgmt	7	Amend Remuneration Policy for Executive Board	For	For
Mgmt	8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Share Capital	For	For
Mgmt	8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	10	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	11	Other Business (Non-Voting)		Non Voting
Mgmt	12	Close Meeting		Non Voting

## ORIENT SECURITIES CO. LTD.

Meeting: Extraordinary Sh 13/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Application for Conducting Market Making Business of Stocks on the Science and Technology Innovation Board	For	For
Mgmt	2	Approve Application for Conducting Market Making Business of Bonds on the Shanghai Stock Exchange and the Shenzhen Stock Exchange	For	For
Mgmt	3	Approve Extension of Valid Period of the Resolution on Public Issuance of Securities through Rights Issue of the Company	For	For
Mgmt	4	Approve Extension of Valid Period of the Full Authorization Granted to the Board of Directors to Deal with Relevant Matters in Relation to the Rights Issue	For	For

## ORIENT SECURITIES CO. LTD.

Meeting: Special 13/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Extension of Valid Period of the Resolution on Public Issuance of Securities through Rights Issue of the Company	For	For
Mgmt	2	Approve Extension of Valid Period of the Full Authorization Granted to the Board of Directors to Deal with Relevant Matters in Relation to the Rights Issue	For	For

## PETROLEO BRASILEIRO SA

Meeting: Annual 13/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2021	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Fix Number of Directors at 11	For	For
Mgmt	4	Elect Directors Voter Rationale: The company has presented a slate election, which includes a new chair nominee who has been indicted in 2021 due to allegations of fraudulent management in a case that caused losses to the Petrobras' employees' pension fund. The appointment raises concerns, especially in a time when the company has just concluded the obligations under the non-prosecution agreement signed with the US-Department of Justice, in the context of the corruption investigations under the Car Wash Operation, and states that it continues to strengthen its compliance and integrity systems. A vote AGAINST the proposed slate is recommended at this time.	For	Against
Mgmt	5	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate?	None	Against
Mgmt	6	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law?	None	For
Mgmt	7	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	For
Mgmt	8.1	Percentage of Votes to Be Assigned - Elect Luiz Rodolfo Landim Machado as Independent Director	None	Abstain
Mgmt	8.2	Percentage of Votes to Be Assigned - Elect Joaquim Silva e Luna as Director	None	Abstain
Mgmt	8.3	Percentage of Votes to Be Assigned - Elect Sonia Julia Sulzbeck Villalobos as Independent Director	None	Abstain
Mgmt	8.4	Percentage of Votes to Be Assigned - Elect Luiz Henrique Caroli as Independent Director	None	Abstain
Mgmt	8.5	Percentage of Votes to Be Assigned - Elect Ruy Flaks Schneider as Independent Director	None	Abstain
Mgmt	8.6	Percentage of Votes to Be Assigned - Elect Marcio Andrade Weber as Independent Director	None	Abstain
Mgmt	8.7	Percentage of Votes to Be Assigned - Elect Murilo Marroquim de Souza as Independent Director	None	Abstain
Mgmt	8.8	Percentage of Votes to Be Assigned - Elect Carlos Eduardo Lessa Brandao as Independent Director	None	Abstain
S/holder	8.9	Percentage of Votes to Be Assigned - Elect Jose Joao Abdalla Filho as Minority Representative Under Majority Board Election	None	For
S/holder	8.10	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Minority Representative Under Majority Board Election	None	For
Mgmt	9	Elect Luiz Rodolfo Landim Machado as Board Chairman Voter Rationale: A vote AGAINST this nominee is warranted given that Luiz Rodolfo Landim Machado was indicted in 2021 due to allegations of fraudulent management in a case that caused losses to the pension fund of Petrobras' employees, raising corporate governance concerns.	For	Against
Mgmt	10	Fix Number of Fiscal Council Members at Five	For	For
Mgmt	11	Elect Fiscal Council Members Voter Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 15 of this meeting agenda.	For	Abstain

## Global Voting Record

Mgmt	12	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law May Your Votes Still Be Counted for the Proposed Slate?	None	Against
Mgmt	13	Approve Remuneration of Company's Management and Fiscal Council Voter Rationale: A vote AGAINST this proposal is warranted the company's disclosure lacks transparency regarding key remuneration figures.	For	Against
Mgmt	14	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For
S/holder	15	Elect Michele da Silva Gonsales Torres as Fiscal Council Member and Robert Juenemann as Alternate Appointed by Minority Shareholder	None	For

## PETROLEO BRASILEIRO SA

Meeting: Extraordinary Sh: 13/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles and Consolidate Bylaws	For	For
Mgmt	2	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

## Global Voting Record

## PT ASTRA AGRO LESTARI TBK

Meeting: Annual 13/04/2022 Indonesia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration of Directors and Commissioners	For	For
Mgmt	4	Approve Tanudiredja Wibisana Rintis & Rekan as Auditors	For	For
Mgmt	5	Amend Article 3 of the Articles of Association in Accordance to the 2020 Standard Classification of Indonesian Business Fields (KBLI)	For	For

## STELLANTIS NV

Meeting: Annual 13/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Board of Directors (Non-Voting)		Non Voting
Mgmt	2.b	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	2.c	Approve Remuneration Report Voter Rationale: We believe a vote against is warranted due to the potential for excessive quantum following the introduction of a transformation award which does not disclose performance KPIs for the cash part.	For	Against
Mgmt	2.d	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.e	Approve Dividends of EUR 1.04 Per Share	For	For
Mgmt	2.f	Approve Discharge of Directors	For	For
Mgmt	3	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	5	Close Meeting		Non Voting

## Global Voting Record

## ADOBE INC.

Meeting: Annual 14/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Amy Banse	For	For
Mgmt	1b	Elect Director Brett Biggs	For	For
Mgmt	1c	Elect Director Melanie Boulden	For	For
Mgmt	1d	Elect Director Frank Calderoni	For	For
Mgmt	1e	Elect Director Laura Desmond	For	For
Mgmt	1f	Elect Director Shantanu Narayen	For	For
Mgmt	1g	Elect Director Spencer Neumann	For	For
Mgmt	1h	Elect Director Kathleen Oberg	For	For
Mgmt	1i	Elect Director Dheeraj Pandey	For	For
Mgmt	1j	Elect Director David Ricks	For	For
Mgmt	1k	Elect Director Daniel Rosensweig	For	For
Mgmt	1l	Elect Director John Warnock	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## COMET HOLDING AG

Meeting: Annual 14/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1	Reelect Heinz Kundert as Director	For	For
Mgmt	4.2	Reelect Gian-Luca Bona as Director	For	For
Mgmt	4.3	Reelect Mariel Hoch as Director	For	For
Mgmt	4.4	Reelect Patrick Jany as Director	For	For
Mgmt	4.5	Reelect Tosja Zywiets as Director	For	For
Mgmt	4.6	Reelect Heinz Kundert as Board Chair	For	For
Mgmt	5	Elect Edeltraud Leibrock as Director	For	For
Mgmt	6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	For	For
Mgmt	6.2	Reappoint Gian-Luca Bona as Member of the Nomination and Compensation Committee	For	For
Mgmt	7	Designate Patrick Glauser as Independent Proxy	For	For
Mgmt	8	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	9.1	Approve Remuneration of Directors in the Amount of CHF 970 000	For	For
Mgmt	9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	For
Mgmt	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million	For	For
Mgmt	9.4	Approve Remuneration Report	For	For
Mgmt	10.1	Approve Renewal of CHF 770 000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voter Rationale: Voted against due to the terms of the proposed pool potentially being used in a takeover bid.	For	Against
Mgmt	10.2	Amend Articles Re: Proportion of Non-Cash Remuneration of Board Members	For	For
Mgmt	11	Transact Other Business (Voting) Voter Rationale: Voted against due to a lack of disclosure.	For	Against

## Global Voting Record

## OWENS CORNING

Meeting: Annual 14/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Brian D. Chambers	For	For
Mgmt	1b	Elect Director Eduardo E. Cordeiro	For	For
Mgmt	1c	Elect Director Adrienne D. Elsner	For	For
Mgmt	1d	Elect Director Alfred E. Festa	For	For
Mgmt	1e	Elect Director Edward F. Lonergan	For	For
Mgmt	1f	Elect Director Maryann T. Mannen	For	For
Mgmt	1g	Elect Director Paul E. Martin	For	For
Mgmt	1h	Elect Director W. Howard Morris	For	For
Mgmt	1i	Elect Director Suzanne P. Nimocks	For	For
Mgmt	1j	Elect Director John D. Williams	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## TELEVISION FRANCAISE 1 SA

Meeting: Annual/Special 14/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 0.45 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Voter Rationale: A vote AGAINST this proposal is warranted as the company failed to provide sufficient information on the shared services agreement entered into with Bouygues (selection and price setting process).	For	Against
Mgmt	5	Approve Compensation of Gilles Pelisson Chairman and CEO Voter Rationale: A vote AGAINST this remuneration report is warranted because: * The level of information on the bonus scheme's qualitative performance conditions (representing 25% of the bonus) is well below market practice * The company does not provide information on performance conditions attached to the Bouygues stock option plan and only the nature for Bouygues performance shares plan granted during the year. * The option that vested during current fiscal year were without performance conditions.	For	Against
Mgmt	6	Approve Compensation Report of Corporate Officers	For	For
Mgmt	7	Approve Remuneration Policy of Gilles Pelisson Chairman and CEO Voter Rationale: A vote AGAINST this remuneration policy is warranted as: * The company doesn't disclose any cap for the exceptional remuneration. * The company does not grant any LTIPs at TF1 level and does not provide information on cap, performance conditions or vesting period for the LTIPs at Bouygues level.	For	Against
Mgmt	8	Approve Remuneration Policy of Directors	For	For



## Global Voting Record

Mgmt	9	<p>Reelect Gilles Pelisson as Director</p> <p>Voter Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Gilles Pelisson (Item 9) is warranted. * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 10 and 12). * A vote AGAINST the reelection of Olivier Roussat, non-independent nominee, is warranted given the lack of independence at the board level (including all board members: 27.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 37.5 percent vs 50 percent recommended) (Item 11). Furthermore, the reelection of Olivier Roussat, member of the Remuneration Committee (Item 11) also raise concerns due to the lack of responsiveness of the board to shareholders dissent received on remuneration related items. * A vote FOR the acknowledgement of the appointment of Farida Fekih, and Sophie Leveaux, employee shareholders representatives, is warranted in the absence of specific concerns (Item 13).</p>	For	Against
Mgmt	10	<p>Reelect Marie Pic-Paris Allavena as Director</p> <p>Reelect Olivier Roussat as Director</p> <p>Voter Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Gilles Pelisson (Item 9) is warranted. * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 10 and 12). * A vote AGAINST the reelection of Olivier Roussat, non-independent nominee, is warranted given the lack of independence at the board level (including all board members: 27.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 37.5 percent vs 50 percent recommended) (Item 11). Furthermore, the reelection of Olivier Roussat, member of the Remuneration Committee (Item 11) also raise concerns due to the lack of responsiveness of the board to shareholders dissent received on remuneration related items. * A vote FOR the acknowledgement of the appointment of Farida Fekih, and Sophie Leveaux, employee shareholders representatives, is warranted in the absence of specific concerns (Item 13).</p>	For	For
Mgmt	11	<p>Reelect Marie Pic-Paris Allavena as Director</p> <p>Reelect Olivier Roussat as Director</p> <p>Voter Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Gilles Pelisson (Item 9) is warranted. * Votes FOR the election and reelections of these independent nominees are warranted in the absence of specific concerns (Items 10 and 12). * A vote AGAINST the reelection of Olivier Roussat, non-independent nominee, is warranted given the lack of independence at the board level (including all board members: 27.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 37.5 percent vs 50 percent recommended) (Item 11). Furthermore, the reelection of Olivier Roussat, member of the Remuneration Committee (Item 11) also raise concerns due to the lack of responsiveness of the board to shareholders dissent received on remuneration related items. * A vote FOR the acknowledgement of the appointment of Farida Fekih, and Sophie Leveaux, employee shareholders representatives, is warranted in the absence of specific concerns (Item 13).</p>	For	Against
Mgmt	12	Elect Orla Noonan as Director	For	For
Mgmt	13	Acknowledge Appointment of Farida Fekih and Sophie Leveaux as Representatives of Employee Shareholders to the Board	For	For
Mgmt	14	Renew Appointment of Ernst & Young Audit as Auditor	For	For
Mgmt	15	Acknowledge End of Mandate of Auditex as Alternate Auditor and Decision Not to Renew	For	For
Mgmt	16	<p>Authorize Repurchase of Up to 10 Percent of Issued Share Capital</p> <p>Voter Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</p>	For	Against
Mgmt	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	19	<p>Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans</p> <p>Voter Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The performance and vesting period are not disclosed.</p>	For	Against
Mgmt	20	<p>Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans</p> <p>Voter Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</p>	For	Against

## Global Voting Record

Mgmt	21	Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds Voter Rationale: A vote AGAINST this item is warranted as: * This amendment would multiply statutory thresholds notification requirement and decrease the period to inform the company, thus increasing the burden of the notification process for shareholders. Consequently, it does not warrant support.	For	Against
Mgmt	22	Authorize Filing of Required Documents/Other Formalities	For	For

## THE TORONTO-DOMINION BANK

Meeting: Annual 14/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Cherie L. Brant	For	For
Mgmt	1.2	Elect Director Amy W. Brinkley	For	For
Mgmt	1.3	Elect Director Brian C. Ferguson	For	For
Mgmt	1.4	Elect Director Colleen A. Goggins	For	For
Mgmt	1.5	Elect Director Jean-Rene Halde	For	For
Mgmt	1.6	Elect Director David E. Kepler	For	For
Mgmt	1.7	Elect Director Brian M. Levitt	For	For
Mgmt	1.8	Elect Director Alan N. MacGibbon	For	For
Mgmt	1.9	Elect Director Karen E. Maidment	For	For
Mgmt	1.10	Elect Director Bharat B. Masrani	For	For
Mgmt	1.11	Elect Director Nadir H. Mohamed	For	For
Mgmt	1.12	Elect Director Claude Mongeau	For	For
Mgmt	1.13	Elect Director S. Jane Rowe	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
S/holder	4	SP 1: Adopt a Policy of Not Financing New Fossil Fuel Supply Including Financing of Companies Exploring or Developing Undeveloped Oil and Gas Reserves	Against	Against
S/holder	5	SP 2: Analyze the Possibility of Becoming a Benefit Company	Against	Against
S/holder	6	SP 3: Advisory Vote on Environmental Policy	Against	Against
S/holder	7	SP 4: Adopt French as the Official Language	Against	Against
S/holder	8	SP 5: Provide a Report to Shareholders and Publicly Disclose the CEO Compensation to Median Worker Pay Ratio	Against	Against

## Global Voting Record

## XP POWER LTD.

Meeting: Annual 14/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Re-elect Gavin Griggs as Director	For	For
Mgmt	4	Re-elect Pauline Lafferty as Director	For	For
Mgmt	5	Re-elect Polly Williams as Director	For	For
Mgmt	6	Re-elect James Peters as Director	For	For
Mgmt	7	Re-elect Terry Twigger as Director	For	For
Mgmt	8	Re-elect Andy Sng as Director	For	For
Mgmt	9	Elect Oskar Zahn as Director	For	For
Mgmt	10	Elect Jamie Pike as Director	For	For
Mgmt	11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	12	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	13	Approve Remuneration Report	For	For
Mgmt	14	Approve Directors' Fees	For	For
Mgmt	15	Authorise Issue of Equity	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	18	Authorise Market Purchase of Ordinary Shares	For	For

## FOSHAN HAITIAN FLAVOURING &amp; FOOD CO. LTD.

Meeting: Annual 15/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Annual Report and Summary	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Financial Budget Report	For	For
Mgmt	6	Approve Profit Distribution	For	For
Mgmt	7	Approve Remuneration of Director and Supervisors	For	For
Mgmt	8	Approve to Appoint Auditor	For	For
Mgmt	9	Approve Use of Idle Own Funds for Entrusted Financial Management Voter Rationale: A vote against is warranted as the proposed investment could expose the company to unnecessary risks.	For	Against
Mgmt	10	Approve Related Party Transactions	For	For
Mgmt	11	Approve Amendments to Articles of Association Voter Rationale: A vote against is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.	For	Against
Mgmt	12	Amend the Company's Management Systems Voter Rationale: A vote against is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against

## Global Voting Record

## HINDUSTAN UNILEVER LIMITED

Meeting: Special 16/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Nitin Paranjpe as Director Voter Rationale: Voted against 1 & 2 due to concerns around board independence.	For	Against
Mgmt	2	Approve Reappointment and Remuneration of Dev Bajpai as Whole-time Director	For	Against

## TATA CONSULTANCY SERVICES LIMITED

Meeting: Special 16/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reappointment and Remuneration of Rajesh Gopinathan as Chief Executive Officer and Managing Director	For	For
Mgmt	2	Approve Reappointment and Remuneration of N. Ganapathy Subramaniam as Chief Operating Officer and Executive Director	For	For

## BHARAT PETROLEUM CORPORATION LIMITED

Meeting: Special 17/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Material Related Party Transactions with Falcon Oil & Gas B.V.	For	For
Mgmt	2	Approve Material Related Party Transactions with Indraprastha Gas Limited	For	For
Mgmt	3	Approve Material Related Party Transactions with Petronet LNG Limited	For	For
Mgmt	4	Elect Gudey Srinivas as Director	For	For
Mgmt	5	Elect Sanjay Khanna as Director and Approve Appointment of Sanjay Khanna as Director (Refineries)	For	For
Mgmt	6	Elect Suman Billa as Director	For	For
Mgmt	7	Elect Pradeep Vishambhar Agrawal as Director	For	For
Mgmt	8	Elect Ghanshyam Sher as Director	For	For
Mgmt	9	Elect Aiswarya Biswal as Director	For	For
Mgmt	10	Elect Bhagwati Prasad Saraswat as Director	For	For
Mgmt	11	Elect Gopal Krishan Agarwal as Director	For	For

## Global Voting Record

## COCA-COLA ICECEK AS

Meeting: Annual 18/04/2022 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Accept Board Report	For	For
Mgmt	3	Accept Audit Report	For	For
Mgmt	4	Accept Financial Statements	For	For
Mgmt	5	Approve Discharge of Board	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Elect Directors and Approve Their Remuneration Voter Rationale: Vote against warranted given lack of disclosure around board fees.	For	Against
Mgmt	8	Ratify External Auditors	For	For
Mgmt	9	Receive Information on Donations Made in 2021		Non Voting
Mgmt	10	Receive Information on Guarantees Pledges and Mortgages Provided to Third Parties		Non Voting
Mgmt	11	Receive Information in Accordance to Article 1.3.6 of Capital Market Board Corporate Governance Principles		Non Voting
Mgmt	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For
Mgmt	13	Close Meeting		Non Voting

## INDIABULLS HOUSING FINANCE LTD.

Meeting: Extraordinary Sh: 18/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reclassification of Shareholders from Promoter Group Category to Public Category	For	For
Mgmt	2	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	For	For

## Global Voting Record

## KFORCE INC.

Meeting: Annual 18/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Joseph L. Liberatore	For	For
Mgmt	1.2	Elect Director - Randall A. Mehl	For	For
Mgmt	1.3	Elect Director Elaine D. Rosen	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## YANGZIJIANG SHIPBUILDING (HOLDINGS) LTD.

Meeting: Annual 18/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Elect Teo Yi-dar (Zhang Yida) as Director	For	For
Mgmt	5	Approve Chen Timothy Teck Leng @ Chen Teck Leng to Continue Office as Independent Director for the Purposes of Rule 210(5)(d)(iii) (A) of the SGX-ST	For	For
Mgmt	6	Approve Chen Timothy Teck Leng @ Chen Teck Leng to Continue Office as Independent Director for the Purposes of Rule 210(5)(d)(iii) (B) of the SGX-ST	For	For
Mgmt	7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	9	Authorize Share Repurchase Program	For	For

## YANGZIJIANG SHIPBUILDING (HOLDINGS) LTD.

Meeting: Extraordinary Sh: 18/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Proposed Spin-Off (comprising the YZJFH Distribution and the Proposed Listing)	For	For
Mgmt	2	Approve the YZJFH Distribution in Relation to the Proposed Spin-Off	For	For

## Global Voting Record

## AKER CARBON CAPTURE AS

Meeting: Annual 19/04/2022 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	3	Approve Notice of Meeting and Agenda	For	For
Mgmt	4	Accept Financial Statements and Statutory Reports	For	For
Mgmt	5	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	6	Approve Remuneration of Auditors	For	For
Mgmt	7	Ratify PriceWaterhouseCoopers AS as Auditors	For	For
		Approve Remuneration Policy And Other Terms of Employment For Executive Management		
Mgmt	8	Voter Rationale: We believe a vote against is warranted due to lack of disclosure on variable pay conditions and includes an uncapped discretionary mandate.	For	Against
		Approve Remuneration Statement		
Mgmt	9	Voter Rationale: We believe a vote against is warranted due to lack of disclosure on variable bonus performance metrics.	For	Against
Mgmt	10	Elect Bent Christensen as Director; Elect Kristian Rokke as Board Chair	For	For
		Approve Remuneration of Directors in the Amount of NOK 600 000 for Chairman and NOK 310 000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work		
Mgmt	11		For	For
Mgmt	12	Approve Remuneration of Nominating Committee	For	For
		Approve Creation of Pool of Capital without Preemptive Rights		
Mgmt	13	Voter Rationale: We believe a vote against is warranted due to concerns with volume of the proposed issued share capital.	For	Against
		Authorize Share Repurchase Program in Connection with Acquisitions Mergers Demergers or Other Transactions		
Mgmt	14	Voter Rationale: We believe a vote against items 14-16 is warranted due to the potential for the repurchases to be used to prevent takeovers, under the circumstances mentioned in Section 6-17 of the Securities Trading Act.	For	Against
		Authorize Share Repurchase Program in Connection with Incentive Plans		
Mgmt	15		For	Against
		Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares		
Mgmt	16		For	Against

## Global Voting Record

## BLOOMIN' BRANDS INC.

Meeting: Annual 19/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Tara Walpert Levy	For	For
Mgmt	1.2	Elect Director Elizabeth A. Smith	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Eliminate Supermajority Voting Requirements	For	For
Mgmt	5	Provide Right to Call Special Meeting	For	For
S/holder	6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold Voter Rationale: A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 25 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.	Against	For

## KONTOOR BRANDS INC.

Meeting: Annual 19/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Scott Baxter	For	For
Mgmt	1.2	Elect Director Robert Shearer	For	For
Mgmt	1.3	Elect Director Mark Schiller	For	For
Mgmt	1.4	Elect Director Ashley Goldsmith	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## LEEJAM SPORTS CO. JSC

Meeting: Annual 19/04/2022 Saudi Arabia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Board Report on Company Operations for FY 2021	For	For
Mgmt	2	Approve Auditors' Report on Company Financial Statements for FY 2021	For	For
Mgmt	3	Accept Financial Statements and Statutory Reports for FY 2021	For	For
Mgmt	4	Approve Discharge of Directors for FY 2021	For	For
Mgmt	5	Approve Remuneration of Directors of SAR 2 131 000 for FY 2021	For	For
Mgmt	6	Ratify Auditors and Fix Their Remuneration for Q2 Q3 Q4 and Annual Statement of FY 2022 and Q1 of FY 2023	For	For
Mgmt	7	Approve Related Party Transactions With Hamad Al Saqri Re: Lease Contract of Company's Head Office	For	For
Mgmt	8	Approve Related Party Transactions With Hamad Al-Sagri Group Re: Corporate Sales Contract	For	For
Mgmt	9	Ratify Distributed Interim Dividends of SAR 2.1 per Share for the First Half Q3 and Q4 of FY 2021	For	For
Mgmt	10	Approve Interim Dividends Semi Annually or Quarterly for FY 2022	For	For
Mgmt	11	Approve Authorization of the Board Regarding Future Related Party Transactions According to Article 71 of the Companies Law	For	For



## Global Voting Record

## NECESSITY RETAIL REIT INC.

Meeting: Annual 19/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Leslie D. Michelson Voter Rationale: WITHHOLD votes are warranted for Leslie Michelson for the following reasons: * The company maintains a long-term poison pill with a slow-hand provision and has not submitted it to a shareholder vote; * The company's governing documents prohibit shareholders' ability to amend the bylaws; * The board has failed to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights; * The board failed to respond to Stanley Perla and Edward Rendell's lack of majority support in 2021; * As a member of the compensation committee, for adopting a say-on-pay frequency that is longer than what shareholders approved. Despite the shareholder support for an annual say-on-pay frequency at the 2020 annual meeting, the board adopted a triennial say-on-pay frequency; and * The board appears to lack racial and/or ethnic diversity.	For	Withhold
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## PACIFIC BASIN SHIPPING LIMITED

Meeting: Annual 19/04/2022 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a	Elect Martin Fruergaard as Director	For	For
Mgmt	3b	Elect Peter Schulz as Director	For	For
Mgmt	3c	Elect Robert Charles Nicholson as Director	For	For
Mgmt	3d	Elect Kirsi Kyllikki Tikka as Director	For	For
Mgmt	3e	Elect Alexander Howarth Yat Kay Cheung as Director	For	For
Mgmt	3f	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	6	Authorize Repurchase of Issued Share Capital	For	For

## Global Voting Record

## PROSPERITY BANCSHARES INC.

Meeting: Annual 19/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director George A. Fisk Voter Rationale: As no members of the Nominating and Corporate Governance Committee are on the ballot due to the classified board structure, WITHHOLD votes are warranted for director nominees David Zalman, George Fisk, Leah Henderson, Ned Holmes, and Jack Lord for failure to establish racial or ethnic diversity on the board.	For	Withhold
Mgmt	1.2	Elect Director Leah Henderson Voter Rationale: As no members of the Nominating and Corporate Governance Committee are on the ballot due to the classified board structure, WITHHOLD votes are warranted for director nominees David Zalman, George Fisk, Leah Henderson, Ned Holmes, and Jack Lord for failure to establish racial or ethnic diversity on the board.	For	Withhold
Mgmt	1.3	Elect Director Ned S. Holmes Voter Rationale: As no members of the Nominating and Corporate Governance Committee are on the ballot due to the classified board structure, WITHHOLD votes are warranted for director nominees David Zalman, George Fisk, Leah Henderson, Ned Holmes, and Jack Lord for failure to establish racial or ethnic diversity on the board.	For	Withhold
Mgmt	1.4	Elect Director Jack Lord Voter Rationale: As no members of the Nominating and Corporate Governance Committee are on the ballot due to the classified board structure, WITHHOLD votes are warranted for director nominees David Zalman, George Fisk, Leah Henderson, Ned Holmes, and Jack Lord for failure to establish racial or ethnic diversity on the board.	For	Withhold
Mgmt	1.5	Elect Director David Zalman Voter Rationale: As no members of the Nominating and Corporate Governance Committee are on the ballot due to the classified board structure, WITHHOLD votes are warranted for director nominees David Zalman, George Fisk, Leah Henderson, Ned Holmes, and Jack Lord for failure to establish racial or ethnic diversity on the board.	For	Withhold
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## SIENNA SENIOR LIVING INC.

Meeting: Annual/Special 19/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Paul Boniferno	For	For
Mgmt	1B	Elect Director Dino Chiesa	For	For
Mgmt	1C	Elect Director Nitin Jain	For	For
Mgmt	1D	Elect Director Shelly Jamieson	For	For
Mgmt	1E	Elect Director Brian Johnston	For	For
Mgmt	1F	Elect Director Paula Jourdain Coleman	For	For
Mgmt	1G	Elect Director Stephen Sender	For	For
Mgmt	2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Approve SOAR Plan	For	For
Mgmt	4	Re-approve Shareholder Rights Plan	For	For
Mgmt	5	Advisory Vote on Executive Compensation Approach	For	For

## Global Voting Record

## ASIAN PAINTS LTD.

Meeting: Special 20/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Milind Sarwate as Director	For	For
Mgmt	2	Elect Nehal Vakil as Director	For	For

## AUTONATION INC.

Meeting: Annual 20/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Rick L. Burdick	For	For
Mgmt	1b	Elect Director David B. Edelson	For	For
Mgmt	1c	Elect Director Steven L. Gerard	For	For
Mgmt	1d	Elect Director Robert R. Grusky	For	For
Mgmt	1e	Elect Director Norman K. Jenkins	For	For
Mgmt	1f	Elect Director Lisa Lutoff-Perlo	For	For
Mgmt	1g	Elect Director Michael Manley	For	For
Mgmt	1h	Elect Director G. Mike Mikan	For	For
Mgmt	1i	Elect Director Jacqueline A. Travisano	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
S/holder	3	Provide Right to Call Special Meetings	Against	Against

## EMAAR PROPERTIES PJSC

Meeting: Annual 20/04/2022 United Arab Emirates

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Board Report on Company Operations and Financial Position for FY 2021	For	For
Mgmt	2	Approve Auditors' Report on Company Financial Statements for FY 2021	For	For
Mgmt	3	Accept Financial Statements and Statutory Reports for FY 2021	For	For
Mgmt	4	Approve Dividends of AED 0.15 per Share	For	For
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Approve Discharge of Directors for FY 2021	For	For
Mgmt	7	Approve Discharge of Emaar Malls Directors for Fiscal Year Ended on November 21 2021 Merging Date of Emaar Malls	For	For
Mgmt	8	Approve Discharge of Auditors for FY 2021	For	For
Mgmt	9	Ratify Auditors and Fix Their Remuneration for FY 2022	For	For
Mgmt	10	Allow Directors to Engage in Commercial Transactions with Competitors	For	For
Mgmt	11	Authorize Share Repurchase Program of up to 1 Percent of Share Capital and Authorize Directors to Execute the Resolution and Reduce Share Capital by Cancelling Repurchased Shares	For	For
Mgmt	12	Approve Charitable Donations for FY 2022 up to 2 Percent of Annual Net Profit	For	For
Mgmt	13	Amend Articles of Bylaws	For	For

## Global Voting Record

## EOG RESOURCES INC.

Meeting: Annual 20/04/2022 USA

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

## INDIAN OIL CORP. LTD.

Meeting: Special 20/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Satish Kumar Vaduguri as Director and Approve Appointment of Satish Kumar Vaduguri as Director (Marketing) Voter Rationale: Items 1 and 8 to 10: A vote AGAINST the election of Satish Kumar Vaduguri, Dayanand Sadashiv Nanaware, Sukla Mistry and Sujoy Choudhury is warranted because the board independence norms are not met, and they are non-independent director nominees. Items 2 to 7: A vote FOR these nominees is warranted given the absence of any known issues concerning the nominees.	For	Against
Mgmt	2	Elect Dilip Gogoi Lalung as Director	For	For
Mgmt	3	Elect Ashutosh Pant as Director	For	For
Mgmt	4	Elect Dattatreya Rao Sirpurker as Director	For	For
Mgmt	5	Elect Prasenjit Biswas as Director	For	For
Mgmt	6	Elect Sudipta Kumar Ray as Director	For	For
Mgmt	7	Elect Krishnan Sadagopan as Director	For	For
Mgmt	8	Elect Dayanand Sadashiv Nanaware as Director and Approve Appointment of Dayanand Sadashiv Nanaware as Director (Pipelines) Voter Rationale: Items 1 and 8 to 10: A vote AGAINST the election of Satish Kumar Vaduguri, Dayanand Sadashiv Nanaware, Sukla Mistry and Sujoy Choudhury is warranted because the board independence norms are not met, and they are non-independent director nominees. Items 2 to 7: A vote FOR these nominees is warranted given the absence of any known issues concerning the nominees.	For	Against
Mgmt	9	Elect Sukla Mistry as Director and Approve Appointment of Sukla Mistry as Director (Refineries) Voter Rationale: Items 1 and 8 to 10: A vote AGAINST the election of Satish Kumar Vaduguri, Dayanand Sadashiv Nanaware, Sukla Mistry and Sujoy Choudhury is warranted because the board independence norms are not met, and they are non-independent director nominees. Items 2 to 7: A vote FOR these nominees is warranted given the absence of any known issues concerning the nominees.	For	Against
Mgmt	10	Elect Sujoy Choudhury as Director and Approve Appointment of Sujoy Choudhury as Director (Planning & Business Development) Voter Rationale: Items 1 and 8 to 10: A vote AGAINST the election of Satish Kumar Vaduguri, Dayanand Sadashiv Nanaware, Sukla Mistry and Sujoy Choudhury is warranted because the board independence norms are not met, and they are non-independent director nominees. Items 2 to 7: A vote FOR these nominees is warranted given the absence of any known issues concerning the nominees.	For	Against
Mgmt	11	Approve Material Related Party Transactions with Falcon Oil & Gas B.V.	For	For
Mgmt	12	Approve Material Related Party Transactions with IndianOil Petronas Pvt. Ltd.	For	For
Mgmt	13	Approve Material Related Party Transactions with Petronet LNG Ltd.	For	For
Mgmt	14	Approve Material Related Party Transactions with IndianOil Adani Gas Pvt. Ltd. Voter Rationale: A vote AGAINST this resolution is warranted due to the following concern: * The proposed mandate includes provision for guarantees, wherein the company may be taking on a disproportionate amount of risk relative to its ownership stake, without a compelling justification.	For	Against
Mgmt	15	Approve Material Related Party Transactions with IndianOil LNG Pvt. Ltd.	For	For

## Global Voting Record

## KEPPEL DC REIT

Meeting: Annual 20/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Trustee's Report Statement by the Manager Audited Financial Statements and Auditors' Report	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Manager to Fix Their Remuneration	For	For
Mgmt	3	Elect Kenny Kwan as Director	For	For
Mgmt	4	Elect Low Huan Ping as Director	For	For
Mgmt	5	Elect Dileep Nair as Director	For	For
Mgmt	6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For

## KOMERCNI BANKA A.S.

Meeting: Annual 20/04/2022 Czech Republic

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Standalone and Consolidated Financial Statements and Proposal for Allocation of Income		Non Voting
Mgmt	2	Receive Supervisory Board Reports		Non Voting
Mgmt	3	Receive Audit Committee Report on Its Activities		Non Voting
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Allocation of Income and Dividends of CZK 43.80 per Share	For	For
Mgmt	6	Approve Consolidated Financial Statements	For	For
Mgmt	7	Receive Report on Act Providing for Business Undertaking in Capital Market		Non Voting
Mgmt	8	Receive Management Board Report on Related Entities		Non Voting
Mgmt	9	Approve Share Repurchase Program	For	For
Mgmt	10	Approve Remuneration Report Voter Rationale: A vote against is warranted due to the lack of disclosure relating to individual performance targets and level of their achievement, there is a lack of evidence to evaluate the pay-for-performance alignment of executives.	For	Against
Mgmt	11	Ratify Deloitte Audit s.r.o. as Auditor	For	For

## NEXTERA ENERGY PARTNERS LP

Meeting: Annual 20/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Susan D. Austin	For	For
Mgmt	1b	Elect Director Robert J. Byrne	For	For
Mgmt	1c	Elect Director Peter H. Kind	For	For
Mgmt	1d	Elect Director John W. Ketchum	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted due to insufficient disclosures.	For	Against

## Global Voting Record

## REGIONS FINANCIAL CORPORATION

Meeting: Annual 20/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Samuel A. Di Piazza Jr.	For	For
Mgmt	1b	Elect Director Zhanna Golodryga	For	For
Mgmt	1c	Elect Director John D. Johns	For	For
Mgmt	1d	Elect Director Joia M. Johnson	For	For
Mgmt	1e	Elect Director Ruth Ann Marshall	For	For
Mgmt	1f	Elect Director Charles D. McCrary	For	For
Mgmt	1g	Elect Director James T. Prokopanko	For	For
Mgmt	1h	Elect Director Lee J. Styslinger III	For	For
Mgmt	1i	Elect Director Jose S. Suquet	For	For
Mgmt	1j	Elect Director John M. Turner Jr.	For	For
Mgmt	1k	Elect Director Timothy Vines	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## THE SHERWIN-WILLIAMS COMPANY

Meeting: Annual 20/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kerri B. Anderson	For	For
Mgmt	1b	Elect Director Arthur F. Anton	For	For
Mgmt	1c	Elect Director Jeff M. Fetting	For	For
Mgmt	1d	Elect Director Richard J. Kramer	For	For
Mgmt	1e	Elect Director John G. Morikis	For	For
Mgmt	1f	Elect Director Christine A. Poon	For	For
Mgmt	1g	Elect Director Aaron M. Powell	For	For
Mgmt	1h	Elect Director Marta R. Stewart	For	For
Mgmt	1i	Elect Director Michael H. Thaman	For	For
Mgmt	1j	Elect Director Matthew Thornton III	For	For
Mgmt	1k	Elect Director Steven H. Wunning	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

## Global Voting Record

## TRI POINTE HOMES INC.

Meeting: Annual 20/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Douglas F. Bauer	For	For
Mgmt	1.2	Elect Director Lawrence B. Burrows	For	For
Mgmt	1.3	Elect Director Steven J. Gilbert	For	For
Mgmt	1.4	Elect Director R. Kent Grahl	For	For
Mgmt	1.5	Elect Director Vicki D. McWilliams	For	For
Mgmt	1.6	Elect Director Constance B. Moore	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For

## WESBANCO INC.

Meeting: Annual 20/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Rosie Allen-Herring	For	For
Mgmt	1.2	Elect Director Christopher V. Criss	For	For
Mgmt	1.3	Elect Director Lisa A. Knutson	For	For
Mgmt	1.4	Elect Director Gregory S. Proctor Jr.	For	For
Mgmt	1.5	Elect Director Joseph R. Robinson	For	For
Mgmt	1.6	Elect Director Kerry M. Stemler	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	4	Other Business Voter Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.	For	Against



## Global Voting Record

## ACC LIMITED

Meeting: Annual 21/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Dividend	For	For
Mgmt	3	Reelect Martin Kriegner as Director Voter Rationale: A vote AGAINST these resolutions is warranted because the board independence norms are not met and Martin Kriegner (Item 3) and Neeraj Akhoury (Item 4) are non-independent director nominees.	For	Against
Mgmt	4	Reelect Neeraj Akhoury as Director Voter Rationale: A vote AGAINST these resolutions is warranted because the board independence norms are not met and Martin Kriegner (Item 3) and Neeraj Akhoury (Item 4) are non-independent director nominees.	For	Against
Mgmt	5	Approve S R B C & Co. LLP Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6	Approve Remuneration of Cost Auditors	For	For
Mgmt	7	Approve Material Related Party Transactions with Ambuja Cements Limited	For	For

## Global Voting Record

## BANCA GENERALI SPA

Meeting: Annual/Special 21/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2	Approve Remuneration Policy	For	For
Mgmt	3	Approve Second Section of the Remuneration Report	For	For
Mgmt	4	Approve Fixed-Variable Compensation Ratio	For	For
Mgmt	5	Approve Long-Term Incentive Plan	For	For
Mgmt	6	Approve Incentive System and Other Share-based Variable Remunerations	For	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Long-term Incentive Plan and the Incentive System and Other Share-based Variable Remunerations	For	For
Mgmt	1.1	Amend Company Bylaws Re: Article 5	For	For
Mgmt	1.2	Amend Company Bylaws Re: Article 9	For	For
Mgmt	1.3	Amend Company Bylaws Re: Article 10	For	For
Mgmt	1.4	Amend Company Bylaws Re: Article 12	For	For
Mgmt	1.5	Amend Company Bylaws Re: Article 14	For	For
Mgmt	1.6	Amend Company Bylaws Re: Article 15	For	For
Mgmt	1.7	Amend Company Bylaws Re: Article 16	For	For
Mgmt	1.8	Amend Company Bylaws Re: Article 17	For	For
Mgmt	1.9	Amend Company Bylaws Re: Article 18	For	For
Mgmt	1.10	Amend Company Bylaws Re: Article 20	For	For
Mgmt	1.11	Amend Company Bylaws Re: Article 22	For	For
Mgmt	1.12	Amend Company Bylaws Re: Article 23	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: We believe a vote against is warranted due to the lack of disclosure.	None	Against

## BHARAT PETROLEUM CORPORATION LIMITED

Meeting: Court 21/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Scheme of Amalgamation	For	For

## Global Voting Record

## ENGIE SA

Meeting: Annual/Special 21/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions	For	For
Mgmt	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	6	Reelect Jean-Pierre Clamadiou as Director	For	For
Mgmt	7	Reelect Ross McInnes as Director	For	For
Mgmt	8	Elect Marie-Claire Daveu as Director	For	For
Mgmt	9	Approve Compensation Report of Corporate Officers	For	For
Mgmt	10	Approve Compensation of Jean-Pierre Clamadiou Chairman of the Board	For	For
Mgmt	11	Approve Compensation of Catherine MacGregor CEO	For	For
Mgmt	12	Approve Remuneration Policy of Directors	For	For
Mgmt	13	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	14	Approve Remuneration Policy of CEO	For	For
Mgmt	15	Approve Company's Climate Transition Plan	For	For
Mgmt	16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	For	For
Mgmt	18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 225 Million	For	For
Mgmt	19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 15 16 and 17	For	For
Mgmt	20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	21	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15-19 and 23-24 at EUR 265 Million	For	For
Mgmt	22	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
Mgmt	23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	26	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees Corporate Officers and Employees of International Subsidiaries from Groupe Engie	For	For
Mgmt	27	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	28	Authorize Filing of Required Documents/Other Formalities	For	For
S/holder	A	Approve Allocation of Income and Dividends of EUR 0.45 per Share	Against	Against
S/holder	B	Subject to Approval of Item 3 Approve Allocation of Income 2023 and 2024	Against	Against

## Global Voting Record

## FAIRFAX FINANCIAL HOLDINGS LIMITED

Meeting: Annual 21/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Robert J. Gunn Voter Rationale: Vote WITHHOLD for Robert Gunn as the board has failed to demonstrate an adequate level of commitment to the enhancement of gender diversity by having less than 30 percent women on the board of directors and lacking a firm publicly-disclosed commitment to achieve this target at or prior to the next AGM.Vote FOR the other proposed nominees.	For	Withhold
Mgmt	1.2	Elect Director David L. Johnston	For	For
Mgmt	1.3	Elect Director Karen L. Jurjevich	For	For
Mgmt	1.4	Elect Director R. William McFarland	For	For
Mgmt	1.5	Elect Director Christine N. McLean	For	For
Mgmt	1.6	Elect Director Timothy R. Price	For	For
Mgmt	1.7	Elect Director Brandon W. Sweitzer	For	For
Mgmt	1.8	Elect Director Lauren C. Templeton	For	For
Mgmt	1.9	Elect Director Benjamin P. Watsa	For	For
Mgmt	1.10	Elect Director V. Prem Watsa	For	For
Mgmt	1.11	Elect Director William C. Weldon	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## GECINA SA

Meeting: Annual/Special 21/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Transfer of Revaluation Gains to Corresponding Reserves Account	For	For
Mgmt	4	Approve Allocation of Income and Dividends of EUR 5.30 per Share	For	For
Mgmt	5	Approve Stock Dividend Program	For	For
Mgmt	6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	7	Approve Compensation Report of Corporate Officers	For	For
Mgmt	8	Approve Compensation of Jerome Brunel Chairman of the Board	For	For
Mgmt	9	Approve Compensation of Meka Brunel CEO	For	For
Mgmt	10	Approve Remuneration Policy of Directors	For	For
Mgmt	11	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	12	Approve Remuneration Policy of Meka Brunel CEO Until 21 April 2022	For	For
Mgmt	13	Approve Remuneration Policy of Benat Ortega CEO From 21 April 2022	For	For
Mgmt	14	Ratify Appointment of Jacques Stern as Censor	For	For
Mgmt	15	Reelect Gabrielle Gauthey as Director	For	For
Mgmt	16	Elect Carole Le Gall as Director	For	For
Mgmt	17	Elect Jacques Stern as Director	For	For
Mgmt	18	Renew Appointment of PricewaterhouseCoopers Audit SAS as Auditor	For	For
Mgmt	19	Appoint KPMG as Auditor	For	For

## Global Voting Record

Mgmt	20	Appoint Emmanuel Benoist as Alternate Auditor	For	For
Mgmt	21	Appoint KPMG AUDIT FS I as Alternate Auditor	For	For
Mgmt	22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	For
Mgmt	24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	For
Mgmt	25	Authorize Capital Increase of Up to EUR 50 Million for Future Exchange Offers	For	For
Mgmt	26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 50 Million	For	For
Mgmt	27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
Mgmt	28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	29	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
Mgmt	30	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	32	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	For	For
Mgmt	33	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	34	Authorize Filing of Required Documents/Other Formalities	For	For

## GENTING SINGAPORE LIMITED

Meeting: Annual 21/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Declare Final Dividend	For	For
Mgmt	3	Elect Lim Kok Thay as Director	For	For
Mgmt	4	Elect Chan Swee Liang Carolina as Director	For	For
Mgmt	5	Approve Directors' Fees	For	For
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Approve Renewal of Mandate for Interested Person Transactions	For	For
Mgmt	8	Authorize Share Repurchase Program	For	For

## Global Voting Record

## HEINEKEN HOLDING NV

Meeting: Annual 21/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Board Report (Non-Voting)		Non Voting
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Adopt Financial Statements	For	For
Mgmt	4	Announcement of the Appropriation of the Balance of the Income Statement Pursuant to the Provisions in Article 10 Paragraph 6 of the Articles of Association		Non Voting
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	6.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For
Mgmt	6.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	7.a	Reelect J.A. Fernandez Carbajal as Non-Executive Director Voter Rationale: A vote AGAINST is warranted because:* The nominees Louisa Brassey, Jose Antonio Vicente Fernandez Carbajal and C.A.G. de Carvalho are considered to be non-independent;* The overall independence of the board is only 10 percent, which is below the 33 percent required to be elected; and* Nominee Jose Antonio Vicente Fernandez Carbajal is considered to be overboarded.A vote FOR the election of independent director Annemiek Marianne Fentener van Vlissingen (Anne Marianne) is warranted as the proposed nominee is elected for a term within four years and appears to possess the necessary qualifications.	For	Against
Mgmt	7.b	Reelect A.M. Fentener van Vlissingen as Non-Executive Director Reelect L.L.H. Brassey as Non-Executive Director Voter Rationale: A vote AGAINST is warranted because:* The nominees Louisa Brassey, Jose Antonio Vicente Fernandez Carbajal and C.A.G. de Carvalho are considered to be non-independent;* The overall independence of the board is only 10 percent, which is below the 33 percent required to be elected; and* Nominee Jose Antonio Vicente Fernandez Carbajal is considered to be overboarded.A vote FOR the election of independent director Annemiek Marianne Fentener van Vlissingen (Anne Marianne) is warranted as the proposed nominee is elected for a term within four years and appears to possess the necessary qualifications.	For	For
Mgmt	7.c	Elect C.A.G. de Carvalho as Non-Executive Director Voter Rationale: A vote AGAINST is warranted because:* The nominees Louisa Brassey, Jose Antonio Vicente Fernandez Carbajal and C.A.G. de Carvalho are considered to be non-independent;* The overall independence of the board is only 10 percent, which is below the 33 percent required to be elected; and* Nominee Jose Antonio Vicente Fernandez Carbajal is considered to be overboarded.A vote FOR the election of independent director Annemiek Marianne Fentener van Vlissingen (Anne Marianne) is warranted as the proposed nominee is elected for a term within four years and appears to possess the necessary qualifications.	For	Against
Mgmt	7.d	Elect C.A.G. de Carvalho as Non-Executive Director Voter Rationale: A vote AGAINST is warranted because:* The nominees Louisa Brassey, Jose Antonio Vicente Fernandez Carbajal and C.A.G. de Carvalho are considered to be non-independent;* The overall independence of the board is only 10 percent, which is below the 33 percent required to be elected; and* Nominee Jose Antonio Vicente Fernandez Carbajal is considered to be overboarded.A vote FOR the election of independent director Annemiek Marianne Fentener van Vlissingen (Anne Marianne) is warranted as the proposed nominee is elected for a term within four years and appears to possess the necessary qualifications.	For	Against
Mgmt	8	Ratify Deloitte Accountants B.V. as Auditors	For	For

## Global Voting Record

## KARDEX HOLDING AG

Meeting: Annual 21/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1.1	Reelect Jakob Bleiker as Director	For	For
Mgmt	4.1.2	Reelect Philipp Buhofer as Director	For	For
Mgmt	4.1.3	Reelect Eugen Elmiger as Director	For	For
Mgmt	4.1.4	Reelect Andreas Haerberli as Director	For	For
Mgmt	4.1.5	Reelect Ulrich Looser as Director	For	For
Mgmt	4.1.6	Elect Jennifer Maag as Director	For	For
Mgmt	4.1.7	Reelect Felix Thoeni as Director	For	For
Mgmt	4.2	Reelect Felix Thoeni as Board Chairman	For	For
Mgmt	4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	For	For
Mgmt	4.3.2	Reappoint Eugen Elmiger as Member of the Compensation and Nomination Committee	For	For
		Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee		
Mgmt	4.3.3	Voter Rationale: Board elections (Items 4.1.1 â€“ 4.2) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.3.1 â€“ 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Ulrich Looser, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of concerns.	For	Against
Mgmt	4.4	Designate Wenger & Vieli AG as Independent Proxy	For	For
Mgmt	4.5	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For
Mgmt	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For
		Transact Other Business (Voting)		
Mgmt	6	Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## Global Voting Record

## KIATNAKIN PHATRA BANK PUBLIC CO. LTD.

Meeting: Annual 21/04/2022 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Operating Results		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	4.1	Elect Supol Wattanavekin as Director	For	For
Mgmt	4.2	Elect Dayana Bunnag as Director	For	For
Mgmt	4.3	Elect Thitinan Wattanavekin as Director	For	For
Mgmt	4.4	Elect Chalee Chantanayingyong as Director	For	For
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Approve PricewaterhouseCoopers ABAS Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against



## Global Voting Record

## L'OREAL SA

Meeting: Annual/Special 21/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 4.80 per Share and an Extra of EUR 0.48 per Share to Long Term Registered Shares	For	For
Mgmt	4	Reelect Jean-Paul Agon as Director	For	For
Mgmt	5	Reelect Patrice Caine as Director	For	For
Mgmt	6	Reelect Belen Garijo as Director	For	For
Mgmt	7	Renew Appointment of Deloitte & Associates as Auditor	For	For
Mgmt	8	Appoint Ernst & Young as Auditor	For	For
Mgmt	9	Approve Compensation Report of Corporate Officers	For	For
		Approve Compensation of Jean-Paul Agon Chairman and CEO from 1 January 2021 to 30 April 2021		
Mgmt	10	Voter Rationale: Vote against warranted due to two remaining long term compensation plans that will not be prorated after the CEO's departure.	For	Against
Mgmt	11	Approve Compensation of Jean-Paul Agon Chairman of the Board from 1 May 2021 to 31 December 2021	For	For
Mgmt	12	Approve Compensation of Nicolas Hieronimus CEO from 1 May 2021 to 31 December 2021	For	For
Mgmt	13	Approve Remuneration Policy of Directors	For	For
Mgmt	14	Approve Remuneration Policy of Chairman of the Board	For	For
		Approve Remuneration Policy of CEO		
Mgmt	15	Voter Rationale: Vote against warranted due to the lack of disclosure concerning annual variable remuneration around threshold, target and max metrics preventing shareholders from insuring the stringency of objects or the pay out.	For	Against
Mgmt	16	Approve Transaction with Nestle Re: Redemption Contract	For	For
Mgmt	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	22	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	For	For
Mgmt	23	Amend Article 11 of Bylaws Re: Age Limit of CEO	For	For
Mgmt	24	Amend Article 2 and 7 of Bylaws to Comply with Legal Changes	For	For
Mgmt	25	Amend Article 8 of Bylaws Re: Shares Held by Directors	For	For
Mgmt	26	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## LVMH MOET HENNESSY LOUIS VUITTON SE

Meeting: Annual/Special 21/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 10 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Voter Rationale: A vote against is warranted due to the lack of transparency and information provided with respect to the transaction with Agache.	For	Against
Mgmt	5	Reelect Bernard Arnault as Director	For	For
Mgmt	6	Reelect Sophie Chassat as Director	For	For
Mgmt	7	Reelect Clara Gaymard as Director	For	For
Mgmt	8	Reelect Hubert Vedrine as Director Voter Rationale: A vote against is warranted due to a lack of independence.	For	Against
Mgmt	9	Renew Appointment of Yann Arthus-Bertrand as Censor	For	For
Mgmt	10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.45 Million	For	For
Mgmt	11	Renew Appointment of Mazars as Auditor	For	For
Mgmt	12	Appoint Deloitte as Auditor	For	For
Mgmt	13	Acknowledge End of Mandate of Auditex and Olivier Lenel as Alternate Auditors and Decision Not to Renew	For	For
Mgmt	14	Approve Compensation Report of Corporate Officers Voter Rationale: A vote against is warranted given previous levels of independent shareholder dissent and a lack of action by the company on these issues.	For	Against
Mgmt	15	Approve Compensation of Bernard Arnault Chairman and CEO Voter Rationale: A vote against is warranted based on a lack of disclosure on both long and short term incentives vested this year.	For	Against
Mgmt	16	Approve Compensation of Antonio Belloni Vice-CEO Voter Rationale: A vote against is warranted due to the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year.	For	Against
Mgmt	17	Approve Remuneration Policy of Directors	For	For
Mgmt	18	Approve Remuneration Policy of Chairman and CEO Voter Rationale: A vote against items 18 & 19 are warranted due to the company not disclosing the vesting periods for the LTIP and a lack of targets disclosed. Further the derogation policy of the board is deemed too broad and the cap on the exceptional remuneration is not disclosed.	For	Against
Mgmt	19	Approve Remuneration Policy of Vice-CEO	For	Against
Mgmt	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Voter Rationale: A vote against is warranted due to the vesting period not being sufficiently long term oriented and the performance periods not being disclosed.	For	Against
Mgmt	23	Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	For	For

## Global Voting Record

## NEL ASA

Meeting: Annual 21/04/2022 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Registration of Attending Shareholders and Proxies		Non Voting
Mgmt	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	3	Approve Notice of Meeting and Agenda	For	For
Mgmt	4	Accept Financial Statements and Statutory Reports	For	For
Mgmt	5	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	6	Approve Remuneration of Directors in the Amount of NOK 625 000 for Chairman and NOK 350 000 for Other Directors	For	For
Mgmt	7	Approve Remuneration of Nominating Committee; Approve Remuneration of Members of the Audit Committee	For	For
Mgmt	8	Approve Remuneration of Auditors	For	For
Mgmt	9	Approve Remuneration Statement Voter Rationale: Vote against warranted due to concerns around disclosure of compensation framework and vesting period of the stock options.	For	Against
Mgmt	10.1	Approve Creation of NOK 29.2 Million Pool of Capital without Preemptive Rights	For	For
Mgmt	10.2	Approve Issuance of Shares in Connection with Incentive Plans Voter Rationale: We decided to vote against 10.2 and 11.1 as the funds raised through these proposals would be used to fund an incentive plan with an insufficient vesting period.	For	Against
Mgmt	11.1	Authorize Share Repurchase Program in Connection with Incentive Plans	For	Against
Mgmt	11.2	Authorize Share Repurchase Program	For	For
Mgmt	12.1	Elect Ole Enger as Director (Chair)	For	For
Mgmt	12.2	Elect Hanne Blume as Director	For	For
Mgmt	12.3	Elect Charlotta Falvin as Director Voter Rationale: We believe a vote against this director is warranted on the grounds of being overboarded.	For	Against
Mgmt	12.4	Elect Finn Jebsen as Director	For	For
Mgmt	12.5	Elect Beatriz Malo de Molina as Director	For	For
Mgmt	12.6	Elect Tom Rotjer as Director	For	For
Mgmt	12.7	Elect Jon Andre Lokke as Director	For	For
Mgmt	13.1	Elect Eivind Sars Veddeng (Chair) as Member of Nominating Committee	For	For
Mgmt	13.2	Elect Andreas Poole as Member of Nominating Committee	For	For
Mgmt	13.3	Elect Leif Eriksrod as Member of Nominating Committee	For	For

## Global Voting Record

## NOS SGPS SA

Meeting: Annual 21/04/2022 Portugal

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Authorize Capitalization of Reserves for Increase in Par Value	For	For
Mgmt	4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For
Mgmt	5	Authorize Repurchase and Reissuance of Shares	For	For
Mgmt	6	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	For	For
Mgmt	7	Amend Articles	For	For
Mgmt	8	Elect Corporate Bodies for 2022-2024 Term Voter Rationale: A vote AGAINST this item is warranted because I-NEDs account for 12 percent of board members, which does not meet the one third independence guideline applicable to Portugal-incorporated companies.	For	Against
Mgmt	9	Appoint Auditor for 2022-2023 Term	For	For
Mgmt	10	Elect Remuneration Committee for 2022-2024 Term and Approve Committee Remuneration Voter Rationale: A vote AGAINST this item is warranted because none of the members of the remuneration committee is deemed independent.	For	Against

## SILICON LABORATORIES INC.

Meeting: Annual 21/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director William G. Bock	For	For
Mgmt	1.2	Elect Director Sherri Luther	For	For
Mgmt	1.3	Elect Director Christy Wyatt	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: We believe a vote against is warranted due to concerns around the severance bonus.	For	Against

## SIMCORP A/S

Meeting: Extraordinary Sh: 21/04/2022 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles Re: Company's Shareholders Register	For	For
Mgmt	2	Amend Articles Re: Gender Neutrality	For	For
Mgmt	3	Other Business		Non Voting

## Global Voting Record

## SINGAPORE TECHNOLOGIES ENGINEERING LTD.

Meeting: Annual 21/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Reelect Lim Chin Hu as Director	For	For
Mgmt	4	Reelect Quek See Tiat as Director	For	For
Mgmt	5	Reelect Song Su-Min as Director	For	For
Mgmt	6	Reelect Kevin Kwok Khien as Director	For	For
Mgmt	7	Reelect Tan Peng Yam as Director	For	For
Mgmt	8	Reelect Teo Ming Kian as Director	For	For
Mgmt	9	Approve Directors' Remuneration	For	For
Mgmt	10	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	12	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	For	For
Mgmt	13	Approve Renewal of Mandate for Interested Person Transactions	For	For
Mgmt	14	Authorize Share Repurchase Program	For	For

## SVB FINANCIAL GROUP

Meeting: Annual 21/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Greg Becker	For	For
Mgmt	1.2	Elect Director Eric Benhamou	For	For
Mgmt	1.3	Elect Director Elizabeth "Busy" Burr	For	For
Mgmt	1.4	Elect Director Richard Daniels	For	For
Mgmt	1.5	Elect Director Alison Davis	For	For
Mgmt	1.6	Elect Director Joel Friedman	For	For
Mgmt	1.7	Elect Director Jeffrey Maggioncalda	For	For
Mgmt	1.8	Elect Director Beverly Kay Matthews	For	For
Mgmt	1.9	Elect Director Mary Miller	For	For
Mgmt	1.10	Elect Director Kate Mitchell	For	For
Mgmt	1.11	Elect Director Garen Staglin	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For
S/holder	4	Report on Third-Party Racial Justice Audit Voter Rationale: A vote against is warranted as the company is taking constructive actions to address racial equity and diversity.	Against	Against

## Global Voting Record

## UNITED OVERSEAS BANK LTD. (SINGAPORE)

Meeting: Annual 21/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Elect Michael Lien Jown Leam as Director	For	For
Mgmt	6	Elect Wee Ee Lim as Director	For	For
Mgmt	7	Elect Tracey Woon Kim Hong as Director	For	For
Mgmt	8	Elect Dinh Ba Thanh as Director	For	For
Mgmt	9	Elect Teo Lay Lim as Director	For	For
Mgmt	10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	11	Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	For	For
Mgmt	12	Authorize Share Repurchase Program	For	For
Mgmt	13	Approve Alterations to the UOB Restricted Share Plan	For	For

## WOLTERS KLUWER NV

Meeting: Annual 21/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2.b	Receive Report of Supervisory Board (Non-Voting)		Non Voting
Mgmt	2.c	Approve Remuneration Report	For	For
Mgmt	3.a	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3.b	Receive Explanation on Company's Dividend Policy		Non Voting
Mgmt	3.c	Approve Dividends of EUR 1.57 Per Share	For	For
Mgmt	4.a	Approve Discharge of Management Board	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Elect Heleen Kersten to Supervisory Board	For	For
Mgmt	6	Amend Remuneration Policy of Supervisory Board	For	For
Mgmt	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	9	Approve Cancellation of Shares	For	For
Mgmt	10	Reappoint Auditors	For	For
Mgmt	11	Other Business (Non-Voting)		Non Voting
Mgmt	12	Close Meeting		Non Voting

## Global Voting Record

## ZTE CORPORATION

Meeting: Annual 21/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.00	Approve Annual Report	For	For
Mgmt	2.00	Approve Report of the Board of Directors	For	For
Mgmt	3.00	Approve Report of the Supervisory Committee	For	For
Mgmt	4.00	Approve Report of the President	For	For
Mgmt	5.00	Approve Final Financial Accounts	For	For
Mgmt	6.00	Approve Profit Distribution	For	For
Mgmt	7.00	Approve Feasibility Analysis of Derivative Investment and Application for Derivative Investment Limits	For	For
Mgmt	8.00	Approve Provision of Guarantee Limits for Subsidiaries Voter Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake without compelling justification.	For	Against
Mgmt	9.00	Approve Proposed Application for Composite Credit Facilities	For	For
Mgmt	10.00	Approve Ernst & Young Hua Ming LLP as Auditor and Internal Control Auditor	For	For
Mgmt	11.00	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.	For	Against
Mgmt	12.00	Approve Grant of General Mandates to Repurchase A Shares	For	For

## Global Voting Record

## AKZO NOBEL NV

Meeting: Annual 22/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	3.a	Adopt Financial Statements	For	For
Mgmt	3.b	Discuss on the Company's Dividend Policy		Non Voting
Mgmt	3.c	Approve Allocation of Income and Dividends	For	For
		Approve Remuneration Report		
Mgmt	3.d	Voter Rationale: A vote AGAINST is warranted because: * The board used discretionary power to evaluate performance against the ROI target (>20%) communicated in February 2020, whereas the ROI target communicated at the start of the performance period was 25%, without this changed consideration for the in-flight 2019-2021 plan being accompanied by a compelling rationale; and * A one-off grant is offered to the CEO for the end of his appointment aiming at compensating for lost awards, whereas this would undermine the principle of pro-rata vesting upon termination. Moreover, there is no clear disclosure on how the board arrived at the EUR 1.7 million value and concerns are raised with the fact the company is using the derogation provision for this one-time grant.	For	Against
Mgmt	4.a	Approve Discharge of Management Board	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	5.a	Amend Remuneration Policy for Management Board	For	For
Mgmt	6.a	Reelect M.J. de Vries to Management Board	For	For
Mgmt	7.a	Elect E. Baiget to Supervisory Board	For	For
Mgmt	7.b	Elect H. van Bylen to Supervisory Board	For	For
Mgmt	7.c	Reelect N.S. Andersen to Supervisory Board	For	For
Mgmt	7.d	Reelect B.E. Grote to Supervisory Board	For	For
Mgmt	8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	10	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	11	Close Meeting		Non Voting

## ARJO AB

Meeting: Annual 22/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Designate Inspector of minutes of Meeting		Non Voting
Mgmt	4	Prepare and Approve List of Shareholders	For	For
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7.a	Receive Financial Statements and Statutory Reports		Non Voting



## Global Voting Record

Mgmt	7.b	Receive Financial Statements and Statutory Reports on Consolidated Accounts		Non Voting
Mgmt	7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	7.d	Receive Board's Dividend Proposal		Non Voting
Mgmt	8	Receive Board's Report		Non Voting
Mgmt	9	Receive CEO's Report		Non Voting
Mgmt	10	Accept Financial Statements and Statutory Reports	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 1.15 Per Share	For	For
Mgmt	12.1	Approve Discharge of Johan Malmquist	For	For
Mgmt	12.2	Approve Discharge of Carl Bennet	For	For
Mgmt	12.3	Approve Discharge of Eva Elmstedt	For	For
Mgmt	12.4	Approve Discharge of Dan Frohm	For	For
Mgmt	12.5	Approve Discharge of Ulf Grunander	For	For
Mgmt	12.6	Approve Discharge of Carola Lemne	For	For
Mgmt	12.7	Approve Discharge of Joacim Lindoff	For	For
Mgmt	12.8	Approve Discharge of Kajsa Haraldsson	For	For
Mgmt	12.9	Approve Discharge of Eva Sandling	For	For
Mgmt	12.10	Approve Discharge of Sten Borjesson	For	For
Mgmt	12.11	Approve Discharge of Jimmy Linde	For	For
Mgmt	13.1	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
Mgmt	13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	14.1	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chairman and SEK 650 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	14.2	Approve Remuneration of Auditors	For	For
Mgmt	15.1a	<p>Reelect Johan Malmquist as Director  Voter Rationale: A vote FOR candidates Carola Lemne is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote FOR Joacim Lindoff is warranted because he is CEO of the company. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST Eva Elmstedt is warranted as the candidate is overboarded.</p>	For	Against
Mgmt	15.1b	<p>Reelect Carl Bennet as Director  Voter Rationale: A vote FOR candidates Carola Lemne is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote FOR Joacim Lindoff is warranted because he is CEO of the company. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST Eva Elmstedt is warranted as the candidate is overboarded.</p>	For	Against
Mgmt	15.1c	<p>Reelect Eva Elmstedt as Director  Voter Rationale: A vote FOR candidates Carola Lemne is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote FOR Joacim Lindoff is warranted because he is CEO of the company. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST Eva Elmstedt is warranted as the candidate is overboarded.</p>	For	Against

## Global Voting Record

Mgmt	15.1d	Reelect Dan Frohm as Director Voter Rationale: A vote FOR candidates Carola Lemne is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote FOR Joacim Lindoff is warranted because he is CEO of the company. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST Eva Elmstedt is warranted as the candidate is overboarded.	For	Against
Mgmt	15.1e	Reelect Ulf Grunander as Director Voter Rationale: A vote FOR candidates Carola Lemne is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote FOR Joacim Lindoff is warranted because he is CEO of the company. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST Eva Elmstedt is warranted as the candidate is overboarded.	For	Against
Mgmt	15.1f	Reelect Carola Lemne as Director	For	For
Mgmt	15.1g	Reelect Joacim Lindoff as Director	For	For
Mgmt	15.2	Reelect Johan Malmquist as Board Chair Voter Rationale: A vote AGAINST this item is warranted because the election of Johan Malmquist to the board of directors is not supported.	For	Against
Mgmt	16	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	18	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because the long-term cash compensation has short performance periods.	For	Against
Mgmt	19	Close Meeting		Non Voting

## AUSGOLD LIMITED

Meeting: Special 22/04/2022 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Issuance of Second Tranche Shares to Jupiter Asset Management	For	For
Mgmt	2	Ratify Past Issuance of 126.32 Million First Tranche Shares to Dundee Corporation Professional and Sophisticated Investors	For	For
Mgmt	3	Ratify Past Issuance of 148.43 Million First Tranche Shares to Dundee Corporation Professional and Sophisticated Investors	For	For
Mgmt	4	Ratify Agreement to Issue Shares to Dundee Corporation	For	For
Mgmt	5	Approve Issuance of Lead Manager Options to Argonaut Investments Pty Ltd	For	For
Mgmt	6	Approve Issuance of Lead Manager Options to Zenix Nominees Pty Ltd	For	For

## Global Voting Record

## BDO UNIBANK INC.

Meeting: Annual 22/04/2022 Philippines

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of the Previous Annual Stockholders' Meeting held on April 23 2021	For	For
Mgmt	2	Approve Report of the President and Audited Financial Statements of BDO as of December 31 2021	For	For
Mgmt	3	Approve and Ratify All Acts of the Board of Directors Board Committees and Management During Their Terms of Office	For	For
Mgmt	4.1	Elect Christopher A. Bell-Knight as Director	For	For
Mgmt	4.2	Elect Jones M. Castro Jr. as Director	For	For
Mgmt	4.3	Elect Jesus A. Jacinto Jr. as Director	For	For
Mgmt	4.4	Elect Teresita T. Sy as Director	For	For
Mgmt	4.5	Elect Josefina N. Tan as Director	For	For
Mgmt	4.6	Elect Nestor V. Tan as Director	For	For
Mgmt	4.7	Elect Walter C. Wassmer as Director	For	For
Mgmt	4.8	Elect George T. Barcelon as Director	For	For
Mgmt	4.9	Elect Vipul Bhagat as Director	For	For
Mgmt	4.10	Elect Vicente S. Perez Jr. as Director	For	For
Mgmt	4.11	Elect Dioscoro I. Ramos as Director	For	For
Mgmt	5	Appoint External Auditor	For	For
Mgmt	6	Approve Declaration of Twenty Percent (20%) Stock Dividend	For	For
Mgmt	7	Approve Increase of Authorized Capital Stock and the Corresponding Amendment of the Seventh Article of the Articles of Incorporation	For	For
Mgmt	8	Approve Other Matters Voter Rationale: A vote AGAINST this resolution is warranted because the company did not disclose the other matters that will be taken up under this resolution.	For	Against

## CAREL INDUSTRIES SPA

Meeting: Annual 22/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Approve Remuneration Policy	For	For
Mgmt	2.2	Approve Second Section of the Remuneration Report Voter Rationale: A vote against is warranted due to a lack of compelling evidence to justify the CEOs base pay increase for the third year running.	For	Against
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: A vote against is warranted due to a lack of disclosure.	None	Against

**CHINA MEDICAL SYSTEM HOLDINGS LTD.**

Meeting: Annual 22/04/2022 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a	Elect Lam Kong as Director	For	For
Mgmt	3b	Elect Chen Hongbing as Director	For	For
Mgmt	3c	Elect Fung Ching Simon as Director	For	For
Mgmt	3d	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.	For	Against
Mgmt	6	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	7	Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.	For	Against

**CYRELA BRAZIL REALTY SA EMPREENDIMENTOS E PARTICIPACOES**

Meeting: Annual 22/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2021	For	For
Mgmt	2	Accept Management Statements for Fiscal Year Ended Dec. 31 2021	For	For
Mgmt	3	Approve Allocation of Income and Dividends	For	For
Mgmt	4	Fix Number of Directors at Eight	For	For
Mgmt	5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law? Voter Rationale: We believe abstaining on items 5, 8, 9.1-9.8 is warranted given the lack of publicly available information disclosed.	None	Abstain
Mgmt	6	Elect Directors Voter Rationale: An abstention is warranted due to concerns with the board's gender diversity and bundled election of directors under a single item.	For	Abstain
Mgmt	7	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate? Voter Rationale: An against vote is warranted as the lack of disclosure does not enable shareholders to make an informed voting decision.	None	Against
Mgmt	8	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain
Mgmt	9.1	Percentage of Votes to Be Assigned - Elect Elie Horn as Director	None	Abstain
Mgmt	9.2	Percentage of Votes to Be Assigned - Elect Rogerio Frota Melzi as Director	None	Abstain
Mgmt	9.3	Percentage of Votes to Be Assigned - Elect Fernando Goldsztein as Director	None	Abstain

## Global Voting Record

Mgmt	9.4	Percentage of Votes to Be Assigned - Elect George Zausner as Director	None	Abstain
Mgmt	9.5	Percentage of Votes to Be Assigned - Elect Rafael Novellino as Director	None	Abstain
Mgmt	9.6	Percentage of Votes to Be Assigned - Elect Joao Cesar de Queiroz Tourinho as Independent Director	None	Abstain
Mgmt	9.7	Percentage of Votes to Be Assigned - Elect Jose Guimaraes Monforte as Independent Director	None	Abstain
Mgmt	9.8	Percentage of Votes to Be Assigned - Elect Ricardo Cunha Sales as Independent Director	None	Abstain
Mgmt	10	As an Ordinary Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law? Voter Rationale: An abstention is warranted due to a lack of disclosure preventing shareholders from making an informed voting decision.	None	Abstain
Mgmt	11	Elect Elie Horn and Rogerio Frota Melzi as Board Co-Chairmen Voter Rationale: An abstention is warranted given the lack of board gender diversity.	For	Abstain
Mgmt	12	Approve Classification of Joao Cesar de Queiroz Tourinho Jose Guimaraes Monforte and Ricardo Cunha Sales as Independent Directors	For	For
Mgmt	13	Approve Remuneration of Company's Management Voter Rationale: A vote against is warranted as the figure reported by the company for overall compensation of its highest paid executive does not appear to include all pay elements.	For	Against
Mgmt	14	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law? Voter Rationale: An abstention is warranted due to a lack of disclosure preventing shareholders from making an informed voting decision.	None	Abstain

## GLOBANT SA

Meeting: Annual/Special 22/04/2022 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive and Approve Board's and Auditor's Reports		Non Voting
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Allocation of Loss	For	For
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6	Approve Remuneration of Directors	For	For
Mgmt	7	Appoint PricewaterhouseCoopers Societe Cooperative as Auditor for Annual Accounts and EU IFRS Consolidated Accounts	For	For
Mgmt	8	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	For	For
Mgmt	9	Reelect Francisco Alvarez-Demalde as Director	For	For
Mgmt	10	Reelect Maria Pinelli as Director	For	For
Mgmt	11	Elect Andrea Mayumi Petroni Merhy as Director	For	For
Mgmt	1	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 6.1 and 6.2 of the Articles of Association	For	For

## Global Voting Record

## HALYK SAVINGS BANK OF KAZAKHSTAN JSC

Meeting: Annual 22/04/2022 Kazakhstan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Meeting Agenda	For	For
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Ratify Auditor Voter Rationale: A vote against is warranted due to a lack of disclosure around fees.	For	Against
Mgmt	4	Approve Allocation of Income and Dividends	For	For
Mgmt	5	Approve Board of Director's Report	For	For
Mgmt	6	Amend Company's Corporate Governance Statement	For	For
Mgmt	7	Approve Remuneration of Directors Voter Rationale: A vote against is prudent at this time due to a lack of disclosure of the remuneration policy and fee structure.	For	Against
Mgmt	8	Approve Results of Shareholders Appeals on Actions of Company and Its Officials	For	For
Mgmt	9	Fix Number and Term of Office of Members of Vote Counting Commission	For	For

## ISHARES II PLC - ISHARES CORE UK GILTS UCITS ETF

Meeting: Annual 22/04/2022 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Ros O'Shea as Director	For	For
Mgmt	5	Re-elect Jessica Irschick as Director	For	For
Mgmt	6	Re-elect Barry O'Dwyer as Director	For	For
Mgmt	7	Re-elect Paul McGowan as Director	For	For
Mgmt	8	Re-elect Paul McNaughton as Director	For	For
Mgmt	9	Re-elect Deirdre Somers as Director	For	For
Mgmt	10	Elect William McKechnie as Director	For	For

## ISHARES II PLC - ISHARES INDEX-LINKED GILTS UCITS ETF

Meeting: Annual 22/04/2022 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Ros O'Shea as Director	For	For
Mgmt	5	Re-elect Jessica Irschick as Director	For	For
Mgmt	6	Re-elect Barry O'Dwyer as Director	For	For
Mgmt	7	Re-elect Paul McGowan as Director	For	For
Mgmt	8	Re-elect Paul McNaughton as Director	For	For
Mgmt	9	Re-elect Deirdre Somers as Director	For	For
Mgmt	10	Elect William McKechnie as Director	For	For

**M. DIAS BRANCO SA INDUSTRIA E COMERCIO DE ALIMENTOS**

Meeting: Annual 22/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2021	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Fix Number of Directors at Seven	For	For
Mgmt	4	Elect Directors Voter Rationale: Vote against warranted due to concerns around overboarding and bundling directors under one item.	For	Against
Mgmt	5	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate? Voter Rationale: Vote against warranted as potential changes in the board slate composition which remain unknown can negatively impact board independence.	None	Against
Mgmt	6	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? Voter Rationale: Abstaining on items 6, 7.1-7.7 & 10 in the absence of publicly available information.	None	Abstain
Mgmt	7.1	Percentage of Votes to Be Assigned - Elect Maria Consuelo Saraiva Leao Dias Branco as Director and Maria Regina Saraiva Leao Dias Branco as Alternate	None	Abstain
Mgmt	7.2	Percentage of Votes to Be Assigned - Elect F. Claudio Saraiva Leao Dias Branco as Director and F. Ivens de Sa Dias Branco Junior as Alternate	None	Abstain
Mgmt	7.3	Percentage of Votes to Be Assigned - Elect Maria das Gracas Dias Branco da Escossia as Director and F. Marcos Saraiva Leao Dias Branco as Alternate	None	Abstain
Mgmt	7.4	Percentage of Votes to Be Assigned - Elect Luiza Andrea Farias Nogueira as Director and Gustavo Lopes Theodozio as Alternate	None	Abstain
Mgmt	7.5	Percentage of Votes to Be Assigned - Elect Guilherme Affonso Ferreira as Independent Director and Daniel Mota Gutierrez as Alternate	None	Abstain
Mgmt	7.6	Percentage of Votes to Be Assigned - Elect Daniel Perecim Funis as Independent Director and Romulo Ruberti Calmon Dantas as Alternate	None	Abstain
Mgmt	7.7	Percentage of Votes to Be Assigned - Elect Ricardo Luiz de Souza Ramos as Independent Director and Luciane Nunes de Carvalho Sallas as Alternate	None	Abstain
Mgmt	8	Approve Classification of Guilherme Affonso Ferreira Daniel Perecim Funis and Ricardo Luiz de Souza Ramos as Independent Directors	For	For
Mgmt	9	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law? Voter Rationale: Abstain vote warranted due to the lack of timely disclosure preventing an informed voting decision.	None	Abstain
Mgmt	10	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law?	None	Abstain
Mgmt	11	As an Ordinary Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law? Voter Rationale: Abstain vote warranted due to the lack of timely disclosure preventing an informed voting decision.	None	Abstain



## Global Voting Record

## M. DIAS BRANCO SA INDUSTRIA E COMERCIO DE ALIMENTOS

Meeting: Extraordinary Sh: 22/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration of Company's Management	For	For
Mgmt	2	Approve Acquisition of Latinex Importacao e Exportacao de Alimentos S.A. (Latinex)	For	For
Mgmt	3	Approve Indemnification Agreement between the Company and the Company's Management Voter Rationale: Vote against warranted due to a lack of detailed and timely disclosure regarding the key terms of the proposed indemnification agreement preventing an informed voting decision.	For	Against
Mgmt	4	Amend Article 35 Re: Indemnity Provision and Consolidate Bylaws Voter Rationale: Vote against warranted due to absence of key information.	For	Against

## MERCK KGAA

Meeting: Annual 22/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	For
Mgmt	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	5	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	6	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Reports for Fiscal Year 2022	For	For
Mgmt	7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for Fiscal Year 2023	For	For
Mgmt	8	Approve Remuneration Report	For	For
Mgmt	9	Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For

## ORANGE POLSKA SA

Meeting: Annual 22/04/2022 Poland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Meeting Chairman	For	For
Mgmt	3	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	4.a	Receive Financial Statements for Fiscal 2021		Non Voting
Mgmt	4.b	Receive Management Board Proposal on Allocation of Income for Fiscal 2021		Non Voting
Mgmt	4.c	Receive Management Board Report on Company's and Group's Operations and Consolidated Financial Statements for Fiscal 2021		Non Voting
Mgmt	4.d	Receive Supervisory Board Reports for Fiscal 2021		Non Voting
Mgmt	5.a	Approve Financial Statements for Fiscal 2021	For	For
Mgmt	5.b	Approve Allocation of Income and Dividends of PLN 0.25 per Share	For	For

## Global Voting Record

Mgmt	5.c	Approve Management Board Report on Company's and Group's Operations in Fiscal 2021	For	For
Mgmt	5.d	Approve Consolidated Financial Statements for Fiscal 2021	For	For
Mgmt	5.e	Approve Supervisory Board Report for Fiscal 2021	For	For
Mgmt	5.f1	Approve Discharge of CEO	For	For
Mgmt	5.f2	Approve Discharge of Management Board Member	For	For
Mgmt	5.f3	Approve Discharge of Management Board Member	For	For
Mgmt	5.f4	Approve Discharge of Management Board Member	For	For
Mgmt	5.f5	Approve Discharge of Management Board Member	For	For
Mgmt	5.f6	Approve Discharge of Management Board Member	For	For
Mgmt	5.f7	Approve Discharge of Management Board Member	For	For
Mgmt	5.f8	Approve Discharge of Management Board Member	For	For
Mgmt	5.f9	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f10	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f11	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f12	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f13	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f14	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f15	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f16	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f17	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f18	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f19	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f20	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f21	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f22	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f23	Approve Discharge of Supervisory Board Member	For	For
Mgmt	5.f24	Approve Discharge of Supervisory Board Member	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: A vote against is warranted as the short and long term incentives plan lacks disclosure and the long term incentives should not be as short as the company is currently disclosing.	For	Against
Mgmt	7	Approve Diversity Policy of Supervisory Board	For	For
Mgmt	8.1	Elect Supervisory Board Member	For	For
Mgmt	8.2	Elect Supervisory Board Member	For	For
Mgmt	8.3	Elect Supervisory Board Member	For	For
Mgmt	8.4	Elect Supervisory Board Member	For	For
Mgmt	8.5	Elect Supervisory Board Member	For	For
Mgmt	9	Close Meeting		Non Voting

## OVERSEA-CHINESE BANKING CORPORATION LIMITED

Meeting: Annual 22/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2a	Elect Ooi Sang Kuang as Director Voter Rationale: A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under ISS' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.	For	Against
Mgmt	2b	Elect Koh Beng Seng as Director	For	For
Mgmt	2c	Elect Christina Hon Kwee Fong (Christina Ong) as Director Voter Rationale: A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under ISS' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.	For	Against
Mgmt	2d	Elect Wee Joo Yeow as Director Voter Rationale: A vote AGAINST the elections of Sang Kuang Ooi, Kwee Fong Hon (Christina Ong), and Joo Yeow Wee is warranted given that they serve on the nominating committee and the company, under the leadership of a non-independent chairman, is not considered to have appointed a lead/senior independent director. Beng Seng Koh, the company's lead independent director, is a non-independent non-executive director under ISS' classification of directors. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning the remaining nominees.	For	Against
Mgmt	3a	Elect Chong Chuan Neo as Director	For	For
Mgmt	3b	Elect Lee Kok Keng Andrew as Director	For	For
Mgmt	4	Approve Final Dividend	For	For
Mgmt	5a	Approve Directors' Remuneration	For	For
Mgmt	5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	For	For
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001 OCBC Employee Share Purchase Plan and the OCBC Deferred Share Plan 2021 Voter Rationale: A vote AGAINST this resolution is warranted given the following: * The company could be considered a mature company, and the limit under the Scheme, the Plan, and the DSP 2021 is 10 percent of the company's issued capital. * The lack of performance conditions attached during the vesting period of awards granted under the share plan would reduce the incentive rationale of the plan.	For	Against
Mgmt	9	Approve Issuance of Shares Pursuant to the Oversea-Chinese Banking Corporation Limited Scrip Dividend Scheme	For	For
Mgmt	10	Authorize Share Repurchase Program	For	For

## Global Voting Record

## REGIONAL CONTAINER LINES PUBLIC CO. LTD.

Meeting: Annual 22/04/2022 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Operating Results	For	For
Mgmt	3	Acknowledge Remuneration of Directors	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Dividend Payment	For	For
Mgmt	6.1	Elect Kua Hock Eng as Director	For	For
Mgmt	6.2	Elect Arpavadee Meekun-lam as Director	For	For
Mgmt	6.3	Elect Charlie Chu as Director	For	For
Mgmt	7	Approve A.M.T. & Associates as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Amend Articles of Association Re: Repurchase of Shares Voter Rationale: A vote AGAINST this resolution is warranted given the proposal reduces shareholders' ability to vote on transactions that may have an adverse impact on shareholder rights and value.	For	Against

## REPLY SPA

Meeting: Annual 22/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
Mgmt	2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	3	Approve Second Section of the Remuneration Report Voter Rationale: Vote against warranted due to concerns around the cash based LTIP.	For	Against
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: Vote against warranted due to the lack of disclosure regarding the proposed deliberation.	None	Against

## SITC INTERNATIONAL HOLDINGS CO. LTD.

Meeting: Annual 22/04/2022 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Xue Mingyuan as Director	For	For
Mgmt	4	Elect Lai Zhiyong as Director	For	For
Mgmt	5	Elect Yang Xin as Director	For	For
Mgmt	6	Elect Liu Ka Ying Rebecca as Director	For	For
Mgmt	7	Elect Tse Siu Ngan as Director	For	For
Mgmt	8	Elect Hu Mantian (Mandy) as Director	For	For
Mgmt	9	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	10	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	11	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST the general share issuance mandate in Item 12 is warranted given the company has not specified the discount limit. A vote AGAINST the share reissuance request in Item 13 is warranted given the following: * The company has not specified the discount limit. * The reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares.	For	Against
Mgmt	13	Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST the general share issuance mandate in Item 12 is warranted given the company has not specified the discount limit. A vote AGAINST the share reissuance request in Item 13 is warranted given the following: * The company has not specified the discount limit. * The reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares.	For	Against

## Global Voting Record

## SWISS LIFE HOLDING AG

Meeting: Annual 22/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 25.00 per Share	For	For
Mgmt	3	Approve Discharge of Board of Directors	For	For
Mgmt	4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million	For	For
Mgmt	4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	For
Mgmt	4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	For	For
Mgmt	5.1	Reelect Rolf Doerig as Director and Board Chair	For	For
Mgmt	5.2	Reelect Thomas Buess as Director	For	For
Mgmt	5.3	Reelect Adrienne Fumagalli as Director	For	For
Mgmt	5.4	Reelect Ueli Dietiker as Director	For	For
Mgmt	5.5	Reelect Damir Filipovic as Director	For	For
Mgmt	5.6	Reelect Frank Keuper as Director	For	For
Mgmt	5.7	Reelect Stefan Loacker as Director	For	For
Mgmt	5.8	Reelect Henry Peter as Director	For	For
Mgmt	5.9	Reelect Martin Schmid as Director	For	For
Mgmt	5.10	Reelect Franziska Sauber as Director	For	For
Mgmt	5.11	Reelect Klaus Tschuetscher as Director	For	For
Mgmt	5.12	Elect Monika Buetler as Director	For	For
Mgmt	5.13	Reappoint Martin Schmid as Member of the Compensation Committee	For	For
Mgmt	5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	For	For
Mgmt	5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For	For
Mgmt	6	Designate Andreas Zuercher as Independent Proxy	For	For
Mgmt	7	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	8	Approve CHF 70 268 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
Mgmt	9	Transact Other Business (Voting) Voter Rationale: We believe a vote against is warranted on a precautionary basis given the content of these new items or counterproposals is unknown at this time.	For	Against

## Global Voting Record

## STAR HEALTH &amp; ALLIED INSURANCE CO. LTD.

Meeting: Special 23/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Revision in the Remuneration of S Prakash as Managing Director Voter Rationale: Votes against for directors under items 1 and 2 warranted due to concerns over quantum and potential for additional grant of stock options.	For	Against
Mgmt	2	Approve Revision in the Remuneration of Anand Roy as Managing Director	For	Against

## TTK HEALTHCARE LIMITED

Meeting: Special 23/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Sale/Transfer of Human Pharma Division of the Company as a Going Concern on a Slump Sale Basis	For	For

## EPIROC AB

Meeting: Annual 25/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Receive President's Report		Non Voting
Mgmt	8.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8.b1	Approve Discharge of Lennart Evrell	For	For
Mgmt	8.b2	Approve Discharge of Johan Forssell	For	For
Mgmt	8.b3	Approve Discharge of Helena Hedblom (as Board Member)	For	For
Mgmt	8.b4	Approve Discharge of Jeane Hull	For	For
Mgmt	8.b5	Approve Discharge of Ronnie Leten	For	For
Mgmt	8.b6	Approve Discharge of Ulla Litzen	For	For
Mgmt	8.b7	Approve Discharge of Sigurd Mareels	For	For
Mgmt	8.b8	Approve Discharge of Astrid Skarheim Onsum	For	For
Mgmt	8.b9	Approve Discharge of Anders Ullberg	For	For
Mgmt	8.b10	Approve Discharge of Niclas Bergstrom	For	For
Mgmt	8.b11	Approve Discharge of Gustav El Rachidi	For	For
Mgmt	8.b12	Approve Discharge of Kristina Kanestad	For	For
Mgmt	8.b13	Approve Discharge of Daniel Rundgren	For	For
Mgmt	8.b14	Approve Discharge of CEO Helena Hedblom	For	For
Mgmt	8.c	Approve Allocation of Income and Dividends of SEK 3 Per Share	For	For
Mgmt	8.d	Approve Remuneration Report	For	For
Mgmt	9.a	Determine Number of Members (10) and Deputy Members of Board	For	For

## Global Voting Record

Mgmt	9.b	Determine Number of Auditors (1) and Deputy Auditors	For	For
Mgmt	10.a1	Elect Anthea Bath as New Director	For	For
Mgmt	10.a2	Reelect Lennart Evrell as Director	For	For
Mgmt	10.a3	Reelect Johan Forssell as Director	For	For
Mgmt	10.a4	Reelect Helena Hedblom as Director	For	For
Mgmt	10.a5	Reelect Jeane Hull as Director	For	For
Mgmt	10.a6	Reelect Ronnie Leten as Director	For	For
Mgmt	10.a7	Reelect Ulla Litzen as Director	For	For
Mgmt	10.a8	Reelect Sigurd Mareels as Director	For	For
Mgmt	10.a9	Reelect Astrid Skarheim Onsum as Director	For	For
Mgmt	10a10	Reelect Anders Ullberg as Director	For	For
Mgmt	10.b	Reelect Ronnie Leten as Board Chair	For	For
Mgmt	10.c	Ratify Ernst & Young as Auditors	For	For
Mgmt	11.a	Approve Remuneration of Directors in the Amount of SEK 2.47 Million for Chair and SEK 775 000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For	For
Mgmt	11.b	Approve Remuneration of Auditors	For	For
Mgmt	12	Approve Stock Option Plan 2022 for Key Employees	For	For
Mgmt	13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	For	For
Mgmt	13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For	For
Mgmt	13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	For
Mgmt	13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	For
Mgmt	13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2016 2017 2018 and 2019	For	For
Mgmt	14	Approve Nominating Committee Procedures	For	For
Mgmt	15	Close Meeting		Non Voting



## GRENDENE SA

Meeting: Annual 25/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2021	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Fix Number of Directors at Seven	For	For
Mgmt	4	Elect Directors Voter Rationale: Vote against warranted due to lack of female representation on the board and the low number of independent directors.	For	Against
Mgmt	5	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate? Voter Rationale: Vote against warranted due to lack of insight into potential changes which could impact board slate composition.	None	Against
Mgmt	6	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? Voter Rationale: Abstain warranted for items 6, 7.1-7.7 due to lack of publicly available information at time of vote.	None	Abstain
Mgmt	7.1	Percentage of Votes to Be Assigned - Elect Alexandre Grendene Bartelle as Board Chairman	None	Abstain
Mgmt	7.2	Percentage of Votes to Be Assigned - Elect Pedro Grendene Bartelle as Board Vice-Chairman	None	Abstain
Mgmt	7.3	Percentage of Votes to Be Assigned - Elect Mailson Ferreira da Nobrega as Director	None	Abstain
Mgmt	7.4	Percentage of Votes to Be Assigned - Elect Oswaldo de Assis Filho as Director	None	Abstain
Mgmt	7.5	Percentage of Votes to Be Assigned - Elect Renato Ochman as Director	None	Abstain
Mgmt	7.6	Percentage of Votes to Be Assigned - Elect Bruno Alexandre Licario Rocha as Independent Director	None	Abstain
Mgmt	7.7	Percentage of Votes to Be Assigned - Elect Walter Janssen Neto as Independent Director	None	Abstain
Mgmt	8	As an Ordinary Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law? Voter Rationale: Abstain for items 8 and 9 warranted due to lack of publicly available information at time of vote.	None	Abstain
Mgmt	9	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law?	None	Abstain
Mgmt	10	Approve Classification of Bruno Alexandre Licario Rocha and Walter Janssen Neto as Independent Directors Voter Rationale: Abstaining due to non-independent status of one director and overall board independence and bundling of directors.	For	Abstain
Mgmt	11	Approve Remuneration of Company's Management Voter Rationale: Abstaining due to a lack of disclosure.	For	Abstain
Mgmt	12	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law? Voter Rationale: Abstaining due to lack of publicly available information at time of vote.	None	Abstain

## Global Voting Record

## GRENDENE SA

Meeting: Extraordinary Sh: 25/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles	For	For
Mgmt	2	Amend Article 9	For	For
Mgmt	3	Amend Article 2 Re: Corporate Purpose	For	For
Mgmt	4	Amend Articles	For	For
Mgmt	5	Amend Articles	For	For
Mgmt	6	Consolidate Bylaws	For	For

## HONEYWELL INTERNATIONAL INC.

Meeting: Annual 25/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Darius Adamczyk	For	For
Mgmt	1B	Elect Director Duncan B. Angove	For	For
Mgmt	1C	Elect Director William S. Ayer	For	For
Mgmt	1D	Elect Director Kevin Burke	For	For
Mgmt	1E	Elect Director D. Scott Davis	For	For
Mgmt	1F	Elect Director Deborah Flint	For	For
Mgmt	1G	Elect Director Rose Lee	For	For
Mgmt	1H	Elect Director Grace D. Lieblein	For	For
Mgmt	1I	Elect Director George Paz	For	For
Mgmt	1J	Elect Director Robin L. Washington	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: Vote against warranted following concerns around adjustments made to the long-term incentive awards.	For	Against
Mgmt	3	Ratify Deloitte & Touche LLP as Auditor	For	For
S/holder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: Support warranted as it enhances shareholder rights.	Against	For
S/holder	5	Report on Climate Lobbying Voter Rationale: Support warranted as the value of more complete disclosure on climate lobbying would be beneficial.	Against	For
S/holder	6	Report on Environmental and Social Due Diligence Voter Rationale: Vote against warranted as we believe the company's reporting and activities are sufficient at present.	Against	Against

## HUBEI XINGFA CHEMICALS GROUP CO. LTD.

Meeting: Annual 25/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Report of the Independent Directors	For	For
Mgmt	5	Approve Allowance of Directors	For	For
Mgmt	6	Approve Allowance of Supervisors	For	For
Mgmt	7	Approve Annual Report and Summary	For	For

## Global Voting Record

Mgmt	8	Approve Profit Distribution	For	For
Mgmt	9	Approve to Appoint Auditors and to Fix Their Remuneration	For	For
Mgmt	10	Approve Amendments to Articles of Association	For	For
Mgmt	11	Approve Application of Credit Lines	For	For
Mgmt	12	Approve Provision of Guarantees Voter Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular.	For	Against
S/holder	13	Approve Company's Eligibility for Issuance of Convertible Bonds	For	For
S/holder	14.1	Approve Type	For	For
S/holder	14.2	Approve Issue Size	For	For
S/holder	14.3	Approve Par Value and Issue Price	For	For
S/holder	14.4	Approve Existence Period	For	For
S/holder	14.5	Approve Coupon Rate	For	For
S/holder	14.6	Approve Period and Manner of Repayment of Capital and Interest	For	For
S/holder	14.7	Approve Conversion Period	For	For
S/holder	14.8	Approve Determination of Conversion Price and Its Adjustment	For	For
S/holder	14.9	Approve Terms for Downward Adjustment of Conversion Price	For	For
S/holder	14.10	Approve Method for Determining the Number of Shares for Conversion	For	For
S/holder	14.11	Approve Terms of Redemption	For	For
S/holder	14.12	Approve Terms of Sell-Back	For	For
S/holder	14.13	Approve Attributable Dividends Annual Conversion	For	For
S/holder	14.14	Approve Issue Manner and Target Subscribers	For	For
S/holder	14.15	Approve Placing Arrangement for Shareholders	For	For
S/holder	14.16	Approve Matters Relating to Meetings of Bondholders	For	For
S/holder	14.17	Approve Use of Proceeds	For	For
S/holder	14.18	Approve Guarantee Matters	For	For
S/holder	14.19	Approve Rating Matters	For	For
S/holder	14.20	Approve Proceeds Management and Deposit Account	For	For
S/holder	14.21	Approve Resolution Validity Period	For	For
S/holder	15	Approve Issuance of Convertible Bonds	For	For
S/holder	16	Approve Feasibility Analysis Report on the Use of Proceeds	For	For
S/holder	17	Approve Rules and Procedures Regarding General Meetings of Convertible Bondholders	For	For
S/holder	18	Approve Report on the Usage of Previously Raised Funds	For	For
S/holder	19	Approve Impact of Dilution of Current Returns on Major Financial Indicators and the Relevant Measures to be Taken	For	For
S/holder	20	Approve Authorization of Board to Handle All Related Matters	For	For
S/holder	21	Approve Shareholder Return Plan	For	For
Mgmt	22.1	Elect Xue Dongfeng as Director	For	For
Mgmt	22.2	Elect Hu Guorong as Director	For	For

## Global Voting Record

## ING GROEP NV

Meeting: Annual 25/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2A	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2B	Receive Announcements on Sustainability		Non Voting
Mgmt	2C	Receive Report of Supervisory Board (Non-Voting)		Non Voting
Mgmt	2D	Approve Remuneration Report	For	For
Mgmt	2E	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3A	Receive Explanation on Profit Retention and Distribution Policy		Non Voting
Mgmt	3B	Approve Dividends of EUR 0.62 Per Share	For	For
Mgmt	4A	Approve Discharge of Management Board	For	For
Mgmt	4B	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Amendment of Supervisory Board Profile		Non Voting
Mgmt	6A	Grant Board Authority to Issue Shares	For	For
Mgmt	6B	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	For	For
Mgmt	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	8A	Approve Reduction in Share Capital through Cancellation of Shares	For	For
Mgmt	8B	Amend Articles to Reflect Changes in Capital	For	For
Mgmt	9	Approve Cancellation of Repurchased Shares Pursuant to the Authority under item 7	For	For

## INNOVIVA INC.

Meeting: Annual 25/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director George W. Bickerstaff III	For	For
Mgmt	1b	Elect Director Deborah L. Birx	For	For
Mgmt	1c	Elect Director Mark A. DiPaolo	For	For
Mgmt	1d	Elect Director Jules Haimovitz	For	For
Mgmt	1e	Elect Director Odysseas D. Kostas	For	For
Mgmt	1f	Elect Director Sarah J. Schlesinger Voter Rationale: A vote AGAINST Sarah Schlesinger is warranted for failing to establish racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Global Voting Record

## POLYMETAL INTERNATIONAL PLC

Meeting: Annual 25/04/2022 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Final Dividend	For	For
Mgmt	4	Re-elect Vitaly Nesis as Director	For	For
Mgmt	5	Re-elect Konstantin Yanakov as Director	For	For
Mgmt	6	Re-elect Giacomo Baizini as Director	For	For
Mgmt	7	Elect Janat Berdalina as Director	For	For
Mgmt	8	Elect Steven Dashevsky as Director	For	For
Mgmt	9	Elect Evgueni Konovalenko as Director	For	For
Mgmt	10	Elect Riccardo Orcel as Director	For	For
Mgmt	11	Elect Paul Ostling as Director	For	For
Mgmt	12	Approve Limited Change to Directors' Remuneration Policy	For	For
Mgmt	13	Authorise Issue of Equity	For	For
Mgmt	14	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	16	Authorise Market Purchase of Ordinary Shares	For	For

## VERBUND AG

Meeting: Annual 25/04/2022 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5	Ratify Deloitte as Auditors for Fiscal Year 2022	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because: * Only limited disclosure is provided surrounding variable performance targets and corresponding payouts for both the annual bonus as well as the LTIP. * 30 percent of the company's LTIP is based on TSR ranking versus peer group, yet the company fails to disclose this peer group. * Discretionary awards were paid in the year under review (accelerated vesting of former CEO's LTIP). * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration.	For	Against
Mgmt	7.1	Elect Edith Hlawati Supervisory Board Member	For	For
Mgmt	7.2	Elect Barbara Praetorius Supervisory Board Member	For	For
Mgmt	7.3	Elect Robert Stajic Supervisory Board Member	For	For
Mgmt	8.1	New/Amended Proposals from Shareholders	None	Against
Mgmt	8.2	New/Amended Proposals from Management and Supervisory Board	None	Against

## Global Voting Record

## VIVENDI SE

Meeting: Annual/Special 25/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Auditors' Special Report on Related-Party Transactions	For	For
Mgmt	4	Approve Allocation of Income and Dividends of EUR 0.25 per Share	For	For
Mgmt	5	Approve Compensation Report of Corporate Officers Voter Rationale: A vote AGAINST the global remuneration report is warranted because: * Vincent Bollore remains a censor maintaining an employment contract as advisor of the management board chairman, including a remuneration package equivalent to management board members; and * The board's reactivity to shareholders' dissent is deemed too limited on that matter.	For	Against
Mgmt	6	Approve Compensation of Yannick Bollore Chairman of the Supervisory Board Voter Rationale: A vote AGAINST this remuneration report is warranted. Yannick Bollore is considered as an executive of the group by ISS due to the level and structure of his remuneration, which are comparable to those of Vivendi's management board members. His remuneration report falls short of good market practice because notably as: * Information on his short-term variable remuneration as chairman and CEO of Havas is very limited; * One of the one-off awards lacks rationale; and * Despite not being granted performance shares for the year under review, Mr. Bollore received an exceptional payment considered a replacement for the LTIP, the conditions of which appear advantageous for the corporate officers.	For	Against
Mgmt	7	Approve Compensation of Arnaud de Puyfontaine Chairman of the Management Board	For	For
Mgmt	8	Approve Compensation of Gilles Alix Management Board Member Approve Compensation of Cedric de Baillencourt Management Board Member Voter Rationale: Votes FOR these remuneration reports of Arnaud de Puyfontaine, Gilles Alix, Frederic Crepin, Simon Gillham, Herve Philippe and Stephane Roussel are warranted (Items 7-8, 10-13) although the following concerns are raised: * The level of details regarding the achievement on some of the non-financial bonus criteria is limited; * The level of stringency of the financial performance targets raises questions; and * The one-off remuneration awarded in place of the LTIP appears advantageous for the corporate officers.	For	For
Mgmt	9	The main reasons for support are: * The transparency on the bonus performance achievement improved, * The one-off awards remain well below the cap voted in the policy. A vote AGAINST Item 9 (Cedric de Baillencourt) is warranted because: * The remunerations that he receives as executives of the Bollore Group, main shareholder of Vivendi, creates an important conflict of interest. These are neither properly tackled by the company's procedures nor likely to be balanced out by the remunerations that he receives at Vivendi; and * Given his executive functions in another listed group, the company failed to properly demonstrate the link between his activities carried out for Vivendi and the remuneration paid by Vivendi;	For	Against
Mgmt	10	Approve Compensation of Frederic Crepin Management Board Member	For	For
Mgmt	11	Approve Compensation of Simon Gillham Management Board Member	For	For
Mgmt	12	Approve Compensation of Herve Philippe Management Board Member	For	For
Mgmt	13	Approve Compensation of Stephane Roussel Management Board Member	For	For

## Global Voting Record

Mgmt	14	Approve Remuneration Policy of Supervisory Board Members and Chairman Voter Rationale: A vote AGAINST this remuneration policy is warranted because of: * The lack of transparency on the remuneration of the chairman of the supervisory board, who is also an executive of a subsidiary; * The proposed 15% increase of the Chairman's remuneration with limited rationale; and * The possible grants of performance shares to non-executive members of the supervisory board.	For	Against
Mgmt	15	Approve Remuneration Policy of Chairman of the Management Board	For	For
Mgmt	16	Approve Remuneration Policy of Management Board Members	For	For
Mgmt	17	Reelect Philippe Benacin as Supervisory Board Member Voter Rationale: A vote AGAINST the reelection of Philippe Benacin is warranted because of several and important concerns regarding the prevention of conflicts of interests in the company (item 17). Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 18-21).	For	Against
Mgmt	18	Reelect Cathia Lawson-Hall as Supervisory Board Member	For	For
Mgmt	19	Reelect Michele Reiser as Supervisory Board Member	For	For
Mgmt	20	Reelect Katie Stanton as Supervisory Board Member	For	For
Mgmt	21	Reelect Maud Fontenoy as Supervisory Board Member	For	For
Mgmt	22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	24	Authorize Specific Buyback Program and Cancellation of Repurchased Share Voter Rationale: A vote AGAINST this proposal is warranted because the company failed to demonstrate that this buyback program is in shareholders' interests.	For	Against
Mgmt	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	For	For
Mgmt	27	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## WERELDHAVE NV

Meeting: Annual 25/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Approve Remuneration Report	For	For
Mgmt	2.b	Receive Auditor's Report (Non-Voting)		Non Voting
Mgmt	2.c	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.d	Approve Dividends of EUR 1.10 Per Share	For	For
Mgmt	2.e	Approve Discharge of Management Board	For	For
Mgmt	2.f	Approve Discharge of Supervisory Board	For	For
Mgmt	3	Reelect A.W. de Vreede as CFO	For	For
Mgmt	4.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For
Mgmt	4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	5	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	For	For
Mgmt	6	Allow Questions		Non Voting
Mgmt	7	Close Meeting		Non Voting

## ALFA LAVAL AB

Meeting: Annual 26/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive CEO's Report		Non Voting
Mgmt	8	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 6 Per Share	For	For
Mgmt	9.c1	Approve Discharge of CEO Tom Erixon	For	For
Mgmt	9.c2	Approve Discharge of Dennis Jonsson	For	For
Mgmt	9.c3	Approve Discharge of Lilian Fossum Biner	For	For
Mgmt	9.c4	Approve Discharge of Maria Moraeus Hanssen	For	For
Mgmt	9.c5	Approve Discharge of Henrik Lange	For	For
Mgmt	9.c6	Approve Discharge of Ray Mauritsson	For	For
Mgmt	9.c7	Approve Discharge of Helene Mellquist	For	For
Mgmt	9.c8	Approve Discharge of Finn Rausing	For	For
Mgmt	9.c9	Approve Discharge of Jorn Rausing	For	For
Mgmt	9.c10	Approve Discharge of Ulf Wiinberg	For	For



## Global Voting Record

Mgmt	9.c11	Approve Discharge of Bror Garcia Lantz	For	For
Mgmt	9.c12	Approve Discharge of Henrik Nielsen	For	For
Mgmt	9.c13	Approve Discharge of Johan Ranhog	For	For
Mgmt	9.c14	Approve Discharge of Susanne Jonsson	For	For
Mgmt	9.c15	Approve Discharge of Leif Norkvist	For	For
Mgmt	9.c16	Approve Discharge of Stefan Sandell	For	For
Mgmt	9.c17	Approve Discharge of Johnny Hulthen	For	For
Mgmt	10	Approve Remuneration Report	For	For
Mgmt	11.1	Determine Number of Directors (8) and Deputy Directors (0) of Board	For	For
Mgmt	11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	For	For
Mgmt	12.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million to the Chair and SEK 635 000 to Other Directors	For	For
Mgmt	12.2	Approve Remuneration of Committee Work	For	For
Mgmt	12.3	Approve Remuneration of Auditors	For	For
Mgmt	13.1	Reelect Lilian Fossum Biner as Director	For	For
Mgmt	13.2	Reelect Maria Moraeus Hanssen as Director	For	For
Mgmt	13.3	Reelect Dennis Jonsson as Director	For	For
Mgmt	13.4	Reelect Henrik Lange as Director	For	For
Mgmt	13.5	Reelect Ray Mauritsson as Director	For	For
Mgmt	13.6	Reelect Finn Rausing as Director Voter Rationale: We believe a vote against on Board diversity grounds is not in the best interest of shareholders in this particular instance.	For	For
Mgmt	13.7	Reelect Jorn Rausing as Director	For	For
Mgmt	13.8	Reelect Ulf Wiinberg as Director	For	For
Mgmt	13.9	Reelect Dennis Jonsson as Board Chair	For	For
Mgmt	13.10	Ratify Staffan Landen as Auditor	For	For
Mgmt	13.11	Ratify Karoline Tedevall as Auditor	For	For
Mgmt	13.12	Ratify Henrik Jonzen as Deputy Auditor	For	For
Mgmt	13.13	Ratify Andreas Mast as Deputy Auditor	For	For
Mgmt	14	Approve SEK 14.8 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 14.8 Million for a Bonus Issue	For	For
Mgmt	15	Authorize Share Repurchase Program	For	For
Mgmt	16	Close Meeting		Non Voting

## ATLAS COPCO AB

Meeting: Annual 26/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Opening of Meeting; Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Receive CEO's Report		Non Voting
Mgmt	8.a	Accept Financial Statements and Statutory Reports	For	For

## Global Voting Record

Mgmt	8.b1	Approve Discharge of Staffan Bohman	For	For
Mgmt	8.b2	Approve Discharge of Tina Donikowski	For	For
Mgmt	8.b3	Approve Discharge of Johan Forssell	For	For
Mgmt	8.b4	Approve Discharge of Anna Ohlsson-Leijon	For	For
Mgmt	8.b5	Approve Discharge of Mats Rahmstrom	For	For
Mgmt	8.b6	Approve Discharge of Gordon Riske	For	For
Mgmt	8.b7	Approve Discharge of Hans Straberg	For	For
Mgmt	8.b8	Approve Discharge of Peter Wallenberg Jr	For	For
Mgmt	8.b9	Approve Discharge of Mikael Bergstedt	For	For
Mgmt	8.b10	Approve Discharge of Benny Larsson	For	For
Mgmt	8.b11	Approve Discharge of CEO Mats Rahmstrom	For	For
Mgmt	8.c	Approve Allocation of Income and Dividends of SEK 7.60 Per Share	For	For
Mgmt	8.d	Approve Record Date for Dividend Payment	For	For
Mgmt	9.a	Determine Number of Members (8) and Deputy Members of Board (0)	For	For
Mgmt	9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	10.a1	Reelect Staffan Bohman as Director	For	For
Mgmt	10.a2	Reelect Johan Forssell as Director	For	For
Mgmt	10.a3	Reelect Anna Ohlsson-Leijon as Director	For	For
Mgmt	10.a4	Reelect Mats Rahmstrom as Director	For	For
Mgmt	10.a5	Reelect Gordon Riske as Director	For	For
Mgmt	10.a6	Reelect Hans Straberg as Director	For	For
Mgmt	10.a7	Reelect Peter Wallenberg Jr as Director	For	For
Mgmt	10.b	Elect Helene Mellquist as New Director	For	For
Mgmt	10.c	Reelect Hans Straberg as Board Chair	For	For
Mgmt	10.d	Ratify Ernst & Young as Auditors	For	For
Mgmt	11.a	Approve Remuneration of Directors in the Amount of SEK 3.1 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	For	For
Mgmt	11.b	Approve Remuneration of Auditors	For	For
Mgmt	12.a	Approve Remuneration Report	For	For
Mgmt	12.b	Approve Stock Option Plan 2022 for Key Employees	For	For
Mgmt	13.a	Acquire Class A Shares Related to Personnel Option Plan for 2022	For	For
Mgmt	13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	For	For
Mgmt	13.c	Transfer Class A Shares Related to Personnel Option Plan for 2022	For	For
Mgmt	13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For	For
Mgmt	13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2016 2017 2018 and 2019	For	For
Mgmt	14	Amend Articles Re: Notice of General Meeting; Editorial Changes	For	For
Mgmt	15	Approve 4:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	For	For
Mgmt	16	Close Meeting		Non Voting

## Global Voting Record

## BANK OF AMERICA CORPORATION

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Sharon L. Allen	For	For
Mgmt	1b	Elect Director Frank P. Bramble Sr.	For	For
Mgmt	1c	Elect Director Pierre J.P. de Weck	For	For
Mgmt	1d	Elect Director Arnold W. Donald	For	For
Mgmt	1e	Elect Director Linda P. Hudson	For	For
Mgmt	1f	Elect Director Monica C. Lozano	For	For
Mgmt	1g	Elect Director Brian T. Moynihan	For	For
Mgmt	1h	Elect Director Lionel L. Nowell III	For	For
Mgmt	1i	Elect Director Denise L. Ramos	For	For
Mgmt	1j	Elect Director Clayton S. Rose	For	For
Mgmt	1k	Elect Director Michael D. White	For	For
Mgmt	1l	Elect Director Thomas D. Woods	For	For
Mgmt	1m	Elect Director R. David Yost	For	For
Mgmt	1n	Elect Director Maria T. Zuber	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	For	For
S/holder	5	Report on Civil Rights and Nondiscrimination Audit Voter Rationale: A vote against is warranted as the company has non-discrimination, non-harassment and non-retaliation policies in place, and provides sufficient information for shareholders to make an assessment on this item.	Against	Against
S/holder	6	Adopt Fossil Fuel Lending Policy Consistent with IEA's Net Zero 2050 Scenario Voter Rationale: A vote in favour is warranted as we support the position to take steps to cease financing of new fossil fuel supplies in line with the IEA's net zero 2050 scenario.	Against	For
S/holder	7	Report on Charitable Contributions Voter Rationale: A vote against is warranted as the company provides sufficient information.	Against	Against

## CHARTER COMMUNICATIONS INC.

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director W. Lance Conn Voter Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1b	Elect Director Kim C. Goodman	For	For

## Global Voting Record

Mgmt	1c	Elect Director Craig A. Jacobson	For	For
		Elect Director Gregory B. Maffei		
		Voter Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.		
Mgmt	1d		For	Against
Mgmt	1e	Elect Director John D. Markley Jr.	For	For
Mgmt	1f	Elect Director David C. Merritt	For	For
Mgmt	1g	Elect Director James E. Meyer	For	For
		Elect Director Steven A. Miron		
		Voter Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.		
Mgmt	1h		For	Against
Mgmt	1i	Elect Director Balan Nair	For	For
Mgmt	1j	Elect Director Michael A. Newhouse	For	For
		Elect Director Mauricio Ramos		
		Voter Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.		
Mgmt	1k		For	Against
Mgmt	1l	Elect Director Thomas M. Rutledge	For	For
		Elect Director Eric L. Zinterhofer		
		Voter Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.		
Mgmt	1m		For	Against
Mgmt	2	Ratify KPMG LLP as Auditors	For	For

## Global Voting Record

S/holder	3	Report on Lobbying Payments and Policy Voter Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.	Against	For
S/holder	4	Require Independent Board Chair Voter Rationale: A vote FOR this proposal is warranted given that the lead directors' duties are not considered robust, there is a concern regarding an overboarded director, and concerns have been noted regarding certain executive compensation decisions in recent years, suggesting that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.	Against	For
S/holder	5	Report on Congruency of Political Spending with Company Values and Priorities Voter Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding the company's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.	Against	For
S/holder	6	Disclose Climate Action Plan and GHG Emissions Reduction Targets Voter Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction goals aligned with Paris Agreement goals, would allow shareholders to better assess how the company is mitigating climate change related risks.	Against	For
S/holder	7	Adopt Policy to Annually Disclose EEO-1 Data Voter Rationale: A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.	Against	For
S/holder	8	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics Voter Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Charter's diversity, equity and inclusion efforts and management of related risks.	Against	For

## COMERICA INCORPORATED

Meeting: Annual		26/04/2022	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.1	Elect Director Michael E. Collins	For	For	
Mgmt	1.2	Elect Director Roger A. Cregg	For	For	
Mgmt	1.3	Elect Director Curtis C. Farmer	For	For	
Mgmt	1.4	Elect Director Nancy Flores	For	For	
Mgmt	1.5	Elect Director Jacqueline P. Kane	For	For	
Mgmt	1.6	Elect Director Richard G. Lindner	For	For	
Mgmt	1.7	Elect Director Barbara R. Smith	For	For	
Mgmt	1.8	Elect Director Robert S. Taubman	For	For	
Mgmt	1.9	Elect Director Reginald M. Turner Jr.	For	For	
Mgmt	1.10	Elect Director Nina G. Vaca	For	For	
Mgmt	1.11	Elect Director Michael G. Van de Ven	For	For	
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For	
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	

## Global Voting Record

## ERG SPA

Meeting: Annual/Special 26/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
S/holder	3.1.1	Slate 1 Submitted by San Quirico SpA	None	Against
S/holder	3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	3.2	Approve Internal Auditors' Remuneration	None	For
S/holder	4	Approve Remuneration of Directors	None	For
S/holder	5	Approve Remuneration of the Control Risk and Sustainability Committee Members	None	For
S/holder	6	Approve Remuneration of the Nominations and Remuneration Committee Members	None	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares Voter Rationale: This item warrants a vote AGAINST because: * The maximum volume of the share repurchase program exceeds 10 percent of issued share capital. * The holding limit of up to 10 percent of share capital in treasury may be exceeded.	For	Against
Mgmt	8.1	Approve Remuneration Policy	For	For
Mgmt	8.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	1	Amend Company Bylaws Re: Article 10 Voter Rationale: This item warrants a vote AGAINST as it concerns an amendment that is not in line with the "one share-one vote" principle. BACKGROUND INFORMATION Policies: Amend Articles/ Bylaws/Charter -- Non-Routine	For	Against
Mgmt	2	Amend Company Bylaws Re: Article 15	For	For
Mgmt	3	Amend Company Bylaws Re: Article 19	For	For
Mgmt	4	Amend Company Bylaws Re: Article 22-bis	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

## Global Voting Record

## EUROFINS SCIENTIFIC SE

Meeting: Annual/Special 26/04/2022 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive and Approve Board's Reports	For	For
Mgmt	2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	For	For
Mgmt	3	Receive and Approve Auditor's Reports	For	For
Mgmt	4	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	5	Approve Financial Statements	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Approve Discharge of Directors	For	For
Mgmt	8	Approve Discharge of Auditors	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Reelect Patrizia Luchetta as Director	For	For
Mgmt	11	Reelect Fereshteh Pouchantchi as Director	For	For
Mgmt	12	Reelect Evie Roos as Director	For	For
Mgmt	13	Renew Appointment of Deloitte Audit as Auditor	For	For
Mgmt	14	Approve Remuneration of Directors	For	For
Mgmt	15	Acknowledge Information on Repurchase Program	For	For
Mgmt	16	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	1	Amend Article 1 Re: Deletion of Last Paragraph	For	For
Mgmt	2	Amend Article Re: Creation of New Article 6 Called "Applicable Law"	For	For
Mgmt	3	Amend Article 9 Re: Delete Parenthesis	For	For
Mgmt	4	Amend Article 10.3 Re: Amendment of Third Paragraph	For	For
Mgmt	5	Amend Article 12bis.2 Re: Amendment of Last Paragraph	For	For
Mgmt	6	Amend Article 12bis.3 Re: Amendment of Second Paragraph	For	For
Mgmt	7	Amend Article 12bis.3 Re: Amendment of Fourth Paragraph	For	For
Mgmt	8	Amend Article 12bis.4 Re: Amendment of Fourth Paragraph	For	For
Mgmt	9	Amend Article 12bis.5 Re: Amendment of First Paragraph	For	For
Mgmt	10	Amend Article 12bis.5 Re: Amendment of Second Paragraph	For	For
Mgmt	11	Amend Article 13 Re: Amendment of First Paragraph	For	For
Mgmt	12	Amend Article 15.2 Re: Update Names of the Committees Created by Board of Directors	For	For
Mgmt	13	Amend Article 16.2 Re: Amendment of First Paragraph	For	For
Mgmt	14	Amend Article 16.3 Re: Amendment of First Paragraph	For	For
Mgmt	15	Approve Creation of an English Version of the Articles	For	For
Mgmt	16	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## GETINGE AB

Meeting: Annual 26/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For



## Global Voting Record

Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8	Receive Board's and Board Committee's Reports		Non Voting
Mgmt	9	Receive CEO Report		Non Voting
Mgmt	10	Accept Financial Statements and Statutory Reports	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 4 Per Share	For	For
Mgmt	12.a	Approve Discharge of Carl Bennet	For	For
Mgmt	12.b	Approve Discharge of Johan Bygge	For	For
Mgmt	12.c	Approve Discharge of Cecilia Daun Wennborg	For	For
Mgmt	12.d	Approve Discharge of Barbro Friden	For	For
Mgmt	12.e	Approve Discharge of Dan Frohm	For	For
Mgmt	12.f	Approve Discharge of Sofia Hasselberg	For	For
Mgmt	12.g	Approve Discharge of Johan Malmquist	For	For
Mgmt	12.h	Approve Discharge of Malin Persson	For	For
Mgmt	12.i	Approve Discharge of Kristian Samuelsson	For	For
Mgmt	12.j	Approve Discharge of Johan Stern	For	For
Mgmt	12.k	Approve Discharge of Mattias Perjos	For	For
Mgmt	12.l	Approve Discharge of Rickard Karlsson	For	For
Mgmt	12.m	Approve Discharge of Ake Larsson	For	For
Mgmt	12.n	Approve Discharge of Peter Jormalm	For	For
Mgmt	12.o	Approve Discharge of Fredrik Brattborn	For	For
Mgmt	13.a	Determine Number of Members (9) and Deputy Members (0) of Board	For	For
Mgmt	13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	14.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.1 Million; Approve Remuneration for Committee Work	For	For
Mgmt	14.b	Approve Remuneration of Auditors	For	For
		Reelect Carl Bennet as Director		
		Voter Rationale: A vote FOR candidates Mattias Perjos (CEO), Barbro Friden, Malin Persson and Kristian Samuelsson is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee, as well as being overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, due to her non-independent status on a board with an insufficient level of overall independence. This is also the case for Johan Malmquist, Carl Bennet, Johan Bygge and Dan Frohm.		
Mgmt	15.a		For	Against
		Reelect Johan Bygge as Director		
		Voter Rationale: A vote FOR candidates Mattias Perjos (CEO), Barbro Friden, Malin Persson and Kristian Samuelsson is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee, as well as being overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, due to her non-independent status on a board with an insufficient level of overall independence. This is also the case for Johan Malmquist, Carl Bennet, Johan Bygge and Dan Frohm.		
Mgmt	15.b		For	Against



## Global Voting Record

Mgmt	15.c	<p>Reelect Cecilia Daun Wennborg as Director</p> <p>Voter Rationale: A vote FOR candidates Mattias Perjos (CEO), Barbro Friden, Malin Persson and Kristian Samuelsson is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee, as well as being overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, due to her non-independent status on a board with an insufficient level of overall independence. This is also the case for Johan Malmquist, Carl Bennet, Johan Bygge and Dan Frohm.</p>	For	Against
Mgmt	15.d	<p>Reelect Barbro Friden as Director</p> <p>Reelect Dan Frohm as Director</p> <p>Voter Rationale: A vote FOR candidates Mattias Perjos (CEO), Barbro Friden, Malin Persson and Kristian Samuelsson is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee, as well as being overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, due to her non-independent status on a board with an insufficient level of overall independence. This is also the case for Johan Malmquist, Carl Bennet, Johan Bygge and Dan Frohm.</p>	For	For
Mgmt	15.e	<p>Reelect Johan Malmquist as Director</p> <p>Voter Rationale: A vote FOR candidates Mattias Perjos (CEO), Barbro Friden, Malin Persson and Kristian Samuelsson is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee, as well as being overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, due to her non-independent status on a board with an insufficient level of overall independence. This is also the case for Johan Malmquist, Carl Bennet, Johan Bygge and Dan Frohm.</p>	For	Against
Mgmt	15.f	<p>Reelect Johan Malmquist as Director</p> <p>Voter Rationale: A vote FOR candidates Mattias Perjos (CEO), Barbro Friden, Malin Persson and Kristian Samuelsson is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Johan Malmquist, Carl Bennet and Dan Frohm is warranted due to their non-independent status while they also sit on the remuneration committee which has an insufficient level of independence. Moreover, Carl Bennet is overboarded. A vote AGAINST Johan Bygge is warranted as he is non-independent while he also chairs the audit committee, as well as being overboarded. A vote AGAINST candidate Cecilia Daun Wennborg is warranted, due to her non-independent status on a board with an insufficient level of overall independence. This is also the case for Johan Malmquist, Carl Bennet, Johan Bygge and Dan Frohm.</p>	For	Against
Mgmt	15.g	Reelect Mattias Perjos as Director	For	For
Mgmt	15.h	Reelect Malin Persson as Director	For	For
Mgmt	15.i	Reelect Kristian Samuelsson as Director	For	For
Mgmt	15.j	<p>Reelect Johan Malmquist as Board Chair</p> <p>Voter Rationale: A vote AGAINST the reelection of Johan Malmquist as board chairman is warranted, as he is classified as non-independent director, and the company fails to satisfy the board independence requirement for the companies that are a part of Nasdaq Stockholm S30.</p>	For	Against
Mgmt	16	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	17	<p>Approve Remuneration Report</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the performance periods of LTI awards are less than three years.</p>	For	Against
Mgmt	18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	19	Close Meeting		Non Voting

## Global Voting Record

## HUTCHISON PORT HOLDINGS TRUST

Meeting: Annual 26/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Trustee's Report Statement by the Manager Audited Financial Statements and Auditors' Report	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors of Trustee Manager to Fix Their Remuneration	For	For
Mgmt	3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For

## INTERNATIONAL BUSINESS MACHINES CORPORATION

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Thomas Buberl	For	For
Mgmt	1b	Elect Director David N. Farr	For	For
Mgmt	1c	Elect Director Alex Gorsky	For	For
Mgmt	1d	Elect Director Michelle J. Howard	For	For
Mgmt	1e	Elect Director Arvind Krishna	For	For
Mgmt	1f	Elect Director Andrew N. Liveris	For	For
Mgmt	1g	Elect Director Frederick William McNabb III	For	For
Mgmt	1h	Elect Director Martha E. Pollack	For	For
Mgmt	1i	Elect Director Joseph R. Swedish	For	For
Mgmt	1j	Elect Director Peter R. Voser	For	For
Mgmt	1k	Elect Director Frederick H. Waddell	For	For
Mgmt	1l	Elect Director Alfred W. Zollar	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: A vote for is warranted as this would enhance the existing rights to call special meetings.	Against	For
S/holder	5	Require Independent Board Chair Voter Rationale: A vote for is warranted as this would not require immediate change and therefore be phased in. The proposal would benefit shareholders as there would be more independence on the board.	Against	For
S/holder	6	Report on Concealment Clauses Voter Rationale: A vote for is warranted as greater transparency will increase shareholders understanding of how the company is assessing and managing these risks.	Against	For

## Global Voting Record

## ITALGAS SPA

Meeting: Annual 26/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3.1	Approve Remuneration Policy	For	For
Mgmt	3.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	4.1	Fix Board Terms for Directors	For	For
S/holder	4.2.1	Slate Submitted by CDP Reti SpA and Snam SpA	None	Against
S/holder	4.2.2	Slate Submitted by Inarcassa	None	For
S/holder	4.3.1	Appoint Board Chair as Proposed by the Board Voter Rationale: Vote AGAINST Item 4.3.1 as the proposal is too generic and could create uncertainty in the election outcome.	For	Against
S/holder	4.3.2	Appoint Benedetta Navarra as Board Chair as Proposed by CDP Reti SpA	None	For
Mgmt	4.4	Approve Remuneration of Directors	For	For
S/holder	5.1.1	Slate Submitted by CDP Reti SpA	None	Against
S/holder	5.1.2	Slate Submitted by Inarcassa	None	For
S/holder	5.1.2	Appoint Barbara Cavalieri as Alternate Auditor as Proposed by Inarcassa	None	For
S/holder	5.2	Appoint Chairman of Internal Statutory Auditors	None	For
Mgmt	5.3	Approve Internal Auditors' Remuneration	For	For

## ITAU UNIBANCO HOLDING SA

Meeting: Annual 26/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	As a Preferred Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law? Voter Rationale: A vote against is warranted as the company has not disclosed the preferred shareholder nominee.	None	Against
S/holder	2	Elect Artemio Bertholini as Fiscal Council Member and Rene Guimaraes Andrich as Alternate Appointed by Preferred Shareholder Voter Rationale: Support for this item warranted due to no competing nominee.	None	For

## Global Voting Record

## KIMCO REALTY CORPORATION

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Milton Cooper	For	For
Mgmt	1b	Elect Director Philip E. Coviello	For	For
Mgmt	1c	Elect Director Conor C. Flynn	For	For
Mgmt	1d	Elect Director Frank Lourenso	For	For
Mgmt	1e	Elect Director Henry Moniz	For	For
Mgmt	1f	Elect Director Mary Hogan Preusse	For	For
Mgmt	1g	Elect Director Valerie Richardson	For	For
Mgmt	1h	Elect Director Richard B. Saltzman	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Pricewaterhouse Coopers LLP as Auditors	For	For

## KLEPIERRE SA

Meeting: Annual/Special 26/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Treatment of Losses	For	For
Mgmt	4	Approve Payment of EUR 1.70 per Share by Distribution of Equity Premiums	For	For
Mgmt	5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	6	Reelect Rose-Marie Van Lerberghe as Supervisory Board Member	For	For
Mgmt	7	Reelect Beatrice de Clermont-Tonnerre as Supervisory Board Member	For	For
Mgmt	8	Renew Appointment of Deloitte & Associates as Auditor	For	For
Mgmt	9	Renew Appointment of Ernst & Young Audit as Auditor	For	For
Mgmt	10	Approve Remuneration Policy of Chairman and Supervisory Board Members	For	For
Mgmt	11	Approve Remuneration Policy of Chairman of the Management Board	For	For
Mgmt	12	Approve Remuneration Policy of Management Board Members	For	For
Mgmt	13	Approve Compensation Report of Corporate Officers	For	For
Mgmt	14	Approve Compensation of Chairman of the Supervisory Board	For	For
Mgmt	15	Approve Compensation of Chairman of the Management Board	For	For
Mgmt	16	Approve Compensation of CFO Management Board Member	For	For
Mgmt	17	Approve Compensation of COO Management Board Member	For	For
Mgmt	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	20	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	21	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## LIVENT CORP.

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Michael F. Barry	For	For
Mgmt	1b	Elect Director Steven T. Merkt	For	For
Mgmt	1c	Elect Director Pablo Marcet	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Declassify the Board of Directors	For	For
Mgmt	5	Eliminate Supermajority Vote Requirements	For	For
Mgmt	6	Amend Certificate of Incorporation to Eliminate Obsolete Provisions	For	For

## LOCALIZA RENT A CAR SA

Meeting: Annual 26/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2021	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Remuneration of Company's Management	For	For
Mgmt	4.1	Elect Carla Alessandra Trematore as Fiscal Council Member and Juliano Lima Pinheiro as Alternate Voter Rationale: An abstention is warranted for management's fiscal council nominees to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidates as further discussed under Items 5.1-5.2.	For	Abstain
Mgmt	4.2	Elect Antonio de Padua Soares Policarpo as Fiscal Council Member and Pierre Carvalho Magalhaes as Alternate Voter Rationale: An abstention is warranted for management's fiscal council nominees to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate as further discussed under Items 5.1-5.2.	For	Abstain
S/holder	5.1	Elect Luiz Carlos Nannini as Fiscal Council Member and Fernando Antonio Lopes Matoso as Alternate Appointed by Minority Shareholder Voter Rationale: A vote in favour is warranted as there are no known concerns regarding the proposed nominees.	None	For
S/holder	5.2	Elect Marco Antonio Mayer Foletto as Fiscal Council Member and Alexandra Leonello Granado as Alternate Appointed by Minority Shareholder Voter Rationale: An abstain vote is warranted as shareholders can only elect a single council member and we have supported the incumbent candidate under 5.1.	None	Abstain
Mgmt	6	Approve Remuneration of Fiscal Council Members	For	For

## Global Voting Record

## LOCALIZA RENT A CAR SA

Meeting: Extraordinary Sh: 26/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Long-Term Incentive Plans Voter Rationale: A vote against is warranted due to reservations about the LTIP structure with particular regard to the matching ratio of 4:1 and lack of disclosure.	For	Against
Mgmt	2	Amend Merger Agreement between the Company and Companhia de Locacao das Americas Approved at the November 12 2020 EGM	For	For
Mgmt	3	Ratify Merger between the Company and Companhia de Locacao das Americas Approved at the November 12 2020 EGM Considering the Terms of the Amendment	For	For
Mgmt	4	Amend Article 3 Re: Corporate Purpose	For	For
Mgmt	5	Amend Article 18	For	For
Mgmt	6	Amend Article 26	For	For
Mgmt	7	Amend Article 27	For	For
Mgmt	8	Consolidate Bylaws	For	For

## MEHADRIN LTD.

Meeting: Special 26/04/2022 Israel

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Michelle Ben Wise as External Director	For	For
Mgmt	A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions as indicated in the proxy card; otherwise vote AGAINST. You may not abstain. If you vote FOR please provide an explanation to your account manager	None	Against
Mgmt	B1	If you are an Interest Holder as defined in Section 1 of the Securities Law 1968 vote FOR. Otherwise vote against.	None	Against
Mgmt	B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law 1968 vote FOR. Otherwise vote against.	None	Against
Mgmt	B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law 1994 vote FOR. Otherwise vote against.	None	Against

## Global Voting Record

## MOODYS CORPORATION

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jorge A. Bermudez	For	For
Mgmt	1b	Elect Director Therese Esperdy	For	For
Mgmt	1c	Elect Director Robert Fauber	For	For
Mgmt	1d	Elect Director Vincent A. Forlenza	For	For
Mgmt	1e	Elect Director Kathryn M. Hill	For	For
Mgmt	1f	Elect Director Lloyd W. Howell Jr.	For	For
Mgmt	1g	Elect Director Raymond W. McDaniel Jr.	For	For
Mgmt	1h	Elect Director Leslie F. Seidman	For	For
Mgmt	1i	Elect Director Zig Serafin	For	For
Mgmt	1j	Elect Director Bruce Van Saun	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## RAZER INC.

Meeting: Court 26/04/2022 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Scheme of Arrangement	For	For

## RAZER INC.

Meeting: Special 26/04/2022 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reduction of the Issued Share Capital by Cancelling Scheme Shares	For	For
Mgmt	2	Approve Issuance of Shares Application of the Credit Arising in the Books of Account Withdrawal of Listing of Shares on the Stock Exchange and Related Transactions	For	For

## Global Voting Record

## REGAL REXNORD CORPORATION

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jan A. Bertsch	For	For
Mgmt	1b	Elect Director Stephen M. Burt	For	For
Mgmt	1c	Elect Director Anesa T. Chaibi	For	For
Mgmt	1d	Elect Director Theodore D. Crandall	For	For
Mgmt	1e	Elect Director Christopher L. Doerr	For	For
Mgmt	1f	Elect Director Michael F. Hilton	For	For
Mgmt	1g	Elect Director Louis V. Pinkham	For	For
Mgmt	1h	Elect Director Rakesh Sachdev	For	For
Mgmt	1i	Elect Director Curtis W. Stoelting	For	For
Mgmt	1j	Elect Director Robin A. Walker-Lee	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

## SECURITY BANK CORP. (PHILIPPINES)

Meeting: Annual 26/04/2022 Philippines

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve the Minutes of the Annual Stockholders' Meeting Held on April 27 2021	For	For
Mgmt	2	Approve the Annual Report	For	For
Mgmt	3	Ratify the Acts Resolutions and Proceedings of the Board of Directors the Board Committees the Management Committees the Officers and Agents of the Corporation as Reflected in the Minutes	For	For
Mgmt	4.1	Elect Diana P. Aguilar as Director	For	For
		Elect Gerard H. Brimo as Director		
Mgmt	4.2	Voter Rationale: A WITHHOLD vote on the election of Gerard H. Brimo (Item 4.2), Enrico S. Cruz (Item 4.3), and Cirilo P. Noel (Item 4.10) is warranted because they serve on the audit committee and the company does not put an auditor resolution for shareholders' approval at the AGM. The absence of an auditor resolution at the AGM significantly reduces the accountability of auditors to shareholders and their say on audit issues. A vote FOR the election of the following director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns: * Diana P. Aguilar (Item 4.1); * Frederick Y. Dy (Item 4.4); * Daniel S. Dy (Item 4.5); * Esther Wileen S. Go (Item 4.6); * Jikyeong Kang (Item 4.7); * Jose Perpetuo M. Lotilla (Item 4.8); * Napoleon L. Nazareno (Item 4.9); * Alfonso L. Salcedo, Jr. (Item 4.11); * Takashi Takeuchi (Item 4.12); * Alberto S. Villarosa (Item 4.13); * Sanjiv Vohra (Item 4.14); and * Kenichi Yamato (Item 4.15).	For	Withhold



## Global Voting Record

Mgmt	4.3	Elect Enrico S. Cruz as Director Voter Rationale: A WITHHOLD vote on the election of Gerard H. Brimo (Item 4.2), Enrico S. Cruz (Item 4.3), and Cirilo P. Noel (Item 4.10) is warranted because they serve on the audit committee and the company does not put an auditor resolution for shareholders' approval at the AGM. The absence of an auditor resolution at the AGM significantly reduces the accountability of auditors to shareholders and their say on audit issues. A vote FOR the election of the following director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns: * Diana P. Aguilar (Item 4.1); * Frederick Y. Dy (Item 4.4); * Daniel S. Dy (Item 4.5); * Esther Wileen S. Go (Item 4.6); * Jikyeong Kang (Item 4.7); * Jose Perpetuo M. Lotilla (Item 4.8); * Napoleon L. Nazareno (Item 4.9); * Alfonso L. Salcedo, Jr. (Item 4.11); * Takashi Takeuchi (Item 4.12); * Alberto S. Villarosa (Item 4.13); * Sanjiv Vohra (Item 4.14); and * Kenichi Yamato (Item 4.15).	For	Withhold
Mgmt	4.4	Elect Frederick Y. Dy as Director	For	For
Mgmt	4.5	Elect Daniel S. Dy as Director	For	For
Mgmt	4.6	Elect Esther Wileen S. Go as Director	For	For
Mgmt	4.7	Elect Jikyeong Kang as Director	For	For
Mgmt	4.8	Elect Jose Perpetuo M. Lotilla as Director	For	For
Mgmt	4.9	Elect Napoleon L. Nazareno as Director	For	For
Mgmt	4.10	Elect Cirilo P. Noel as Director Voter Rationale: A WITHHOLD vote on the election of Gerard H. Brimo (Item 4.2), Enrico S. Cruz (Item 4.3), and Cirilo P. Noel (Item 4.10) is warranted because they serve on the audit committee and the company does not put an auditor resolution for shareholders' approval at the AGM. The absence of an auditor resolution at the AGM significantly reduces the accountability of auditors to shareholders and their say on audit issues. A vote FOR the election of the following director nominees is warranted given the company's compliance with the Securities and Exchange Commission's Code of Corporate Governance on board independence and the absence of other corporate governance concerns: * Diana P. Aguilar (Item 4.1); * Frederick Y. Dy (Item 4.4); * Daniel S. Dy (Item 4.5); * Esther Wileen S. Go (Item 4.6); * Jikyeong Kang (Item 4.7); * Jose Perpetuo M. Lotilla (Item 4.8); * Napoleon L. Nazareno (Item 4.9); * Alfonso L. Salcedo, Jr. (Item 4.11); * Takashi Takeuchi (Item 4.12); * Alberto S. Villarosa (Item 4.13); * Sanjiv Vohra (Item 4.14); and * Kenichi Yamato (Item 4.15).	For	Withhold
Mgmt	4.11	Elect Alfonso L. Salcedo Jr. as Director	For	For
Mgmt	4.12	Elect Takashi Takeuchi as Director	For	For
Mgmt	4.13	Elect Alberto S. Villarosa as Director	For	For
Mgmt	4.14	Elect Sanjiv Vohra as Director	For	For
Mgmt	4.15	Elect Kenichi Yamato as Director	For	For

## Global Voting Record

## SEKISUI HOUSE LTD.

Meeting: Annual 26/04/2022 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 47	For	For
Mgmt	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For
Mgmt	3.1	Elect Director Nakai Yoshihiro	For	For
Mgmt	3.2	Elect Director Horiuchi Yosuke	For	For
Mgmt	3.3	Elect Director Tanaka Satoshi	For	For
Mgmt	3.4	Elect Director Miura Toshiharu	For	For
Mgmt	3.5	Elect Director Ishii Toru	For	For
Mgmt	3.6	Elect Director Yoshimaru Yukiko	For	For
Mgmt	3.7	Elect Director Kitazawa Toshifumi	For	For
Mgmt	3.8	Elect Director Nakajima Yoshimi	For	For
Mgmt	3.9	Elect Director Takegawa Keiko	For	For
Mgmt	3.10	Elect Director Abe Shinichi	For	For
Mgmt	4.1	Appoint Statutory Auditor Ogino Takashi	For	For
Mgmt	4.2	Appoint Statutory Auditor Tsuruta Ryuichi	For	For

## STARHUB LTD.

Meeting: Annual 26/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Elect Nikhil Oommen Jacob Eapen as Director	For	For
Mgmt	3	Elect Ahmad Abdulaziz A A Al-Neama as Director	For	For
Mgmt	4	Elect Lim Tse Ghow Olivier as Director	For	For
Mgmt	5	Elect Ma Kah Woh as Director	For	For
Mgmt	6	Elect Nayantara Bali as Director	For	For
Mgmt	7	Elect Ng Shin Ein as Director	For	For
Mgmt	8	Elect Lionel Yeo Hung Tong as Director	For	For
Mgmt	9	Approve Directors' Remuneration	For	For
Mgmt	10	Approve Final Dividend	For	For
Mgmt	11	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	12	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	13	Approve Grant of Awards and Issuance of Shares Under the StarHub Performance Share Plan 2014 and/or the StarHub Restricted Stock Plan 2014	For	For

## Global Voting Record

## STARHUB LTD.

Meeting: Extraordinary Sh: 26/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorize Share Repurchase Program	For	For
Mgmt	2	Approve Renewal of Mandate for Interested Person Transactions	For	For

## THE GEO GROUP INC.

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Thomas C. Bartzokis	For	For
Mgmt	1.2	Elect Director Jack Brewer	For	For
Mgmt	1.3	Elect Director Anne N. Foreman Voter Rationale: A WITHHOLD vote is warranted for Anne Foreman, the sole incumbent member of the Nominating and Governance Committee, due to the board's adoption of an unduly restrictive exclusive forum provision, which has not been submitted to a shareholder vote. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.4	Elect Director Jose Gordo	For	For
Mgmt	1.5	Elect Director Scott M. Kernan	For	For
Mgmt	1.6	Elect Director Terry Mayotte	For	For
Mgmt	1.7	Elect Director Andrew N. Shapiro	For	For
Mgmt	1.8	Elect Director Julie Myers Wood	For	For
Mgmt	1.9	Elect Director George C. Zoley	For	For
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST the proposal is warranted. Former CEO Zoley transitioned to the role of executive chairman midyear and the company paid him a sizable severance package although he continues to be compensated at an NEO level. In addition, the company amended an agreement to provide for increased retirement benefits to Zoley. Investors may question the decision to amend the former CEO's retirement agreement, particularly as many companies are eliminating such benefits.	For	Against

## THULE GROUP AB

Meeting: Annual 26/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2.a	Designate Hans Christian Bratterud as Inspector of Minutes of Meeting	For	For
Mgmt	2.b	Designate Carolin Forsberg as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	6.b	Receive Consolidated Accounts and Group Auditor's Report		Non Voting
Mgmt	6.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	6.d	Receive Board's Report		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	For	For
Mgmt	7.c1	Approve Discharge of Bengt Baron	For	For
Mgmt	7.c2	Approve Discharge of Mattias Ankarberg	For	For
Mgmt	7.c3	Approve Discharge of Hans Eckerstrom	For	For
Mgmt	7.c4	Approve Discharge of Helene Mellquist	For	For
Mgmt	7.c5	Approve Discharge of Therese Reutersward	For	For
Mgmt	7.c6	Approve Discharge of Helene Willberg	For	For
Mgmt	7.c7	Approve Discharge of CEO Magnus Welander	For	For
Mgmt	7.d	Approve Remuneration Report	For	For
Mgmt	8	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
Mgmt	9	Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chairman and SEK 400 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	10.1	Reelect Hans Eckerstrom as Director	For	For
Mgmt	10.2	Reelect Mattias Ankarberg as Director	For	For
Mgmt	10.3	Reelect Helene Mellquist as Director	For	For
Mgmt	10.4	Reelect Therese Reutersward as Director	For	For
Mgmt	10.5	Reelect Helene Willberg as Director Voter Rationale: After reviewing the director's other mandates, we believe a vote against on the grounds of overboarding is warranted.	For	Against
Mgmt	10.6	Elect Sarah McPhee as New Director	For	For
Mgmt	10.7	Elect Johan Westman as New Director Voter Rationale: We believe a vote against on the grounds of overboarding is warranted.	For	Against
Mgmt	10.8	Elect Hans Eckerstrom as Board Chair Voter Rationale: Vote against the Chair not considered warranted after reviewing his additional mandates.	For	For
Mgmt	11	Approve Remuneration of Auditors	For	For
Mgmt	12	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For

## Global Voting Record

## VALMONT INDUSTRIES INC.

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Kaj den Daas	For	For
Mgmt	1.2	Elect Director James B. Milliken	For	For
Mgmt	1.3	Elect Director Catherine James Paglia	For	For
Mgmt	1.4	Elect Director Ritu Favre	For	For
Mgmt	2	Approve Omnibus Stock Plan	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify Deloitte & Touche LLP as Auditors	For	For

## Global Voting Record

## VITEC SOFTWARE GROUP AB

Meeting: Annual 26/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4	Designate Dick Sundelin as Inspector of Minutes of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	For	For
Mgmt	9.1	Approve Discharge of Board Chair Lars Stenlund	For	For
Mgmt	9.2	Approve Discharge of Board Member Crister Stjernfelt	For	For
Mgmt	9.3	Approve Discharge of Board Member Anna Valtonen	For	For
Mgmt	9.4	Approve Discharge of Board Member Birgitta Johansson-Hedberg	For	For
Mgmt	9.5	Approve Discharge of Board Member Jan Friedman	For	For
Mgmt	9.6	Approve Discharge of Board Member Kaj Sandart	For	For
Mgmt	9.7	Approve Discharge of CEO Olle Backman	For	For
Mgmt	10.1	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	11	Approve Remuneration of Directors in the Amount of SEK 600 000 for Chairman and SEK 210 000 for Other Directors; Approve Remuneration of Auditors	For	For
Mgmt	12.1a	Reelect Lars Stenlund as Director	For	For
Mgmt	12.1b	Reelect Anna Valtonen as Director	For	For
Mgmt	12.1c	Reelect Birgitta Johansson-Hedberg as Director	For	For
Mgmt	12.1d	Reelect Jan Friedman as Director	For	For
Mgmt	12.1e	Reelect Kaj Sandart as Director	For	For
Mgmt	12.1f	Reelect Crister Stjernfelt as Director	For	For
Mgmt	12.2	Elect Lars Stenlund as Board Chair	For	For
Mgmt	13	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	16	Approve Issuance of up to 2.5 Million Class B Shares without Preemptive Rights	For	For
Mgmt	17	Approve Personnel Convertible Debenture Program 2022 for Key Employees	For	For
Mgmt	18	Approve Participation Program 2022 for Key Employees	For	For
Mgmt	19	Approve Non-Employee Director Warrant Plan Voter Rationale: A vote against is warranted as this would compromise independence.	For	Against

## Global Voting Record

## WALLENIOUS WILHELMSEN ASA

Meeting: Annual 26/04/2022 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Notice of Meeting and Agenda	For	For
Mgmt	2	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.15 Per Share	For	For
Mgmt	4	Approve Remuneration Statement	For	For
Mgmt	5	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	6	Approve Remuneration of Auditors	For	For
Mgmt	7	Reelect Rune Bjerke (Chair) and Anna Fellander as Directors; Elect Hans Akervall and Yngvil Eriksson Asheim as Directors	For	For
Mgmt	8	Approve Remuneration of Directors in the Amount of NOK 1.55 Million for Chair and NOK 575 000 for Other Directors Voter Rationale: A vote AGAINST the remuneration proposal for directors under Item 8 is warranted because the proposed fees are considered excessive in comparison with peer group board fees. Votes FOR Items 9 and 10 are warranted due to a lack of concern for the proposed remuneration of the committees.	For	Against
Mgmt	9	Approve Remuneration of Nominating Committee Members	For	For
Mgmt	10	Approve Remuneration of Audit Committee Members	For	For
Mgmt	11	Authorize Share Repurchase Program	For	For
Mgmt	12	Approve Creation of NOK 22 Million Pool of Capital without Preemptive Rights	For	For
Mgmt	13	Amend Articles Re: Editorial Changes	For	For

## Global Voting Record

## WELLS FARGO &amp; COMPANY

Meeting: Annual 26/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Steven D. Black	For	For
Mgmt	1b	Elect Director Mark A. Chancy	For	For
Mgmt	1c	Elect Director Celeste A. Clark	For	For
Mgmt	1d	Elect Director Theodore F. Craver Jr.	For	For
Mgmt	1e	Elect Director Richard K. Davis	For	For
Mgmt	1f	Elect Director Wayne M. Hewett	For	For
Mgmt	1g	Elect Director CeCelia ("CeCe") G. Morken	For	For
Mgmt	1h	Elect Director Maria R. Morris	For	For
Mgmt	1i	Elect Director Felicia F. Norwood	For	For
Mgmt	1j	Elect Director Richard B. Payne Jr.	For	For
Mgmt	1k	Elect Director Juan A. Pujadas	For	For
Mgmt	1l	Elect Director Ronald L. Sargent	For	For
Mgmt	1m	Elect Director Charles W. Scharf	For	For
Mgmt	1n	Elect Director Suzanne M. Vautrinot	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted due to the quantitative pay-for-performance misalignment not being mitigated.	For	Against
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Ratify KPMG LLP as Auditors	For	For
S/holder	5	Adopt Management Pay Clawback Authorization Policy Voter Rationale: A vote against is warranted as the company already has a robust and established policy.	Against	Against
S/holder	6	Report on Incentive-Based Compensation and Risks of Material Losses Voter Rationale: A vote in favour is warranted as additional disclosure would benefit shareholders.	Against	For
S/holder	7	Report on Board Diversity Voter Rationale: A vote against is warranted as the board's governance and nominating committee has commitments to diversified board and the company is not lagging behind peers.	Against	Against
S/holder	8	Report on Respecting Indigenous Peoples' Rights Voter Rationale: A vote in favour is warranted as increased transparency will likely benefit the company and shareholders.	Against	For
S/holder	9	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario Voter Rationale: A vote against is warranted as the company is making commitments to low carbon economy.	Against	Against
S/holder	10	Oversee and Report a Racial Equity Audit Voter Rationale: A vote in favour is warranted as an independent audit would help shareholders better assess the effectiveness of the company's efforts to address the issue of racial inequality.	Against	For
S/holder	11	Report on Charitable Contributions Voter Rationale: A vote against is warranted as sufficient information is already provided.	Against	Against



## Global Voting Record

## WILSON SONS HOLDINGS BRASIL SA

Meeting: Annual 26/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2021	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Remuneration of Company's Management	For	For
Mgmt	4	Approve 6-for-1 Stock Split	For	For
Mgmt	5	Amend Article 5 to Reflect Changes in Capital and Consolidate Bylaws	For	For
Mgmt	6	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law? Voter Rationale: A vote abstain is warranted due to lack of timely disclosure.	None	Abstain

## Global Voting Record

## ALCON AG

Meeting: Annual 27/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	For
Mgmt	4.1	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	4.2	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	For
Mgmt	4.3	Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	For	For
Mgmt	5.1	Reelect Michael Ball as Director and Board Chair	For	For
Mgmt	5.2	Reelect Lynn Bleil as Director	For	For
Mgmt	5.3	Reelect Arthur Cummings as Director	For	For
Mgmt	5.4	Reelect David Endicott as Director	For	For
Mgmt	5.5	Reelect Thomas Glanzmann as Director	For	For
Mgmt	5.6	Reelect Keith Grossman as Director	For	For
Mgmt	5.7	Reelect Scott Maw as Director	For	For
Mgmt	5.8	Reelect Karen May as Director	For	For
Mgmt	5.9	Reelect Ines Poeschel as Director	For	For
Mgmt	5.10	Reelect Dieter Spaelti as Director	For	For
Mgmt	5.11	Elect Raquel Bono as Director	For	For
Mgmt	6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	For
Mgmt	6.2	Reappoint Karen May as Member of the Compensation Committee	For	For
Mgmt	6.3	Reappoint Ines Poeschel as Member of the Compensation Committee	For	For
Mgmt	6.4	Appoint Scott Maw as Member of the Compensation Committee	For	For
Mgmt	7	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	For	For
Mgmt	8	Ratify PricewaterhouseCoopers SA as Auditors	For	For
Mgmt	9	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## Global Voting Record

## AMERIPRISE FINANCIAL INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director James M. Cracchiolo	For	For
Mgmt	1b	Elect Director Dianne Neal Blixt	For	For
Mgmt	1c	Elect Director Amy DiGeso	For	For
Mgmt	1d	Elect Director Lon R. Greenberg	For	For
Mgmt	1e	Elect Director Robert F. Sharpe Jr.	For	For
Mgmt	1f	Elect Director Brian T. Shea	For	For
Mgmt	1g	Elect Director W. Edward Walter III	For	For
Mgmt	1h	Elect Director Christopher J. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## ANI PHARMACEUTICALS INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Robert E. Brown Jr.	For	For
Mgmt	1b	Elect Director Thomas J. Haughey	For	For
Mgmt	1c	Elect Director Nikhil Lalwani	For	For
Mgmt	1d	Elect Director David B. Nash	For	For
Mgmt	1e	Elect Director Antonio R. Pera	For	For
Mgmt	1f	Elect Director Renee P. Tannenbaum	For	For
Mgmt	1g	Elect Director Muthusamy Shanmugam	For	For
Mgmt	1h	Elect Director Jeanne A. Thoma	For	For
Mgmt	1i	Elect Director Patrick D. Walsh	For	For
Mgmt	2	Ratify EisnerAmper LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	For

## Global Voting Record

## APTIV PLC

Meeting: Annual 27/04/2022 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kevin P. Clark	For	For
Mgmt	1b	Elect Director Richard L. Clemmer	For	For
Mgmt	1c	Elect Director Nancy E. Cooper	For	For
Mgmt	1d	Elect Director Joseph L. Hooley	For	For
Mgmt	1e	Elect Director Merit E. Janow	For	For
Mgmt	1f	Elect Director Sean O. Mahoney	For	For
Mgmt	1g	Elect Director Paul M. Meister	For	For
Mgmt	1h	Elect Director Robert K. Ortberg	For	For
Mgmt	1i	Elect Director Colin J. Parris	For	For
Mgmt	1j	Elect Director Ana G. Pinczuk	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## ARCBEST CORPORATION

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Eduardo F. Conrado	For	For
Mgmt	1.2	Elect Director Fredrik J. Eliasson	For	For
Mgmt	1.3	Elect Director Stephen E. Gorman	For	For
Mgmt	1.4	Elect Director Michael P. Hogan	For	For
Mgmt	1.5	Elect Director Kathleen D. McElligott	For	For
Mgmt	1.6	Elect Director Judy R. McReynolds	For	For
Mgmt	1.7	Elect Director Craig E. Philip	For	For
Mgmt	1.8	Elect Director Steven L. Spinner	For	For
Mgmt	1.9	Elect Director Janice E. Stipp	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

## ASSA ABLOY AB

Meeting: Annual 27/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Prepare and Approve List of Shareholders		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive President's Report		Non Voting

## Global Voting Record

Mgmt	8.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	8.c	Receive Board's Report		Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 4.20 Per Share	For	For
Mgmt	9.c1	Approve Discharge of Lars Renstrom	For	For
Mgmt	9.c2	Approve Discharge of Carl Douglas	For	For
Mgmt	9.c3	Approve Discharge of Johan Hjertonsson	For	For
Mgmt	9.c4	Approve Discharge of Sofia Schorling Hogberg	For	For
Mgmt	9.c5	Approve Discharge of Eva Karlsson	For	For
Mgmt	9.c6	Approve Discharge of Lena Olving	For	For
Mgmt	9.c7	Approve Discharge of Joakim Weidemanis	For	For
Mgmt	9.c8	Approve Discharge of Susanne Pahlen Aklundh	For	For
Mgmt	9.c9	Approve Discharge of Rune Hjalm	For	For
Mgmt	9.c10	Approve Discharge of Mats Persson	For	For
Mgmt	9.c11	Approve Discharge of Bjarne Johansson	For	For
Mgmt	9.c12	Approve Discharge of Nadja Wikstrom	For	For
Mgmt	9.c13	Approve Discharge of Birgitta Klasen	For	For
Mgmt	9.c14	Approve Discharge of Jan Svensson	For	For
Mgmt	9.c15	Approve Discharge of CEO Nico Delvaux	For	For
Mgmt	10	Determine Number of Members (9) and Deputy Members (0) of Board	For	For
Mgmt	11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair SEK 1.07 Million for Vice Chair and SEK 860 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	11.b	Approve Remuneration of Auditors	For	For
Mgmt	12	Reelect Lars Renstrom (Chair) Carl Douglas (Vice Chair) Johan Hjertonsson Eva Karlsson Lena Olving Sofia Schorling Hogberg Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Erik Ekudden as New Director	For	For
Mgmt	13	Ratify Ernst & Young as Auditors	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	17	Approve Performance Share Matching Plan LTI 2022	For	For
Mgmt	18	Close Meeting		Non Voting

## Global Voting Record

## BALL CORPORATION

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Dune E. Ives	For	For
Mgmt	1.2	Elect Director Georgia R. Nelson	For	For
Mgmt	1.3	Elect Director Cynthia A. Niekamp	For	For
Mgmt	1.4	Elect Director Todd A. Penegor	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Declassify the Board of Directors	For	For
Mgmt	5	Amend Articles of Incorporation to Permit Shareholders to Amend Bylaws	For	For

## BANCO DO BRASIL SA

Meeting: Annual 27/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Renato da Motta Andrade Neto as Fiscal Council Member	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2021	For	For
Mgmt	3	Approve Allocation of Income and Dividends	For	For
Mgmt	4	Approve Remuneration of Company's Management	For	For
Mgmt	5	Approve Remuneration of Fiscal Council Members	For	For
Mgmt	6	Approve Remuneration of Audit Committee Members	For	For
Mgmt	7	Approve Remuneration of Risk and Capital Committee Members	For	For
Mgmt	8	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

## BANCO DO BRASIL SA

Meeting: Extraordinary Sh: 27/04/2022 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Article 1	For	For
Mgmt	2	Amend Article 2	For	For
Mgmt	3	Amend Article 7	For	For
Mgmt	4	Amend Articles 9 and 10	For	For
Mgmt	5	Amend Articles	For	For
Mgmt	6	Amend Articles 41 42 and 43	For	For
Mgmt	7	Amend Articles 46 and 48	For	For
Mgmt	8	Amend Article 51	For	For
Mgmt	9	Amend Articles	For	For
Mgmt	10	Amend Articles 60 61 and 62	For	For
Mgmt	11	Amend Article 64	For	For
Mgmt	12	In the Event of a Second Call the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	None	For

## Global Voting Record

## BORGWARNER INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Sara A. Greenstein	For	For
Mgmt	1B	Elect Director David S. Haffner	For	For
Mgmt	1C	Elect Director Michael S. Hanley	For	For
Mgmt	1D	Elect Director Frederic B. Lissalde	For	For
Mgmt	1E	Elect Director Paul A. Mascarenas	For	For
Mgmt	1F	Elect Director Shaun E. McAlmont	For	For
Mgmt	1G	Elect Director Deborah D. McWhinney	For	For
Mgmt	1H	Elect Director Alexis P. Michas	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Amend Right to Act by Written Consent	For	For
		Reduce Ownership Threshold for Shareholders to Call Special Meeting		
S/holder	5	Voter Rationale: A vote for is warranted as a lower ownership threshold and removing of the holding period requirement would provide for a more useful special meeting right for shareholders.	Against	For

## BRIXMOR PROPERTY GROUP INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director James M. Taylor Jr.	For	For
Mgmt	1.2	Elect Director John G. Schreiber	For	For
Mgmt	1.3	Elect Director Michael Berman	For	For
Mgmt	1.4	Elect Director Julie Bowerman	For	For
Mgmt	1.5	Elect Director Sheryl M. Crosland	For	For
Mgmt	1.6	Elect Director Thomas W. Dickson	For	For
Mgmt	1.7	Elect Director Daniel B. Hurwitz	For	For
Mgmt	1.8	Elect Director Sandra A. J. Lawrence	For	For
Mgmt	1.9	Elect Director William D. Rahm	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For

## Global Voting Record

## BRUNELLO CUCINELLI SPA

Meeting: Annual 27/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3.1	Approve Remuneration Policy Voter Rationale: Voted against due to a lack of disclosure on performance criteria and targets for ST remuneration.	For	Against
Mgmt	3.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	4	Approve 2022-2024 Stock Grant Plan Voter Rationale: Voted against 4 and 5 due to a lack of disclosure around performance targets.	For	Against
Mgmt	5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2022-2024 Stock Grant Plan	For	Against
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: A vote against is warranted given that the proposed deliberation is not known at this time.	None	Against



## Global Voting Record

## CELLNEX TELECOM SA

Meeting: Annual 27/04/2022 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Non-Financial Information Statement	For	For
Mgmt	3	Approve Treatment of Net Loss	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5.1	Approve Annual Maximum Remuneration	For	For
Mgmt	5.2	Approve Remuneration Policy Voter Rationale: A vote against is warranted due to the introduction of a booster element under the 2022-24 LTIP. The triggers for the booster do not appear to be sufficiently aligned with potential shareholder experience and the award is above market standards.	For	Against
Mgmt	5.3	Approve Grant of Shares to CEO	For	For
Mgmt	6.1	Fix Number of Directors at 11	For	For
Mgmt	6.2	Reelect Tobias Martinez Gimeno as Director	For	For
Mgmt	6.3	Reelect Bertrand Boudewijn Kan as Director	For	For
Mgmt	6.4	Reelect Pierre Blayau as Director	For	For
Mgmt	6.5	Reelect Anne Bouverot as Director	For	For
Mgmt	6.6	Reelect Maria Luisa Guijarro Pinal as Director	For	For
Mgmt	6.7	Reelect Peter Shore as Director	For	For
Mgmt	6.8	Ratify Appointment of and Elect Kate Holgate as Director	For	For
Mgmt	7.1	Amend Article 4 Re: Corporate Website	For	For
Mgmt	7.2	Amend Article 18 Re: Board Term	For	For
Mgmt	7.3	Amend Article 20 Re: Director Remuneration	For	For
Mgmt	7.4	Approve Restated Articles of Association	For	For
Mgmt	8	Approve Exchange of Debt for Equity	For	For
Mgmt	9	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities Excluding Preemptive Rights of up to 10 Percent	For	For
Mgmt	10	Authorize Issuance of Convertible Bonds Debentures Warrants and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For
Mgmt	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	12	Advisory Vote on Remuneration Report	For	For

## Global Voting Record

## COLUMBIA BANKING SYSTEM INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Craig D. Eerkes	For	For
Mgmt	1b	Elect Director Laura Alvarez Schrag	For	For
Mgmt	1c	Elect Director Ford Elsaesser	For	For
Mgmt	1d	Elect Director Mark A. Finkelstein	For	For
Mgmt	1e	Elect Director Eric S. Forrest	For	For
Mgmt	1f	Elect Director Michelle M. Lantow	For	For
Mgmt	1g	Elect Director Randal L. Lund	For	For
Mgmt	1h	Elect Director Tracy Mack-Askew	For	For
Mgmt	1i	Elect Director S. Mae Fujita Numata	For	For
Mgmt	1j	Elect Director Elizabeth W. Seaton	For	For
Mgmt	1k	Elect Director Clint E. Stein	For	For
Mgmt	1l	Elect Director Janine T. Terrano	For	For
Mgmt	2	<p>Advisory Vote to Ratify Named Executive Officers' Compensation</p> <p>Voter Rationale: A vote AGAINST this proposal is warranted. Although the annual and long-term programs are predominantly based on clearly disclosed, quantified goals, there are goal rigor concerns identified under both programs. The CEO's STI opportunity increased, while all but one quantified STI goal was set below the prior year's actual results without a clear and compelling rationale disclosed in the proxy. This is particularly concerning given that payouts were earned near maximum. In addition, relative LTI goals target merely the median without a disclosed cap in the event of negative TSR, and the CEO's LTI opportunity increased amid long-term TSR underperformance.</p>	For	Against
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Global Voting Record

## EATON CORPORATION PLC

Meeting: Annual 27/04/2022 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Craig Arnold	For	For
Mgmt	1b	Elect Director Christopher M. Connor	For	For
Mgmt	1c	Elect Director Olivier Leonetti	For	For
Mgmt	1d	Elect Director Deborah L. McCoy	For	For
Mgmt	1e	Elect Director Silvio Napoli	For	For
Mgmt	1f	Elect Director Gregory R. Page	For	For
Mgmt	1g	Elect Director Sandra Pianalto	For	For
Mgmt	1h	Elect Director Robert V. Pragada	For	For
Mgmt	1i	Elect Director Lori J. Ryerkerk	For	For
Mgmt	1j	Elect Director Gerald B. Smith	For	For
Mgmt	1k	Elect Director Dorothy C. Thompson	For	For
Mgmt	1l	Elect Director Darryl L. Wilson	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Authorize Issue of Equity with Pre-emptive Rights	For	For
Mgmt	5	Authorize Issue of Equity without Pre-emptive Rights	For	For
Mgmt	6	Authorize Share Repurchase of Issued Share Capital	For	For
Mgmt	7	Approve Capitalization and Related Capital Reduction to Create Distributable Reserves	For	For

## ERO COPPER CORP.

Meeting: Annual/Special 27/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Christopher Noel Dunn	For	For
Mgmt	1.2	Elect Director David Strang	For	For
Mgmt	1.3	Elect Director Lyle Braaten	For	For
Mgmt	1.4	Elect Director Steven Busby	For	For
Mgmt	1.5	Elect Director Sally Eyre	For	For
Mgmt	1.6	Elect Director Robert Getz	For	For
Mgmt	1.7	Elect Director Chantal Gosselin	For	For
Mgmt	1.8	Elect Director John Wright	For	For
Mgmt	1.9	Elect Director Matthew Wubs	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

## Global Voting Record

## HOCHTIEF AG

Meeting: Annual 27/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.91 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is considered warranted because: * The pension plans for certain executives are in excess of market practice. * The vesting period for certain performance shares is only two years.	For	Against
Mgmt	7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	8	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
Mgmt	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 51.2 Million Pool of Capital to Guarantee Conversion Rights Voter Rationale: Votes AGAINST the proposed authorizations are warranted because: * The issuance request under Item 9, when combined with the existing authorized capital, would allow for a capital increase without preemptive rights for up to 20 percent of the issued share capital. * The issuance request under Item 10, when combined with the existing authorized capital, would allow for a capital increase without preemptive rights for up to 30 percent of the issued share capital.	For	Against
Mgmt	10	Approve Creation of EUR 65.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voter Rationale: Votes AGAINST the proposed authorizations are warranted because: * The issuance request under Item 9, when combined with the existing authorized capital, would allow for a capital increase without preemptive rights for up to 20 percent of the issued share capital. * The issuance request under Item 10, when combined with the existing authorized capital, would allow for a capital increase without preemptive rights for up to 30 percent of the issued share capital.	For	Against

## Global Voting Record

## JARDINE CYCLE &amp; CARRIAGE LIMITED

Meeting: Annual 27/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4a	Elect Marty Natalegawa as Director	For	For
Mgmt	4b	Elect Steven Phan as Director	For	For
Mgmt	4c	Elect Benjamin Birks as Director	For	For
Mgmt	5	Elect Samuel Tsien as Director	For	For
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7a	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	7b	Authorize Share Repurchase Program	For	For
Mgmt	7c	Approve Renewal of Mandate for Interested Person Transactions	For	For

## LOTTE CHEMICAL TITAN HOLDING BERHAD

Meeting: Annual 27/04/2022 Malaysia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Sa'diah binti Sheikh Bakir as Director	For	For
Mgmt	2	Elect Park Jae Sun as Director	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Approve Directors' Remuneration and Benefits (Excluding Directors' Fees)	For	For
Mgmt	5	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	For	For
Mgmt	7	Amend Constitution	For	For

## LOUISIANA-PACIFIC CORPORATION

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Tracy Embree	For	For
Mgmt	1b	Elect Director Lizanne C. Gottung	For	For
Mgmt	1c	Elect Director Dustan E. McCoy	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Global Voting Record

## MAYR-MELNHOF KARTON AG

Meeting: Annual 27/04/2022 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 3.50 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5	Approve Remuneration of Supervisory Board Members	For	For
Mgmt	6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2022	For	For
Mgmt	7	Approve Remuneration Report	For	For
Mgmt	8	Approve Remuneration Policy	For	For
Mgmt	9	Approve EUR 8 Million of Authorized Capital Increase with or without Exclusion of Preemptive Rights	For	For
Mgmt	10.1	New/Amended Proposals from Shareholders Voter Rationale: A vote against items 10.1 and 10.2 are warranted due to the content of new items or counterproposals being unknown at this time.	None	Against
Mgmt	10.2	New/Amended Proposals from Management and Supervisory Board	None	Against

## MFE-MEDIAFOREUROPE NV

Meeting: Extraordinary Sh: 27/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Receive Explanation on Voluntary Tender Offer Launched by the Company for the Acquisition of the Shares of Mediaset Espana Comunicacion S.A. of Mediaset Espana Comunicacion S.A.		Non Voting
Mgmt	3	Amend Articles of Association	For	For
Mgmt	4	Grant Board Authority to Issue Shares and Exclude Pre-emptive Rights	For	For
Mgmt	5	Allow Questions		Non Voting
Mgmt	6	Close Meeting		Non Voting

## MPC CONTAINER SHIPS ASA

Meeting: Annual 27/04/2022 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	2	Approve Notice of Meeting and Agenda	For	For
Mgmt	3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Omission of Dividends; Consideration of Statement on Corporate Governance	For	For
Mgmt	4	Authorize Board to Distribute Dividends	For	For
Mgmt	5	Approve Remuneration Policy And Other Terms of Employment For Executive Management Voter Rationale: A vote AGAINST this item is warranted because the company has not disclosed short-term bonus criteria, short-term bonus caps, and severance terms.	For	Against
Mgmt	6	Advisory Vote on the Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because the company fails to disclose critical information such as performance metrics, weights, targets and outcome under both the STIP and LTIP.	For	Against
Mgmt	7	Approve Remuneration of Auditors	For	For
Mgmt	8.a	Reelect Ulf Stephan Hollander as Board Chair Voter Rationale: A vote AGAINST Item 8.a is warranted because candidate Ulf Stephan Hollander is overboarded. A vote FOR items 8.b, 8.c, 8.d, and 8.e (candidates Laura Carballo Beautell, Peter Frederiksen, Ellen Hanetho, and Axel Octavio Schroeder), is warranted due to a lack of concern regarding the suitability of these individuals in particular.	For	Against
Mgmt	8.b	Reelect Dr. Axel Octavio Schroede as Director	For	For
Mgmt	8.c	Reelect Ellen Merete Hanetho as Director	For	For
Mgmt	8.d	Reelect Laura Carballo Beautel as Director	For	For
Mgmt	8.e	Reelect Peter Frederiksen as Director	For	For
Mgmt	9	Reelect Paul Gough as Observer to the Board of Directors	For	For
Mgmt	10	Approve Remuneration of Directors in the Amount of NOK 600 000 for Chair and NOK 400 000 for Other Directors	For	For
Mgmt	11	Amend Corporate Purpose	For	For
Mgmt	12	Approve Creation of NOK 110.9 Million Pool of Capital without Preemptive Rights Voter Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.	For	Against
Mgmt	13	Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 110.9 Million Pool of Capital to Guarantee Conversion Rights Voter Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.	For	Against

## Global Voting Record

## OASIS PETROLEUM INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Douglas E. Brooks	For	For
Mgmt	1b	Elect Director Daniel E. Brown	For	For
Mgmt	1c	Elect Director Samantha Holroyd	For	For
Mgmt	1d	Elect Director John Jacobi	For	For
Mgmt	1e	Elect Director N. John Lancaster Jr.	For	For
Mgmt	1f	Elect Director Robert McNally	For	For
Mgmt	1g	Elect Director Cynthia Walker	For	For
Mgmt	1h	Elect Director Marguerite N. Woung-Chapman	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## OFG BANCORP

Meeting: Annual 27/04/2022 Puerto Rico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Julian S. Inclan	For	For
Mgmt	1.2	Elect Director Jose R. Fernandez	For	For
Mgmt	1.3	Elect Director Jorge Colon-Gerena	For	For
Mgmt	1.4	Elect Director Nestor de Jesus	For	For
Mgmt	1.5	Elect Director Annette Franqui	For	For
Mgmt	1.6	Elect Director Susan Harnett	For	For
Mgmt	1.7	Elect Director Edwin Perez	For	For
Mgmt	1.8	Elect Director Rafael Velez	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For



## Global Voting Record

## OIL &amp; NATURAL GAS CORP. LTD.

Meeting: Special 27/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Material Related Party Transactions with ONGC Tripura Power Company Limited (OTPC)	For	For
Mgmt	2	Approve Material Related Party Transactions with ONGC Petro additions Limited (OPaL)	For	For
Mgmt	3	Approve Material Related Party Transactions with Petronet LNG Limited (PLL)	For	For
Mgmt	4	Approve Material Related Party Transactions with Oil and Natural Gas Corporation Employees Contributory Provident Fund (OECPF) Trust	For	For
Mgmt	5	Elect Syamchand Ghosh as Director	For	For
Mgmt	6	Elect Vysaraju Ajit Kumar Raju as Director	For	For
Mgmt	7	Elect Manish Pareek as Director	For	For
Mgmt	8	Elect Reena Jaitly as Director	For	For
Mgmt	9	Elect Prabhaskar Rai as Director	For	For
Mgmt	10	Elect Madhav Singh as Director	For	For

## OMV PETROM SA

Meeting: Annual 27/04/2022 Romania

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Standalone Financial Statements and Statutory Reports for Fiscal Year 2021	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports for Fiscal Year 2021	For	For
Mgmt	3	Approve Annual Report for Fiscal Year 2021	For	For
Mgmt	4.a	Approve Allocation of Income	For	For
Mgmt	4.b	Approve Dividends' Distribution	For	For
Mgmt	5	Approve Provisionary Budget for Fiscal Year 2022	For	For
Mgmt	6	Approve Discharge of Management and Supervisory Boards	For	For
Mgmt	7.1	Elect Alfred Stern as Supervisory Board Member Voter Rationale: We believe a vote against board members in 7.1 and 7.2 is warranted due to a lack of board independence.	For	Against
Mgmt	7.2	Elect Martijn Arjen van Koten as Supervisory Board Member	For	Against
Mgmt	8	Approve Remuneration Report for Fiscal Year 2021	For	For
Mgmt	9	Approve Remuneration Policy Voter Rationale: We believe a vote against is warranted due to the lack of disclosure.	For	Against
Mgmt	10	Approve Remuneration of Supervisory Board Members and General Limits for Additional Remuneration of Supervisory Board Members	For	For
Mgmt	11.a	Ratify Auditor	For	For
Mgmt	11.b	Fix Remuneration of Auditor for Fiscal Year 2022	For	For
Mgmt	12	Approve Meeting's Record Date and Ex-Date	For	For
Mgmt	13	Approve Dividends' Payment Date	For	For
Mgmt	14	Authorize Filing of Required Documents	For	For

## Global Voting Record

## OMV PETROM SA

Meeting: Extraordinary Sh: 27/04/2022 Romania

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Capital Increase in Connection with In-Kind Contribution of Land Plots	For	For
Mgmt	2	Initiate Procedure for Capital Increase in Connection with Contribution in Kind of Land Plots	For	For
Mgmt	3	Approve Appointment of Darian DRS SA as Expert Valuator to Assess Value of Land Plots	For	For
Mgmt	4.1	Delegate Powers to Board to Increase Capital in Connection with In-Kind Contribution of Land Plots	For	For
Mgmt	4.2	Empower Representatives to Complete Formalities Pursuant to Capital Increase Above	For	For
Mgmt	5.1	Authorize Share Capital Increase with Preemptive Rights	For	For
Mgmt	5.2	Amend Article 7 Re: Equity-Related	For	For
Mgmt	5.3	Delegate Powers to Board to Sign Amended Bylaws	For	For
Mgmt	6	Approve Meeting's Record Date and Ex-Date	For	For
Mgmt	7	Authorize Filing of Required Documents/Other Formalities	For	For

## PILGRIMS PRIDE CORPORATION

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Gilberto Tomazoni Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni, Andre Nogueira de Souza, and Vincent Trius for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1b	Elect Director Vincent Trius Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni, Andre Nogueira de Souza, and Vincent Trius for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1c	Elect Director Andre Nogueira de Souza Voter Rationale: WITHHOLD votes are warranted for Gilberto Tomazoni, Andre Nogueira de Souza, and Vincent Trius for serving as non-independent members of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1d	Elect Director Farha Aslam	For	For
Mgmt	1e	Elect Director Joanita Karoleski	For	For
Mgmt	1f	Elect Director Raul Padilla	For	For
Mgmt	2a	Elect Director Wallim Cruz de Vasconcellos Junior	For	For
Mgmt	2b	Elect Director Arquimedes A. Celis	For	For
Mgmt	2c	Elect Director Ajay Menon	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify KPMG LLP as Auditors	For	For

## SACYR SA

Meeting: Annual 27/04/2022 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For

## Global Voting Record

Mgmt	2	Approve Non-Financial Information Statement	For	For
Mgmt	3	Approve Treatment of Net Loss	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Appoint PricewaterhouseCoopers as Auditor	For	For
Mgmt	6.1	Reelect Maria Jesus de Jaen Beltra as Director	For	For
		Reelect Demetrio Carceller Arce as Director		
		Voter Rationale: A vote FOR Items 6.1, 6.3, and 6.5 is warranted due to a lack of concerns about the independent director nominees. A vote AGAINST the reelection of I-NED and chairman of the nomination and remuneration committee Augusto Delkader Teig under Item 6.4 is warranted because: * The board composition does not comply with the minimum requirements on gender diversity. * He has been chairing the nomination and remuneration committee since 2015 and the company has been maintaining poor remuneration practices evidenced by significant dissent on remuneration-related items, which suggest that the board and the committee he chairs have not been responsive to shareholder concerns. A vote AGAINST the reelection of NI-NED Carceller under Item 6.2 is warranted, because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.		
Mgmt	6.2		For	Against
		Reelect Juan Maria Aguirre Gonzalo as Director		
Mgmt	6.3		For	For
		Reelect Augusto Delkader Teig as Director		
		Voter Rationale: A vote FOR Items 6.1, 6.3, and 6.5 is warranted due to a lack of concerns about the independent director nominees. A vote AGAINST the reelection of I-NED and chairman of the nomination and remuneration committee Augusto Delkader Teig under Item 6.4 is warranted because: * The board composition does not comply with the minimum requirements on gender diversity. * He has been chairing the nomination and remuneration committee since 2015 and the company has been maintaining poor remuneration practices evidenced by significant dissent on remuneration-related items, which suggest that the board and the committee he chairs have not been responsive to shareholder concerns. A vote AGAINST the reelection of NI-NED Carceller under Item 6.2 is warranted, because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.		
Mgmt	6.4		For	Against
		Reelect Jose Joaquin Guell Ampuero as Director		
Mgmt	6.5		For	For
		Advisory Vote on Remuneration Report		
		Voter Rationale: A vote AGAINST this item is warranted because: * The company's contribution to the chair/CEO's pension scheme of c. 92 percent of salary are deemed excessive. * The board keeps on withholding performance outcome information under the STI and LTI schemes. Mitigating, variable remuneration payouts appear aligned with company performance. * In March 2022, LTI awards vested after two years. * The board's explanation on how it has considered shareholder vote on the company's remuneration report lacks substance.		
Mgmt	7		For	Against
		Approve Remuneration Policy		
		Voter Rationale: A vote AGAINST this item is warranted because: * The chair/CEO's pension plan, which is not amended, entails excessive company contributions. * This new policy maintains the principle of possible extraordinary, uncapped awards in connection with 'singular' operations or achievements. * The proposed policy includes the supplemental LTIP. The board has not provided a compelling explanation as to why this scheme would further align the chair/CEO's remuneration package with shareholder interest. * The new policy introduces the 'dedication program' approved by the board in October 2021 under which the chair/CEO will receive payments upon termination of his functions. This settlement, which is incompatible with any other severance payment, is not subject to any policy-stipulated cap. * The aforementioned concerns suggest that proposed remuneration policy does not address shareholder dissent over the company's pay practices.		
Mgmt	8		For	Against

## Global Voting Record

Mgmt	9	Approve Grant of Shares under 2020-2025 Long-Term Incentive Plan and Variable Remuneration Plan Voter Rationale: A vote AGAINST this item is warranted, in line with the vote recommendation to Items 7 and 8.	For	Against
Mgmt	10.1	Approve Scrip Dividends	For	For
Mgmt	10.2	Approve Scrip Dividends	For	For
Mgmt	11	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## SANTANDER BANK POLSKA SA

Meeting: Annual 27/04/2022 Poland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Meeting Chairman	For	For
Mgmt	3	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Approve Financial Statements	For	For
Mgmt	6	Approve Consolidated Financial Statements	For	For
Mgmt	7	Approve Management Board Report on Company's and Group's Operations	For	For
Mgmt	8	Approve Allocation of Income and Dividends	For	For
Mgmt	9.1	Approve Discharge of Michal Gajewski (CEO)	For	For
Mgmt	9.2	Approve Discharge of Andrzej Burliga (Deputy CEO)	For	For
Mgmt	9.3	Approve Discharge of Lech Galkowski (Management Board Member)	For	For
Mgmt	9.4	Approve Discharge of Michael McCarthy (Deputy CEO)	For	For
Mgmt	9.5	Approve Discharge of Patryk Nowakowski (Management Board Member)	For	For
Mgmt	9.6	Approve Discharge of Juan de Porras Aguirre (Deputy CEO)	For	For
Mgmt	9.7	Approve Discharge of Arkadiusz Przybyl (Deputy CEO)	For	For
Mgmt	9.8	Approve Discharge of Carlos Polaino Izquierdo (Management Board Member)	For	For
Mgmt	9.9	Approve Discharge of Maciej Reluga (Management Board Member)	For	For
Mgmt	9.10	Approve Discharge of Dorota Strojowska (Management Board Member)	For	For
Mgmt	10	Approve Remuneration Report Voter Rationale: Voted against due to a lack of disclosure.	For	Against
Mgmt	11	Approve Supervisory Board Reports	For	For
Mgmt	12.1	Approve Discharge of Antonio Escamez Torres (Supervisory Board Chairman)	For	For
Mgmt	12.2	Approve Discharge of Gerry Byrne (Supervisory Board Chairman)	For	For
Mgmt	12.3	Approve Discharge of Dominika Bettman (Supervisory Board Member)	For	For
Mgmt	12.4	Approve Discharge of Jose Garcia Cantera (Supervisory Board Member)	For	For
Mgmt	12.5	Approve Discharge of Danuta Dabrowska (Supervisory Board Member)	For	For
Mgmt	12.6	Approve Discharge of Isabel Guerreiro (Supervisory Board Member)	For	For
Mgmt	12.7	Approve Discharge of David Hexter (Supervisory Board Member)	For	For
Mgmt	12.8	Approve Discharge of Jose Luis De Mora (Supervisory Board Deputy Chairman)	For	For
Mgmt	12.9	Approve Discharge of John Power (Supervisory Board Member)	For	For
Mgmt	12.10	Approve Discharge of Jerzy Surma (Supervisory Board Member)	For	For

## Global Voting Record

Mgmt	12.11	Approve Discharge of Marynika Woroszyńska-Sapieha (Supervisory Board Member)	For	For
Mgmt	13	Approve Performance Share Plan Voter Rationale: Voted against given that the performance criteria lack measurable targets.	For	Against
Mgmt	14	Amend Remuneration Policy Voter Rationale: Voted against due to the limited disclosure and concerns around discretionary bonuses.	For	Against
Mgmt	15	Fix Maximum Variable Compensation Ratio	For	For
Mgmt	16	Approve Implementation of Best Practice for WSE Listed Companies 2021 by Company	For	For
Mgmt	17	Receive Information on Amendments of Policy on Assessment of Suitability of Supervisory Board Members		Non Voting
Mgmt	18	Receive Information on Amendments in Regulations on Supervisory Board		Non Voting
Mgmt	19	Close Meeting		Non Voting

## SEMPERIT HOLDING AG

Meeting: Annual 27/04/2022 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5	Ratify Ernst & Young Auditors for Fiscal Year 2022	For	For
Mgmt	6.1	Approve Decrease in Size of Supervisory Board to Six Members	For	For
Mgmt	6.2	Elect Herbert Ortner as Supervisory Board Member Voter Rationale: A vote AGAINST the proposed nominee is warranted because the company has failed to establish a sufficiently independent remuneration committee and audit committee.	For	Against
Mgmt	7	Approve Remuneration Report	For	For
Mgmt	8	Approve Remuneration Policy Voter Rationale: A vote AGAINST the proposed remuneration policy is warranted because: * The proposed policy contains significant scope for the award of discretionary payments, which represent a serious breach of market practice. * The compensation committee of the supervisory board is completely non-independent.	For	Against
Mgmt	9	Approve Remuneration of Supervisory Board Members	For	For
Mgmt	10.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	10.2	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	11.1	New/Amended Proposals from Shareholders	None	Against
Mgmt	11.2	New/Amended Proposals from Management and Supervisory Board	None	Against

## Global Voting Record

## SIGNATURE BANK

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Derrick D. Cephas	For	For
Mgmt	1.2	Elect Director Judith A. Huntington	For	For
Mgmt	1.3	Elect Director Eric R. Howell	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Authorize Share Repurchase Program	For	For
Mgmt	5	Declassify the Board of Directors	For	For

## SINOERT HOLDINGS LIMITED

Meeting: Special 27/04/2022 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Framework Agreement Proposed Annual Cap and Related Transactions	For	For

## SWEDISH MATCH AB

Meeting: Annual 27/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Designate Peter Lundkvist and Filippa Gerstadt Inspectors of Minutes of Meeting	For	For
Mgmt	4	Acknowledge Proper Convening of Meeting	For	For
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of SEK 1.86 Per Share	For	For
Mgmt	9.a	Approve Discharge of Charles A. Blixt	For	For
Mgmt	9.b	Approve Discharge of Andrew Cripps	For	For
Mgmt	9.c	Approve Discharge of Jacqueline Hoogerbrugge	For	For
Mgmt	9.d	Approve Discharge of Conny Carlsson	For	For
Mgmt	9.e	Approve Discharge of Alexander Lacik	For	For
Mgmt	9.f	Approve Discharge of Pauline Lindwall	For	For
Mgmt	9.g	Approve Discharge of Wenche Rolfsen	For	For
Mgmt	9.h	Approve Discharge of Joakim Westh	For	For
Mgmt	9.i	Approve Discharge of Patrik Engelbrektsson	For	For
Mgmt	9.j	Approve Discharge of Par-Ola Olausson	For	For
Mgmt	9.k	Approve Discharge of Dragan Popovic	For	For
Mgmt	9.l	Approve Discharge of CEO Lars Dahlgren	For	For
Mgmt	10	Determine Number of Members (7) and Deputy Members (0) of Board	For	For

## Global Voting Record

Mgmt	11	Approve Remuneration of Directors in the Amount of SEK 2.36 million to Chair and SEK 945 000 to Other Directors; Approve Remuneration for Committee Work Voter Rationale: A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.	For	Against
Mgmt	12.a	Reelect Charles A. Blixt as Director	For	For
Mgmt	12.b	Reelect Jacqueline Hoogerbrugge as Director	For	For
Mgmt	12.c	Reelect Conny Carlsson as Director	For	For
Mgmt	12.d	Reelect Alexander Lacik as Director	For	For
Mgmt	12.e	Reelect Pauline Lindwall as Director	For	For
Mgmt	12.f	Reelect Joakim Westh as Director	For	For
Mgmt	12.g	Elect Sanna Suvanto-Harsaae as New Director Voter Rationale: A vote FOR candidates, Charles A. Blixt (12.a), Jacqueline Hoogerbrugge (12.b), Conny Karlsson (12.c) Alexander Lacik (12.d), Pauline Lindwall (12.e) and Joakim Westh (12.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Sanna Mari Suvanto-Harsaae (12.g) warranted because candidate is overboarded.	For	Against
Mgmt	12.h	Reelect Conny Karlsson as Board Chair	For	For
Mgmt	13	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	14	Approve Remuneration of Auditors	For	For
Mgmt	15	Ratify Deloitte as Auditors	For	For
Mgmt	16.a	Approve SEK 13.5 Million Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity	For	For
Mgmt	16.b	Approve Capitalization of Reserves of SEK 13.5 Million for a Bonus Issue	For	For
Mgmt	17	Authorize Share Repurchase Program	For	For
Mgmt	18	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	19	Approve Issuance of Shares up to 10 Per cent of Share Capital without Preemptive Rights	For	For

## TEXTRON INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Scott C. Donnelly	For	For
Mgmt	1b	Elect Director Richard F. Ambrose	For	For
Mgmt	1c	Elect Director Kathleen M. Bader	For	For
Mgmt	1d	Elect Director R. Kerry Clark	For	For
Mgmt	1e	Elect Director James T. Conway	For	For
Mgmt	1f	Elect Director Ralph D. Heath	For	For
Mgmt	1g	Elect Director Deborah Lee James	For	For
Mgmt	1h	Elect Director Lionel L. Nowell III	For	For
Mgmt	1i	Elect Director James L. Ziemer	For	For
Mgmt	1j	Elect Director Maria T. Zuber	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
S/holder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.	Against	For

## Global Voting Record

## THE CHEMOURS CO.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Curtis V. Anastasio	For	For
Mgmt	1b	Elect Director Bradley J. Bell	For	For
Mgmt	1c	Elect Director Mary B. Cranston	For	For
Mgmt	1d	Elect Director Curtis J. Crawford	For	For
Mgmt	1e	Elect Director Dawn L. Farrell	For	For
Mgmt	1f	Elect Director Erin N. Kane	For	For
Mgmt	1g	Elect Director Sean D. Keohane	For	For
Mgmt	1h	Elect Director Mark E. Newman	For	For
Mgmt	1i	Elect Director Guillaume Pepy	For	For
Mgmt	1j	Elect Director Sandra Phillips Rogers	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Advisory Vote on Say on Pay Frequency	One Year	One Year
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## VICI PROPERTIES INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director James R. Abrahamson	For	For
Mgmt	1b	Elect Director Diana F. Cantor	For	For
Mgmt	1c	Elect Director Monica H. Douglas	For	For
Mgmt	1d	Elect Director Elizabeth I. Holland	For	For
Mgmt	1e	Elect Director Craig Macnab	For	For
Mgmt	1f	Elect Director Edward B. Pitoniak	For	For
Mgmt	1g	Elect Director Michael D. Rumbolz	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For



## Global Voting Record

## VITROLIFE AB

Meeting: Annual 27/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive President's Report		Non Voting
Mgmt	8.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 0.80 Per Share	For	For
Mgmt	9.c	Approve Discharge of Board and President	For	For
Mgmt	10	Receive Nomination Committee's Report		Non Voting
Mgmt	11	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	12	Approve Remuneration of Directors in the Amount of SEK 1 200 000 for Chairman and SEK 400 000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	For
Mgmt	13	Reelect Lars Holmqvist Pia Marions Henrik Blomquist Karen Lykke Sorensen Vesa Koskinen and Jon Sigurdsson (Chair) as Directors	For	For
Mgmt	14	Amend Articles Re: Postal Voting	For	For
Mgmt	15	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	16	Approve Issuance of up to 13.54 Million Shares without Preemptive Rights	For	For
Mgmt	17	Authorize Share Repurchase Program	For	For
Mgmt	18	Approve Remuneration Report	For	For
Mgmt	19.a	Approve Performance Share Plan LTIP 2022 for Key Employees	For	For
Mgmt	19.b	Approve Issuance of Warrants	For	For
Mgmt	19.c	Approve Transfer of Shares and/or Warrants	For	For
Mgmt	19.d	Approve Alternative Equity Plan Financing Voter Rationale: We feel a vote against this item is warranted due to the potential for additional costs relative to Items 19.b and 19.c.	For	Against
Mgmt	20	Close Meeting		Non Voting

## Global Voting Record

## W.W. GRAINGER INC.

Meeting: Annual 27/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Rodney C. Adkins	For	For
Mgmt	1.2	Elect Director V. Ann Hailey	For	For
Mgmt	1.3	Elect Director Katherine D. Jaspon	For	For
Mgmt	1.4	Elect Director Stuart L. Levenick	For	For
Mgmt	1.5	Elect Director D.G. Macpherson	For	For
Mgmt	1.6	Elect Director Neil S. Novich	For	For
Mgmt	1.7	Elect Director Beatriz R. Perez	For	For
Mgmt	1.8	Elect Director Michael J. Roberts	For	For
Mgmt	1.9	Elect Director E. Scott Santi	For	For
Mgmt	1.10	Elect Director Susan Slavik Williams	For	For
Mgmt	1.11	Elect Director Lucas E. Watson	For	For
Mgmt	1.12	Elect Director Steven A. White	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For

## A2A SPA

Meeting: Annual 28/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Approve Remuneration Policy	For	For
Mgmt	2.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against

## Global Voting Record

## AGCO CORPORATION

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Michael C. Arnold	For	For
Mgmt	1.2	Elect Director Sondra L. Barbour	For	For
Mgmt	1.3	Elect Director Suzanne P. Clark	For	For
Mgmt	1.4	Elect Director Bob De Lange	For	For
Mgmt	1.5	Elect Director Eric P. Hansotia	For	For
Mgmt	1.6	Elect Director George E. Minnich	For	For
Mgmt	1.7	Elect Director Niels Porksen	For	For
Mgmt	1.8	Elect Director David Sagehorn	For	For
Mgmt	1.9	Elect Director Mallika Srinivasan	For	For
Mgmt	1.10	Elect Director Matthew Tsien	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

## APG SGA SA

Meeting: Annual 28/04/2022 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Auditor's Report		Non Voting
Mgmt	2.1	Accept Annual Report	For	For
Mgmt	2.2	Accept Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 11.00 per Share	For	For
Mgmt	4	Approve Discharge of Board and Senior Management	For	For
		Reelect Daniel Hofer as Director		
		Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.		
Mgmt	5.1		For	Against

## Global Voting Record

Mgmt	5.2	<p>Reelect Xavier Le Clef as Director  Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.</p>	For	Against
Mgmt	5.3	<p>Reelect Maya Bundt as Director  Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.</p>	For	Against
Mgmt	5.4	<p>Reelect Jolanda Grob as Director  Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.</p>	For	Against
Mgmt	5.5	<p>Reelect Stephane Prigent as Director  Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.</p>	For	Against

## Global Voting Record

Mgmt	5.6	<p>Reelect Markus Scheidegger as Director</p> <p>Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.</p>	For	Against
Mgmt	6	<p>Reelect Daniel Hofer as Board Chair</p> <p>Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.</p>	For	Against
Mgmt	7.1	<p>Reappoint Jolanda Grob as Member of the Compensation Committee</p> <p>Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.</p>	For	Against
Mgmt	7.2	<p>Reappoint Markus Scheidegger as Member of the Compensation Committee</p> <p>Voter Rationale: Board elections (Items 5.1-5.6) Votes AGAINST the non-independent nominees: Daniel Hofer, Maya Bundt, Jolanda Grob, Xavier Le Clef, Stephane Prigent, and Markus Scheidegger are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Maya Bundt and Stephane Prigent, are further warranted due to the failure to establish a majority-independent committee and because Prigent serves as chair. Board chair election (Item 6) A vote AGAINST Daniel Hofer as board chair is warranted because he holds an excessive number of mandates at listed companies and because his election to the board does not warrant support. Committee elections (Items 7.1-7.2) Votes AGAINST the non-independent nominees, Jolanda Grob and Markus Scheidegger, are warranted because their elections to the board do not warrant support and due to the failure to establish a majority-independent committee.</p>	For	Against

## Global Voting Record

Mgmt	8	Approve Remuneration of Directors in the Amount of CHF 853 000	For	For
Mgmt	9	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.3 Million	For	For
		Approve Variable Remuneration of Executive Committee in the Amount of CHF 931 000		
		Voter Rationale: Fixed compensation (Item 9) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Variable compensation (ex-post) (Item 10) A vote AGAINST this proposal is warranted because: * The board has used discretion for a second, consecutive year to maintain variable payouts, and this has not been well explained. * There is limited ex-post disclosure to explain the evolution of variable payouts versus company performance, as well as the application of the long-term incentive plan.		
Mgmt	10		For	Against
Mgmt	11	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	12	Designate Costin van Berchem as Independent Proxy	For	For
		Transact Other Business (Voting)		
		Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.		
Mgmt	13		For	Against

## Global Voting Record

## AXA SA

Meeting: Annual/Special 28/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.54 per Share	For	For
Mgmt	4	Approve Compensation Report of Corporate Officers	For	For
Mgmt	5	Approve Compensation of Denis Duverne Chairman of the Board	For	For
Mgmt	6	Approve Compensation of Thomas Buberl CEO	For	For
Mgmt	7	Approve Remuneration Policy of CEO	For	For
Mgmt	8	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	9	Approve Remuneration Policy of Directors	For	For
Mgmt	10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	11	Reelect Thomas Buberl as Director	For	For
Mgmt	12	Reelect Rachel Duan as Director	For	For
Mgmt	13	Reelect Andre Francois-Poncet as Director	For	For
Mgmt	14	Ratify Appointment of Clotilde Delbos as Director	For	For
Mgmt	15	Elect Gerald Harlin as Director	For	For
Mgmt	16	Elect Rachel Picard as Director	For	For
Mgmt	17	Appoint Ernst & Young Audit as Auditor	For	For
Mgmt	18	Appoint Picarle et Associates as Alternate Auditor	For	For
Mgmt	19	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.1 Million	For	For
Mgmt	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	For	For
Mgmt	23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	For
Mgmt	24	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	For	For
Mgmt	25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	26	Amend Article 10 of Bylaws Re: Directors Length of Term	For	For
Mgmt	27	Amend Article 3 of Bylaws Re: Corporate Purpose	For	For
Mgmt	28	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## AZIMUT HOLDING SPA

Meeting: Annual/Special 28/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Amend Articles of Association to Extend the Term of the Company	For	For
Mgmt	1.2	Amend Articles Re: Article 18	For	For
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3.1	Fix Number of Directors	For	For
Mgmt	3.2	Fix Board Terms for Directors	For	For
S/holder	3.3	Slate Submitted by Timone Fiduciaria Srl	None	For
S/holder	3.4	Elect Pietro Giuliani as Board Chair	None	For
S/holder	3.5	Approve Remuneration of Directors	None	Against
S/holder	4.1.1	Slate 1 Submitted by Timone Fiduciaria Srl	None	Against
S/holder	4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	4.2	Appoint Chairman of Internal Statutory Auditors	None	For
S/holder	4.3	Approve Internal Auditors' Remuneration	None	For
Mgmt	5.1	Approve E&Y SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5.2	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	7.1	Approve Remuneration Policy	For	For
Mgmt	7.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against



## Global Voting Record

## BARCO NV

Meeting: Annual 28/04/2022 Belgium

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Directors' and Auditors' Reports (Non-Voting)		Non Voting
Mgmt	2	Approve Financial Statements Allocation of Income and Dividends of EUR 0.40 per Share	For	For
Mgmt	3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting
		Approve Remuneration Policy Voter Rationale: A vote AGAINST is warranted because: * Option plan does not have clearly disclosed caps. Although the company does not consider option grants to fall under variable remuneration, it is unclear what the annual grant of option entails and whether a clear cap is applicable. Although we recognize the company is annually requesting shareholder approval for the specific allocation of a number of options, concerns are raised over the absence of clear disclosure of a cap. * Unclear performance metrics. The policy does not clearly define financial and non-financial (including sustainability) metrics for both the STI and cash LTIP, which does not allow shareholders to assess the stringency of the performance metrics. * Discretion. In deviation of market practices the proposed policy gives discretion to the board to grant exceptional bonuses or equity grants in a recruiting or acquisition context. We do note that the company updated its derogation clause defining which situations may be considered exceptional and to which extent performance criteria and variable remuneration may be modified. Shareholders generally believe that remuneration policies should avoid too much discretion to the board in determining exceptional awards or deviations with further assurance.		
Mgmt	4.1		For	Against
Mgmt	4.2	Approve Remuneration Report	For	For
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6	Approve Discharge of Auditors	For	For
Mgmt	7	Indicate Adisys Corporation Permanently Represented by Ashok K. Jain as Independent Director	For	For
Mgmt	8	Approve Remuneration of Directors	For	For
Mgmt	9	Approve Stock Option Plan	For	For

## BIOTAGE AB

Meeting: Annual 28/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2.1	Designate Joachim Spetz as Inspector of Minutes of Meeting	For	For
Mgmt	2.2	Designate Christoffer Geijer as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of SEK 1.55 Per Share	For	For
Mgmt	9.1	Approve Discharge of Torben Jorgensen	For	For
Mgmt	9.2	Approve Discharge of Peter Ehrenheim	For	For
Mgmt	9.3	Approve Discharge of Thomas Eklund	For	For

## Global Voting Record

Mgmt	9.4	Approve Discharge of Karolina Lawitz	For	For
Mgmt	9.5	Approve Discharge of Asa Hedin	For	For
Mgmt	9.6	Approve Discharge of Mark Bradley	For	For
Mgmt	9.7	Approve Discharge of Dan Menasco	For	For
Mgmt	9.8	Approve Discharge of Patrik Servin	For	For
Mgmt	9.9	Approve Discharge of Annika Gardlund	For	For
Mgmt	9.10	Approve Discharge of Love Amcoff	For	For
Mgmt	9.11	Approve Discharge of CEO Tomas Blomquist	For	For
Mgmt	10	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	For	For
Mgmt	11.1	Approve Remuneration of Directors in the Amount of SEK 725 000 for Chair and SEK 300 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	11.2	Approve Remuneration of Auditors	For	For
Mgmt	12.1	Reelect Torben Jorgensen as Director	For	For
Mgmt	12.2	Reelect Peter Ehrenheim as Director	For	For
Mgmt	12.3	Reelect Karolina Lawitz as Director	For	For
		Reelect Asa Hedin as Director		
Mgmt	12.4	Voter Rationale: A vote FOR candidates Torben Jorgensen (12.1), Peter Ehrenheim (12.2), Karolina Lawitz (12.3), Mark Bradley (12.5), Karen Lykke Sørensen (12.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.4 is warranted because Asa Hedin is overboarded.	For	Against
Mgmt	12.5	Reelect Mark Bradley as Director	For	For
Mgmt	12.6	Reelect Karen Lykke Sorensen as Director	For	For
Mgmt	12.7	Reelect Torben Jorgensen as Board Chair	For	For
Mgmt	13	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	14	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	15	Approve Remuneration Report	For	For
Mgmt	16	Approve Performance Share Plan for Key Employees	For	For
Mgmt	17.a	Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal) Voter Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.	For	Against
Mgmt	17.b	Approve Issuance of up to 10 Percent of Issued Common Shares without Preemptive Rights (Secondary Proposal)	For	For

## BOLSA MEXICANA DE VALORES SAB DE CV

Meeting: Annual		28/04/2022	Mexico	
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1.1	Approve CEO's Report and External Auditor's Report	For	For
Mgmt	1.1.2	Approve Board's Report on Operations and Results of Company	For	For
Mgmt	1.1.3	Approve Board's Opinion on CEO's Report	For	For
Mgmt	1.1.4	Approve to Add Copy of Reports Mentioned in Previous Items and Opinion to Minutes of Meeting	For	For
Mgmt	1.2	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	For	For
Mgmt	1.3	Approve Report on Activities and Operations Undertaken by Board	For	For
Mgmt	1.4	Approve Individual and Consolidated Financial Statements	For	For
Mgmt	1.5.1	Approve Chairman's Report of Audit Committee	For	For
Mgmt	1.5.2	Approve Chairman's Report of Corporate Practices Committee	For	For

## Global Voting Record

Mgmt	1.6	Approve Reports of Other Committees	For	For
Mgmt	1.7.1	Approve Discharge of Board	For	For
Mgmt	1.7.2	Approve Discharge of Audit Committee	For	For
Mgmt	1.7.3	Approve Discharge of Corporate Practices Committee	For	For
Mgmt	1.8	Approve Report of Statutory Auditors	For	For
Mgmt	1.9	Accept Report on Compliance with Fiscal Obligations	For	For
Mgmt	2.1	Approve Allocation of MXN 79.86 Million to Increase Legal Reserve	For	For
Mgmt	2.2	Approve Allocation of MXN 1.52 Billion to Reserve of Accumulated Earnings Pending to be Applied	For	For
Mgmt	3.1	Approve Cash Dividends of MXN 2.16 Per Share	For	For
Mgmt	4.1	Approve Discharge of Board	For	For
Mgmt	4.2.a	Elect or Ratify Marcos Alejandro Martinez Gavica as Director	For	For
Mgmt	4.2.b	Elect or Ratify Carlos Bremer Gutierrez as Director	For	For
Mgmt	4.2.c	Elect or Ratify Eduardo Cepeda Fernandez as Director Voter Rationale: A vote against is warranted because the director serves on more than five public company boards.	For	Against
Mgmt	4.2.d	Elect or Ratify Gina Diez Barroso Azcarraga as Director	For	For
Mgmt	4.2.e	Elect or Ratify Felipe Garcia-Moreno Rodriguez as Director	For	For
Mgmt	4.2.f	Elect or Ratify Hector Blas Grisi Checa as Director	For	For
Mgmt	4.2.g	Elect or Ratify Carlos Hank Gonzalez as Director	For	For
Mgmt	4.2.h	Elect or Ratify Claudia Janez Sanchez as Director	For	For
Mgmt	4.2.i	Elect or Ratify Ernesto Ortega Arellano as Director	For	For
Mgmt	4.2.j	Elect or Ratify Tania Ortiz Mena Lopez Negrete as Director	For	For
Mgmt	4.2.k	Elect or Ratify Eduardo Osuna Osuna as Director	For	For
Mgmt	4.2.l	Elect or Ratify Clemente Ismael Reyes-Retana Valdes as Director	For	For
Mgmt	4.2.m	Elect or Ratify Alberto Torrado Martinez as Director	For	For
Mgmt	4.2.n	Elect or Ratify Blanca Avelina Trevino de Vega as Director	For	For
Mgmt	4.2.o	Elect or Ratify Eduardo Valdes Acra as Director	For	For
Mgmt	4.2.p	Elect or Ratify Edgardo Mauricio Cantu Delgado as Alternate Director	For	For
Mgmt	4.2.q	Elect or Ratify Tomas Christian Ehrenberg Aldford as Alternate Director	For	For
Mgmt	4.2.r	Elect or Ratify Marcos Ramirez Miguel as Alternate Director	For	For
Mgmt	4.2.s	Elect or Ratify Alvaro Vaquero Ussel as Alternate Director	For	For
Mgmt	4.3	Approve Any Alternate Director Can Replace Director; Approve Independence Classification of Independent Directors	For	For
Mgmt	4.4	Accept Resignation of Each Person Who do not Ratify themselves as Director	For	For
Mgmt	4.5	Ratify Marcos Alejandro Martinez Gavica as Board Chairman	For	For
Mgmt	4.6	Ratify Rafael Robles Miaja as Secretary of Board	For	For
Mgmt	4.7	Ratify Maria Luisa Petricoli Castellon as Deputy Secretary of Board	For	For
Mgmt	4.8	Ratify Oscar Aguirre Hernandez as Statutory Auditor	For	For
Mgmt	4.9	Ratify Clemente Ismael Reyes-Retana Valdes as Chairman and Member of Audit Committee	For	For
Mgmt	4.10	Elect Claudia Janez Sanchez as Member of Audit Committee	For	For
Mgmt	4.11	Ratify Marcos Alejandro Martinez Gavica as Member of Audit Committee	For	For
Mgmt	4.12	Elect Eduardo Valdes Acra as Member of Audit Committee	For	For
Mgmt	4.13	Ratify Tania Ortiz Mena Lopez Negrete as Chairman and Member of Corporate Practices Committee	For	For
Mgmt	4.14	Elect Gina Diez Barroso Azcarraga as Member of Corporate Practices Committee	For	For
Mgmt	4.15	Elect Alberto Torrado Martinez as Member of Corporate Practices Committee	For	For

## Global Voting Record

Mgmt	4.16	Ratify Marcos Alejandro Martinez Gavica as Member of Corporate Practices Committee	For	For
Mgmt	4.17	Authorize Board to Elect Rest of Members and Chairmen of Committees	For	For
Mgmt	5.1	Approve Remuneration of Directors and Company Secretary	For	For
Mgmt	5.2	Approve Remuneration of Members of Audit Committee in the Amount of MXN 60 000	For	For
Mgmt	5.3	Approve Remuneration of Members of Corporate Practices Committees in the Amount of MXN 25 000	For	For
Mgmt	6.1	Approve Report of Policies Related to Repurchase of Shares	For	For
Mgmt	6.2	Approve Report on Company Has 6.09 Million Series A Class I Repurchase Shares	For	For
Mgmt	7.1	Set Amount of Share Repurchase Reserve	For	For
Mgmt	8.1	Authorize Rafael Robles Miaja Maria Luisa Petricioli Castellon and Clementina Ramirez de Arellano Moreno to Ratify and Execute Approved Resolutions	For	For

## CITIZENS FINANCIAL GROUP INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Bruce Van Saun	For	For
Mgmt	1.2	Elect Director Lee Alexander	For	For
Mgmt	1.3	Elect Director Christine M. Cumming	For	For
Mgmt	1.4	Elect Director Kevin Cummings	For	For
Mgmt	1.5	Elect Director William P. Hankowsky	For	For
Mgmt	1.6	Elect Director Edward J. ("Ned") Kelly III	For	For
Mgmt	1.7	Elect Director Robert G. Leary	For	For
Mgmt	1.8	Elect Director Terrance J. Lillis	For	For
Mgmt	1.9	Elect Director Michele N. Siekerka	For	For
Mgmt	1.10	Elect Director Shivan Subramaniam	For	For
Mgmt	1.11	Elect Director Christopher J. Swift	For	For
Mgmt	1.12	Elect Director Wendy A. Watson	For	For
Mgmt	1.13	Elect Director Marita Zuraitis	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	4	Eliminate Supermajority Vote Requirement	For	For

## Global Voting Record

## CORTICEIRA AMORIM SGPS SA

Meeting: Annual 28/04/2022 Portugal

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Individual Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Company's Corporate Governance Report	For	For
Mgmt	4	Approve Sustainability Report	For	For
Mgmt	5	Approve Allocation of Income	For	For
Mgmt	6	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For
Mgmt	7	Authorize Repurchase of Shares	For	For
Mgmt	8	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	9	Approve General Meeting Regulations	For	For
Mgmt	10	Approve Remuneration Policy	For	For

## CRH PLC

Meeting: Annual 28/04/2022 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Remuneration Policy	For	For
Mgmt	5	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	For	For
Mgmt	6a	Re-elect Richie Boucher as Director	For	For
Mgmt	6b	Re-elect Caroline Dowling as Director	For	For
Mgmt	6c	Re-elect Richard Fearon as Director	For	For
Mgmt	6d	Re-elect Johan Karlstrom as Director	For	For
Mgmt	6e	Re-elect Shaun Kelly as Director	For	For
Mgmt	6f	Elect Badar Khan as Director	For	For
Mgmt	6g	Re-elect Lamar McKay as Director	For	For
Mgmt	6h	Re-elect Albert Manifold as Director	For	For
Mgmt	6i	Elect Jim Mintern as Director	For	For
Mgmt	6j	Re-elect Gillian Platt as Director	For	For
Mgmt	6k	Re-elect Mary Rhinehart as Director	For	For
Mgmt	6l	Re-elect Siobhan Talbot as Director	For	For
Mgmt	7	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	8	Ratify Deloitte Ireland LLP as Auditors	For	For
Mgmt	9	Authorise Issue of Equity	For	For
Mgmt	10	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	12	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	13	Authorise Reissuance of Treasury Shares	For	For

## Global Voting Record

## DOVALUE SPA

Meeting: Annual 28/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Approve Remuneration Policy	For	For
Mgmt	2.2a	Approve Second Section of the Remuneration Report	For	For
Mgmt	2.2b	Approve Proposed Waiver to the 2021 Remuneration Policy Concerning the Allocation of the 2021 Variable Remuneration of the CEO Voter Rationale: Vote against warranted due to concerns with the the adjustment of the target and allowing the CEO another opportunity to receive a pay out.	For	Against
Mgmt	2.3	Approve 2022-2024 Incentive Plan	For	For
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	4.1	Elect Cristina Finocchi Mahne as Director	For	For
S/holder	4.2	Elect Bettina Campedelli as Director Voter Rationale: Vote against warranted as we feel the director under 4.1 will benefit the board on continuity grounds.	None	Against
Mgmt	5	Adjust Remuneration of External Auditors	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: Abstention warranted due to the lack of disclosure.	None	Abstain

## Global Voting Record

## ECHOSTAR CORPORATION

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director R. Stanton Dodge Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, R. Stanton Dodge, Michael Dugan and Pradman Kaul for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.2	Elect Director Michael T. Dugan Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, R. Stanton Dodge, Michael Dugan and Pradman Kaul for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.3	Elect Director Charles W. Ergen Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, R. Stanton Dodge, Michael Dugan and Pradman Kaul for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.4	Elect Director Lisa W. Hershman	For	For
Mgmt	1.5	Elect Director Pradman P. Kaul Voter Rationale: WITHHOLD votes are warranted for non-independent director nominees Charles Ergen, R. Stanton Dodge, Michael Dugan and Pradman Kaul for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.6	Elect Director C. Michael Schroeder	For	For
Mgmt	1.7	Elect Director Jeffrey R. Tarr	For	For
Mgmt	1.8	Elect Director William D. Wade	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For

## FINECOBANK SPA

Meeting: Annual/Special 28/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Approve 2022 Incentive System for Employees	For	For
Mgmt	6	Approve 2022 Incentive System for Personal Financial Advisors	For	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2022 PFA System	For	For
Mgmt	1	Authorize Board to Increase Capital to Service 2022 Incentive System	For	For
Mgmt	2	Authorize Board to Increase Capital to Service 2021 Incentive System	For	For

## Global Voting Record

## FIRST RESOURCES LTD. (SINGAPORE)

Meeting: Annual 28/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Chang See Hiang as Director	For	For
Mgmt	4	Elect Fang Zhixiang as Director	For	For
Mgmt	5	Elect Tan Seow Kheng as Director	For	For
Mgmt	6	Approve Directors' Fees	For	For
Mgmt	7	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	9	Approve Mandate for Interested Person Transactions	For	For
Mgmt	10	Authorize Share Repurchase Program	For	For

## GEA GROUP AG

Meeting: Annual 28/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	5	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	6	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For
Mgmt	7.1	Elect Joerg Kampmeyer to the Supervisory Board	For	For
Mgmt	7.2	Elect Jens Riedl to the Supervisory Board	For	For



## Global Voting Record

## GLENCORE PLC

Meeting: Annual 28/04/2022 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Reduction of Capital Contribution Reserves	For	For
Mgmt	3	Re-elect Kalidas Madhavpeddi as Director	For	For
Mgmt	4	Re-elect Peter Coates as Director	For	For
Mgmt	5	Re-elect Martin Gilbert as Director	For	For
Mgmt	6	Re-elect Gill Marcus as Director	For	For
Mgmt	7	Re-elect Patrice Merrin as Director	For	For
Mgmt	8	Re-elect Cynthia Carroll as Director	For	For
Mgmt	9	Elect Gary Nagle as Director	For	For
Mgmt	10	Elect David Wormsley as Director	For	For
Mgmt	11	Reappoint Deloitte LLP as Auditors	For	For
Mgmt	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
Mgmt	13	Approve Climate Progress Report Voter Rationale: Vote against not warranted due to concerns over energy security and belief in how the company are managing the business, including in respect of climate change.	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15	Authorise Issue of Equity	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	18	Authorise Market Purchase of Ordinary Shares	For	For

## Global Voting Record

## GRAFTON GROUP PLC

Meeting: Annual 28/04/2022 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a	Re-elect Paul Hampden Smith as Director	For	For
Mgmt	3b	Re-elect Susan Murray as Director	For	For
Mgmt	3c	Re-elect Vincent Crowley as Director	For	For
Mgmt	3d	Re-elect Rosheen McGuckian as Director	For	For
Mgmt	3e	Elect Avis Darzins as Director	For	For
Mgmt	3f	Re-elect David Arnold as Director	For	For
Mgmt	3g	Re-elect Gavin Slark as Director	For	For
Mgmt	3h	Re-elect Michael Roney as Director	For	For
Mgmt	4	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	5	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Mgmt	8	Authorise Issue of Equity	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	10	Authorise Market Purchase of Shares	For	For
Mgmt	11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For
Mgmt	12	Amend Grafton Group plc Employee Share Participation Scheme	For	For

## Global Voting Record

## GRUPO CATALANA OCCIDENTE SA

Meeting: Annual 28/04/2022 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Standalone Financial Statements	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3.1	Approve Consolidated Financial Statements	For	For
Mgmt	3.2	Approve Non-Financial Information Statement	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	6	Amend Article 13 Re: Board of Directors	For	For
Mgmt	7	Dismiss Directors	For	For
Mgmt	8.1	Reelect Hugo Serra Calderon as Director	For	For
Mgmt	8.2	Elect Alvaro Juncadella de Palreja as Director	For	For
Mgmt	8.3	Elect Beatriz Molins Domingo as Director	For	For
Mgmt	9	Fix Number of Directors at 10	For	For
Mgmt	10	Receive Amendments to Board of Directors Regulations	For	For
Mgmt	11	Amend Remuneration Policy	For	For
Mgmt	12.1	Approve Remuneration of Directors	For	For
Mgmt	12.2	Fix Board Meeting Attendance Fees	For	For
Mgmt	12.3	Approve Annual Maximum Remuneration	For	For
Mgmt	13	Advisory Vote on Remuneration Report	For	For
Mgmt	14	Approve Dividends Charged Against Reserves	For	For
Mgmt	15	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## GVS SPA

Meeting: Annual 28/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
Mgmt	2a	Approve Remuneration Policy	For	For
Mgmt	2b	Approve Second Section of the Remuneration Report Voter Rationale: A vote against is warranted due to insufficient information on performance outcome under the STI scheme and vesting requirements under the LTIP.	For	Against
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	4	Adjust Remuneration of External Auditors	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: A vote against is warranted due to lack of disclosure regarding the proposed deliberation.	None	Against

## Global Voting Record

## INTUITIVE SURGICAL INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Craig H. Barratt	For	For
Mgmt	1b	Elect Director Joseph C. Beery	For	For
Mgmt	1c	Elect Director Gary S. Guthart	For	For
Mgmt	1d	Elect Director Amal M. Johnson	For	For
Mgmt	1e	Elect Director Don R. Kania	For	For
Mgmt	1f	Elect Director Amy L. Ladd	For	For
Mgmt	1g	Elect Director Keith R. Leonard Jr.	For	For
Mgmt	1h	Elect Director Alan J. Levy	For	For
Mgmt	1i	Elect Director Jami Dover Nachtsheim	For	For
Mgmt	1j	Elect Director Monica P. Reed	For	For
Mgmt	1k	Elect Director Mark J. Rubash	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	For

## J.B. HUNT TRANSPORT SERVICES INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Douglas G. Duncan	For	For
Mgmt	1.2	Elect Director Francesca M. Edwardson	For	For
Mgmt	1.3	Elect Director Wayne Garrison	For	For
Mgmt	1.4	Elect Director Sharilyn S. Gasaway	For	For
Mgmt	1.5	Elect Director Gary C. George	For	For
Mgmt	1.6	Elect Director Thad (John B. III) Hill	For	For
Mgmt	1.7	Elect Director J. Bryan Hunt Jr.	For	For
Mgmt	1.8	Elect Director Gale V. King	For	For
Mgmt	1.9	Elect Director John N. Roberts III	For	For
Mgmt	1.10	Elect Director James L. Robo	For	For
Mgmt	1.11	Elect Director Kirk Thompson	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## JOHNSON &amp; JOHNSON

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Darius Adamczyk	For	For
Mgmt	1b	Elect Director Mary C. Beckerle	For	For
Mgmt	1c	Elect Director D. Scott Davis	For	For
Mgmt	1d	Elect Director Ian E. L. Davis	For	For
Mgmt	1e	Elect Director Jennifer A. Doudna	For	For
Mgmt	1f	Elect Director Joaquin Duato	For	For

## Global Voting Record

Mgmt	1g	Elect Director Alex Gorsky	For	For
Mgmt	1h	Elect Director Marillyn A. Hewson	For	For
Mgmt	1i	Elect Director Hubert Joly	For	For
Mgmt	1j	Elect Director Mark B. McClellan	For	For
Mgmt	1k	Elect Director Anne M. Mulcahy	For	For
Mgmt	1l	Elect Director A. Eugene Washington	For	For
Mgmt	1m	Elect Director Mark A. Weinberger	For	For
Mgmt	1n	Elect Director Nadja Y. West	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	5	Adopt a Mandatory Arbitration Bylaw *Withdrawn Resolution*		Non Voting
S/holder	6	Report on a Civil Rights Equity Diversity and Inclusion Audit Oversee and Report a Racial Equity Audit Voter Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Johnson & Johnson's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.	Against	Against
S/holder	7	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics Voter Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.	Against	For
S/holder	8	Report on Public Health Costs of Limited Sharing of Vaccine Technology	Against	For
S/holder	9	Discontinue Global Sales of Baby Powder Containing Talc	Against	Against
S/holder	10	Report on Charitable Contributions	Against	Against
S/holder	11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements Voter Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing Johnson & Johnson's public policy statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.	Against	For
S/holder	12	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics Voter Rationale: A vote FOR this proposal is warranted in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of recent litigation expenses and the continued exclusion of a similar expense from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.	Against	For
S/holder	13	Consider Pay Disparity Between Executives and Other Employees	Against	Against

## Global Voting Record

## KERING SA

Meeting: Annual/Special 28/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 12 per Share	For	For
Mgmt	4	Reelect Daniela Riccardi as Director	For	For
Mgmt	5	Elect Veronique Weill as Director	For	For
Mgmt	6	Elect Yonca Dervisoglu as Director	For	For
Mgmt	7	Elect Serge Weinberg as Director	For	For
Mgmt	8	Approve Compensation Report of Corporate Officers	For	For
Mgmt	9	Approve Compensation of Francois-Henri Pinault Chairman and CEO	For	For
Mgmt	10	Approve Compensation of Jean-Francois Palus Vice-CEO Voter Rationale: A vote AGAINST this remuneration report is warranted because: * The company does not provide clear information on the achievement of the performance conditions for the KMUs vested under the plan 2017 and 2018. * Jean-François Palus received an exceptional payment amounting to EUR 9,344,000 and the company failed to provide a compelling rationale.	For	Against
Mgmt	11	Approve Remuneration Policy of Executive Corporate Officers Voter Rationale: A vote AGAINST the remuneration policy for executive corporate officers (item 11) is warranted because: * The target and max bonus opportunities for both corporate officers increased and the company failed to provide a compelling rationale; * The target and max LTIP opportunities for both corporate officers increased and the company failed to provide a compelling rationale. A vote FOR the remuneration policy for non-executive corporate officers is warranted because it does not raise any significant concern.	For	Against
Mgmt	12	Approve Remuneration Policy of Corporate Officers	For	For
Mgmt	13	Appoint PricewaterhouseCoopers Audit as Auditor	For	For
Mgmt	14	Appoint Emmanuel Benoist as Alternate Auditor	For	For
Mgmt	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	For
Mgmt	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	For	For
Mgmt	19	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## MARR SPA

Meeting: Annual 28/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3a	Approve Remuneration Policy Voter Rationale: A vote against is warranted due to the lack of information on performance targets for the cash LTI and lack of detail regarding the derogation clause.	For	Against
Mgmt	3b	Approve Second Section of the Remuneration Report	For	For
Mgmt	4	Adjust Remuneration of External Auditors	For	For
Mgmt	5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: A vote against is warranted due to a lack of disclosure regarding the proposed deliberation.	None	Against

## MEGACABLE HOLDINGS SAB DE CV

Meeting: Annual 28/04/2022 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve CEO's Report	For	For
Mgmt	2	Receive Directors' Opinions on CEO's Report	For	For
Mgmt	3	Approve Board of Directors' Report	For	For
Mgmt	4	Approve Reports of Corporate Practices and Audit Committees Chairmen	For	For
Mgmt	5	Approve Allocation of Income	For	For
Mgmt	6	Approve Repurchase Transactions of CPOs	For	For
Mgmt	7	Set Maximum Amount of Share Repurchase Reserve	For	For
Mgmt	8	Elect or Ratify Directors Secretary and their Respective Alternates Voter Rationale: A vote AGAINST these items is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	9	Classification of Principal and Alternate Board Members' Independence Voter Rationale: A vote AGAINST these items is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	10	Elect or Ratify Chairman of Audit Committee and Corporate Practices Committees Voter Rationale: A vote AGAINST these items is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	11	Approve Remuneration of Directors Secretary and Members of Audit and Corporate Practices Committees	For	For
Mgmt	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## NORDIC SEMICONDUCTOR ASA

Meeting: Annual 28/04/2022 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Registration of Attending Shareholders and Proxies		Non Voting
Mgmt	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	3	Approve Notice of Meeting and Agenda	For	For
Mgmt	4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	For	For
Mgmt	5	Approve Company's Corporate Governance Statement		Non Voting
Mgmt	6a	Approve Remuneration of Directors in the Amount NOK 750 000 for Chair NOK 325 000 for Shareholder Elected Directors and NOK 150 000 for Employee Elected Directors; Approve Remuneration in Shares for Chair and Shareholder Elected Directors Voter Rationale: A vote AGAINST item 6a is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers. A vote FOR item 6b is warranted, as the proposed nomination committee fees are considered uncontroversial.	For	Against
Mgmt	6b	Approve Compensation for Nomination Committee	For	For
Mgmt	6c	Approve Remuneration of Auditors	For	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	8	Approve Creation of NOK 192 000 Pool of Capital without Preemptive Rights	For	For
Mgmt	9a	Reelect Birger Steen (Chair) as Director	For	For
Mgmt	9b	Reelect Jan Frykhammar as Director Voter Rationale: A vote FOR candidates Birger Steen, Anita Huun, Endre Holen, Inger Berg Oerstavik, Oeyvind Birkenes, Annastiina Hintsa (Items 9.a and 9.c-g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 9.b is warranted because candidate Jan Frykhammar is overboarded.	For	Against
Mgmt	9c	Reelect Anita Huun as Director	For	For
Mgmt	9d	Reelect Endre Holen as Director	For	For
Mgmt	9e	Reelect Inger Berg Orstavik as Director	For	For
Mgmt	9f	Reelect Oyvind Birkenes as Director	For	For
Mgmt	9g	Reelect Annastiina Hintsa as Director	For	For
Mgmt	10a	Reelect Viggo Leisner (Chair) as Member of Nominating Committee	For	For
Mgmt	10b	Reelect Eivind Lotsberg as Member of Nominating Committee	For	For
Mgmt	10c	Elect Fredrik Thoresen as New Member of Nominating Committee	For	For
Mgmt	11	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	12.1	Approve Long-Term Incentive Plan	For	For



## Global Voting Record

## NORDNET AB

Meeting: Annual 28/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	4	Acknowledge Proper Convening of Meeting	For	For
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of SEK 5.56 Per Share	For	For
Mgmt	9.a	Approve Discharge of Anna Back	For	For
Mgmt	9.b	Approve Discharge of Jan Dinkelspiel	For	For
Mgmt	9.c	Approve Discharge of Tom Dinkelspiel	For	For
Mgmt	9.d	Approve Discharge of Karitha Ericson	For	For
Mgmt	9.e	Approve Discharge of Christian Frick	For	For
Mgmt	9.f	Approve Discharge of Hans Larsson	For	For
Mgmt	9.g	Approve Discharge of Charlotta Nilsson	For	For
Mgmt	9.h	Approve Discharge of Per Widerstrom	For	For
Mgmt	9.i	Approve Discharge of CEO Lars-Ake Norling	For	For
Mgmt	10.a	Determine Number of Members (8) and Deputy Members of Board (0)	For	For
Mgmt	10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	11.a1	Approve Remuneration of Directors in the Amount of SEK 450 000 for Chair and Other Directors	For	For
Mgmt	11.a2	Approve Remuneration for Risk and Compliance Committee	For	For
Mgmt	11.a3	Approve Remuneration for Audit Committee	For	For
Mgmt	11.a4	Approve Remuneration for IT Committee	For	For
Mgmt	11.a5	Approve Remuneration for Remuneration Committee	For	For
Mgmt	11.b	Approve Remuneration of Auditors	For	For
Mgmt	12.a1	Reelect Anna Back as Director	For	For
Mgmt	12.a2	Reelect Tom Dinkelspiel as Director	For	For
Mgmt	12.a3	Reelect Karitha Ericson as Director	For	For
Mgmt	12.a4	Reelect Christian Frick as Director	For	For
Mgmt	12.a5	Reelect Charlotta Nilsson as Director	For	For
Mgmt	12.a6	Reelect Per Widerstrom as Director	For	For
Mgmt	12.a7	Elect Gustaf Unger as New Director	For	For
Mgmt	12.b	Elect Tom Dinkelspiel as Board Chair	For	For
Mgmt	12.c	Ratify Deloitte AB as Auditors	For	For
Mgmt	13	Approve Nomination Committee Procedures	For	For
Mgmt	14	Amend Articles: Corporate Purpose; Annual General Meeting	For	For
Mgmt	15	Approve Remuneration Report	For	For
Mgmt	16	Authorize Share Repurchase Program	For	For
Mgmt	17	Approve Warrant Plan for Key Employees	For	For

## Global Voting Record

## NRG ENERGY INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director E. Spencer Abraham	For	For
Mgmt	1b	Elect Director Antonio Carrillo	For	For
Mgmt	1c	Elect Director Matthew Carter Jr.	For	For
Mgmt	1d	Elect Director Lawrence S. Coben	For	For
Mgmt	1e	Elect Director Heather Cox	For	For
Mgmt	1f	Elect Director Elisabeth B. Donohue	For	For
Mgmt	1g	Elect Director Mauricio Gutierrez	For	For
Mgmt	1h	Elect Director Paul W. Hobby	For	For
Mgmt	1i	Elect Director Alexandra Pruner	For	For
Mgmt	1j	Elect Director Anne C. Schaumburg	For	For
Mgmt	1k	Elect Director Thomas H. Weidemeyer	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

## OLIN CORPORATION

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Heidi S. Alderman	For	For
Mgmt	1b	Elect Director Beverley A. Babcock	For	For
Mgmt	1c	Elect Director C. Robert Bunch	For	For
Mgmt	1d	Elect Director Matthew S. Darnall	For	For
Mgmt	1e	Elect Director Scott D. Ferguson	For	For
Mgmt	1f	Elect Director Earl L. Shipp	For	For
Mgmt	1g	Elect Director Scott M. Sutton	For	For
Mgmt	1h	Elect Director William H. Weideman	For	For
Mgmt	1i	Elect Director W. Anthony Will	For	For
Mgmt	1j	Elect Director Carol A. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

## Global Voting Record

## PASON SYSTEMS INC.

Meeting: Annual 28/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Six	For	For
Mgmt	2.1	Elect Director Marcel Kessler	For	For
Mgmt	2.2	Elect Director James B. Howe	For	For
Mgmt	2.3	Elect Director Jon Faber	For	For
Mgmt	2.4	Elect Director T. Jay Collins	For	For
Mgmt	2.5	Elect Director Judi M. Hess	For	For
Mgmt	2.6	Elect Director Laura L. Schwinn	For	For
Mgmt	3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For

## Global Voting Record

## PFIZER INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ronald E. Blaylock	For	For
Mgmt	1.2	Elect Director Albert Bourla	For	For
Mgmt	1.3	Elect Director Susan Desmond-Hellmann	For	For
Mgmt	1.4	Elect Director Joseph J. Echevarria	For	For
Mgmt	1.5	Elect Director Scott Gottlieb	For	For
Mgmt	1.6	Elect Director Helen H. Hobbs	For	For
Mgmt	1.7	Elect Director Susan Hockfield	For	For
Mgmt	1.8	Elect Director Dan R. Littman	For	For
Mgmt	1.9	Elect Director Shantanu Narayen	For	For
Mgmt	1.10	Elect Director Suzanne Nora Johnson	For	For
Mgmt	1.11	Elect Director James Quincey	For	For
Mgmt	1.12	Elect Director James C. Smith	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Amend Proxy Access Right Voter Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.	Against	For
S/holder	5	Report on Congruency of Political Electioneering Expenditures with Company Values and Policies	Against	Against
S/holder	6	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production Voter Rationale: A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.	Against	For
S/holder	7	Report on Board Oversight of Risks Related to Anticompetitive Practices Voter Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of Pfizer's involvement in related controversies.	Against	For
S/holder	8	Report on Public Health Costs of Limited Sharing of Vaccine Technology	Against	Against

## PROVIDENT FINANCIAL SERVICES INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director James P. Dunigan	For	For
Mgmt	1.2	Elect Director Frank L. Fekete	For	For
Mgmt	1.3	Elect Director Matthew K. Harding	For	For
Mgmt	1.4	Elect Director Anthony J. Labozzetta	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

## Global Voting Record

## PUBLIC STORAGE

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Ronald L. Havner Jr.	For	For
Mgmt	1b	Elect Director Tamara Hughes Gustavson	For	For
Mgmt	1c	Elect Director Leslie S. Heisz	For	For
Mgmt	1d	Elect Director Michelle Millstone-Shroff	For	For
Mgmt	1e	Elect Director Shankh S. Mitra	For	For
Mgmt	1f	Elect Director David J. Neithercut	For	For
Mgmt	1g	Elect Director Rebecca Owen	For	For
Mgmt	1h	Elect Director Kristy M. Pipes	For	For
Mgmt	1i	Elect Director Avedick B. Poladian	For	For
Mgmt	1j	Elect Director John Reyes	For	For
Mgmt	1k	Elect Director Joseph D. Russell Jr.	For	For
Mgmt	1l	Elect Director Tariq M. Shaukat	For	For
Mgmt	1m	Elect Director Ronald P. Spogli	For	For
Mgmt	1n	Elect Director Paul S. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	4	Eliminate Supermajority Voting Requirements to Amend the Declaration of Trust	For	For

## PURCARI WINERIES PUBLIC CO. LTD.

Meeting: Annual 28/04/2022 Cyprus

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Neil McGregor As Director	For	For
Mgmt	2	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Approve Equity Plan Financing Voter Rationale: A vote against is warranted due to the problematic features of the underlying LTIPs.	For	Against
Mgmt	4	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For
Mgmt	5	Approve Remuneration Policy Voter Rationale: A vote against is warranted because the incorporated remuneration practices significantly deviate from the European best practices.	For	Against
Mgmt	6	Approve Dividends	For	For
Mgmt	7	Increase Authorized Capital	For	For
Mgmt	8	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For

## RWE AG

Meeting: Annual 28/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For

## Global Voting Record

Mgmt	3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2021	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2021	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Rolf Schmitz (until April 30 2021) for Fiscal Year 2021	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2021	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2021	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2021	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2021	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Martin Broeker (until September 15 2021) for Fiscal Year 2021	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Frank Bsirske (until September 15 2021) for Fiscal Year 2021	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Hans Buenting (from April 28 2021) for Fiscal Year 2021	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Anja Dubbert (until September 15 2021) for Fiscal Year 2021	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2021	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2021	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2021	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2021	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Thomas Kufen (from October 18 2021) for Fiscal Year 2021	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Reiner van Limbeck (from September 15 2021) for Fiscal Year 2021	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2021	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Dagmar Muehlenfeld (until April 28 2021) for Fiscal Year 2021	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member Peter Ottmann (until April 28 2021) for Fiscal Year 2021	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member Dagmar Paasch (from September 15 2021) for Fiscal Year 2021	For	For
Mgmt	4.19	Approve Discharge of Supervisory Board Member Guenther Scharz (until September 30 2021) for Fiscal Year 2021	For	For
Mgmt	4.20	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2021	For	For
Mgmt	4.21	Approve Discharge of Supervisory Board Member Dirk Schumacher (from September 15 2021) for Fiscal Year 2021	For	For
Mgmt	4.22	Approve Discharge of Supervisory Board Member Wolfgang Schuessel (until April 28 2021) for Fiscal Year 2021	For	For
Mgmt	4.23	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2021	For	For
Mgmt	4.24	Approve Discharge of Supervisory Board Member Hauke Stars (from April 28 2021) for Fiscal Year 2021	For	For
Mgmt	4.25	Approve Discharge of Supervisory Board Member Helle Valentin (from April 28 2021) for Fiscal Year 2021	For	For
Mgmt	4.26	Approve Discharge of Supervisory Board Member Andreas Wagner (from September 15 2021) for Fiscal Year 2021	For	For

## Global Voting Record

Mgmt	4.27	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2021	For	For
Mgmt	4.28	Approve Discharge of Supervisory Board Member Leonhard Zubrowski (until September 15 2021) for Fiscal Year 2021	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Elect Thomas Kufen to the Supervisory Board	For	For
S/holder	8	Approve Binding Instruction to Prepare Spin-Off of RWE Power AG Voter Rationale: A vote against is warranted as the proposal will limit the company's ability to negotiate with the government and find the most optimal solution for phasing out the lignite operation.	Against	Against

## SAILPOINT TECHNOLOGIES HOLDINGS INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Cam McMartin Voter Rationale: Withhold votes warranted for director nominees in items 1.1-3 as their election is not viewed in the best interests of shareholders.	For	Withhold
Mgmt	1.2	Elect Director Heidi M. Melin	For	Withhold
Mgmt	1.3	Elect Director James M. Pflaging	For	Withhold
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: Vote against warranted due to concerns around severance payments.	For	Against

## SNAP-ON INCORPORATED

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director David C. Adams	For	For
Mgmt	1.2	Elect Director Karen L. Daniel	For	For
Mgmt	1.3	Elect Director Ruth Ann M. Gillis	For	For
Mgmt	1.4	Elect Director James P. Holden	For	For
Mgmt	1.5	Elect Director Nathan J. Jones	For	For
Mgmt	1.6	Elect Director Henry W. Kneuppel	For	For
Mgmt	1.7	Elect Director W. Dudley Lehman	For	For
Mgmt	1.8	Elect Director Nicholas T. Pinchuk	For	For
Mgmt	1.9	Elect Director Gregg M. Sherrill	For	For
Mgmt	1.10	Elect Director Donald J. Stebbins	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Global Voting Record

## SONAE SGPS SA

Meeting: Annual 28/04/2022 Portugal

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For
Mgmt	4	Approve Remuneration Policy	For	For
Mgmt	5	Authorize Issuance of Convertible Bonds without Preemptive Rights	For	For
Mgmt	6	Eliminate Preemptive Rights	For	For
Mgmt	7	Approve Capital Raising Re: Issuance of Convertible Bonds	For	For
Mgmt	8	Authorize Repurchase and Reissuance of Shares	For	For
Mgmt	9	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	For	For
Mgmt	10	Authorize Company Subsidiaries to Purchase Shares in Parent	For	For

## SPHERA FRANCHISE GROUP SA

Meeting: Annual 28/04/2022 Romania

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Standalone Financial Statements and Statutory Reports for Fiscal Year 2021	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports for Fiscal Year 2021	For	For
Mgmt	3	Approve Discharge of Directors	For	For
Mgmt	4	Approve Provisionary Budget for Fiscal Year 2022	For	For
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7	Receive Remuneration Report	For	For
Mgmt	8	Authorize Filing of Required Documents	For	For

## SPHERA FRANCHISE GROUP SA

Meeting: Extraordinary Sh: 28/04/2022 Romania

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve EUR 13 Million Credit Line from Intesa Sanpaolo Commercial Bank Romania SA	For	For
Mgmt	2	Empower Board Representative to Complete Formalities of Item 1 Above	For	For
Mgmt	3	Authorize Filing of Required Documents/Other Formalities	For	For



## Global Voting Record

## STARWOOD PROPERTY TRUST INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Richard D. Bronson	For	For
Mgmt	1.2	Elect Director Jeffrey G. Dishner	For	For
Mgmt	1.3	Elect Director Camille J. Douglas	For	For
Mgmt	1.4	Elect Director Solomon J. Kumin	For	For
Mgmt	1.5	Elect Director Fred Perpall	For	For
Mgmt	1.6	Elect Director Fred S. Ridley	For	For
Mgmt	1.7	Elect Director Barry S. Sternlicht	For	For
Mgmt	1.8	Elect Director Strauss Zelnick	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve Qualified Employee Stock Purchase Plan	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For
Mgmt	5	Approve Omnibus Stock Plan	For	For
Mgmt	6	Ratify Deloitte & Touche LLP as Auditors	For	For

## TELE2 AB

Meeting: Annual 28/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive President's Report		Non Voting
Mgmt	8	Receive CEO's Report		Non Voting
Mgmt	9	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	10	Accept Financial Statements and Statutory Reports	For	For
Mgmt	11.a	Approve Allocation of Income and Ordinary Dividends of SEK 6.75 Per Share	For	For
Mgmt	11.b	Approve Extraordinary Dividends of EUR 13 Per Share	For	For
Mgmt	12.a	Approve Discharge of Carla Smits-Nusteling	For	For
Mgmt	12.b	Approve Discharge of Andrew Barron	For	For
Mgmt	12.c	Approve Discharge of Stina Bergfors	For	For
Mgmt	12.d	Approve Discharge of Anders Bjorkman	For	For
Mgmt	12.e	Approve Discharge of Georgi Ganev	For	For
Mgmt	12.f	Approve Discharge of Cynthia Gordon	For	For
Mgmt	12.g	Approve Discharge of CEO Kjell Johnsen	For	For
Mgmt	12.h	Approve Discharge of Sam Kini	For	For
Mgmt	12.i	Approve Discharge of Eva Lindqvist	For	For
Mgmt	12.j	Approve Discharge of Lars-Ake Norling	For	For

## Global Voting Record

Mgmt	13	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
Mgmt	14.a	Approve Remuneration of Directors in the Amount of SEK 1.8 Million for Chair SEK 900 000 for Deputy Chair and SEK 660 000 for Other Directors; Approve Remuneration of Committee Work	For	For
Mgmt	14.b	Approve Remuneration of Auditors	For	For
Mgmt	15.a	Reelect Andrew Barron as Director	For	For
Mgmt	15.b	Reelect Stina Bergfors as Director	For	For
Mgmt	15.c	Reelect Georgi Ganev as Director	For	For
Mgmt	15.d	Reelect Sam Kini as Director	For	For
Mgmt	15.e	Reelect Eva Lindqvist as Director	For	For
Mgmt	15.f	Reelect Lars-Ake Norling as Director	For	For
Mgmt	15.g	Reelect Carla Smits-Nusteling as Director	For	For
Mgmt	16	Reelect Carla Smits-Nusteling as Board Chair	For	For
Mgmt	17.a	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	17.b	Ratify Deloitte as Auditors	For	For
Mgmt	18	Approve Remuneration Report Voter Rationale: A vote against is warranted due to the introduction of a one-off award on top of the short term annual bonus without clear rationale.	For	Against
Mgmt	19.a	Approve Performance Share Matching Plan LTI 2022	For	For
Mgmt	19.b	Approve Equity Plan Financing Through Issuance of Class C Shares	For	For
Mgmt	19.c	Approve Equity Plan Financing Through Repurchase of Class C Shares	For	For
Mgmt	19.d	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	For	For
Mgmt	19.e	Approve Equity Plan Financing Through Reissuance of Class B Shares	For	For
Mgmt	19.f	Authorize Share Swap Agreement Voter Rationale: A vote against is warranted due to the potential for additional financing costs.	For	Against
Mgmt	20	Authorize Share Repurchase Program	For	For
S/holder	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 Voter Rationale: A vote against shareholder proposal 21.a, 21.b and 21.c is warranted as no evidence or reason has been given for the legal or regulatory concerns within the management of the company.	None	Against
S/holder	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	None	Against
S/holder	21.c	The Investigation and Any Measures Should be Presented as soon as possible however Not Later than AGM 2023	None	Against
Mgmt	22	Close Meeting		Non Voting

## TEXAS INSTRUMENTS INCORPORATED

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Mark A. Blinn	For	For
Mgmt	1b	Elect Director Todd M. Bluedorn	For	For
Mgmt	1c	Elect Director Janet F. Clark	For	For
Mgmt	1d	Elect Director Carrie S. Cox	For	For
Mgmt	1e	Elect Director Martin S. Craighead	For	For
Mgmt	1f	Elect Director Jean M. Hobby	For	For
Mgmt	1g	Elect Director Michael D. Hsu	For	For
Mgmt	1h	Elect Director Haviv Ilan	For	For
Mgmt	1i	Elect Director Ronald Kirk	For	For
Mgmt	1j	Elect Director Pamela H. Patsley	For	For
Mgmt	1k	Elect Director Robert E. Sanchez	For	For
Mgmt	1l	Elect Director Richard K. Templeton	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
		Reduce Ownership Threshold for Shareholders to Call Special Meeting		
S/holder	4	Voter Rationale: A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.	Against	For

## Global Voting Record

## THE GOLDMAN SACHS GROUP INC.

Meeting: Annual 28/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Michele Burns	For	For
Mgmt	1b	Elect Director Drew Faust	For	For
Mgmt	1c	Elect Director Mark Flaherty	For	For
Mgmt	1d	Elect Director Kimberley Harris	For	For
Mgmt	1e	Elect Director Ellen Kullman	For	For
Mgmt	1f	Elect Director Lakshmi Mittal	For	For
Mgmt	1g	Elect Director Adebayo Ogunlesi	For	For
Mgmt	1h	Elect Director Peter Oppenheimer	For	For
Mgmt	1i	Elect Director David Solomon	For	For
Mgmt	1j	Elect Director Jan Tighe	For	For
Mgmt	1k	Elect Director Jessica Uhl	For	For
Mgmt	1l	Elect Director David Viniar	For	For
Mgmt	1m	Elect Director Mark Winkelman	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	4	Report on Charitable Contributions Voter Rationale: Vote against warranted as the company disclosure is not seen as lacking in this space.	Against	Against
S/holder	5	Require Independent Board Chair Voter Rationale: Vote against warranted owner lack of concern around company's governance practices at present.	Against	Against
S/holder	6	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario Voter Rationale: Vote against warranted as the company have made some credible commitments.	Against	Against
S/holder	7	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: Support warranted as it improves shareholder accessibility.	Against	For

## Global Voting Record

## TOMRA SYSTEMS ASA

Meeting: Annual 28/04/2022 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Registration of Attending Shareholders and Proxies		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	4	Approve Notice of Meeting and Agenda	For	For
Mgmt	5	Receive Management Report on the Status of the Company and Group		Non Voting
Mgmt	6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6.00 Per Share	For	For
Mgmt	7	Approve Remuneration Statement	For	For
Mgmt	8	Discuss Company's Corporate Governance Statement (Not Voting)		Non Voting
Mgmt	9	Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK 541 613 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	10	Approve Remuneration of Nominating Committee	For	For
Mgmt	11	Reelect Bodil Sonesson Pierre Couderc Bjorn Matre and Hege Skryseth as Directors; Elect Johan Hjertonsson (Chair) as New Director	For	For
Mgmt	12	Reelect Rune Selmar (Chairman) Hild F. Kinder and Anders Morck as Members of Nominating Committee; Elect Tine Fossland as New Member of Nominating Committee	For	For
Mgmt	13	Approve Remuneration of Auditors	For	For
Mgmt	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	For	For
Mgmt	15	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	For	For
Mgmt	16	Approve 2:1 Stock Split; Amend Articles Accordingly	For	For

## Global Voting Record

## UMICORE

Meeting: Annual/Special 28/04/2022 Belgium

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)		Non Voting
Mgmt	A.2	Approve Remuneration Report Voter Rationale: Vote against A2 and A3 warranted due to concerns around lack of disclosure and termination benefits.	For	Against
Mgmt	A.3	Approve Remuneration Policy	For	Against
Mgmt	A.4	Approve Financial Statements Allocation of Income and Dividends of EUR 0.80 per Share	For	For
Mgmt	A.5	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting
Mgmt	A.6	Approve Discharge of Supervisory Board	For	For
Mgmt	A.7	Approve Discharge of Auditors	For	For
Mgmt	A.8.1	Reelect Francoise Chombar as an Independent Member of the Supervisory Board	For	For
Mgmt	A.8.2	Reelect Laurent Raets as Member of the Supervisory Board	For	For
Mgmt	A.8.3	Elect Alison Henwood as an Independent Member of the Supervisory Board	For	For
Mgmt	A.9	Approve Remuneration of the Members of the Supervisory Board	For	For
Mgmt	B.1	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	For	For
Mgmt	C.1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	C.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	For

## Global Voting Record

## ABBOTT LABORATORIES

Meeting: Annual 29/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Robert J. Alpern	For	For
Mgmt	1.2	Elect Director Sally E. Blount	For	For
Mgmt	1.3	Elect Director Robert B. Ford	For	For
Mgmt	1.4	Elect Director Paola Gonzalez	For	For
Mgmt	1.5	Elect Director Michelle A. Kumbier	For	For
Mgmt	1.6	Elect Director Darren W. McDew	For	For
Mgmt	1.7	Elect Director Nancy McKinstry	For	For
Mgmt	1.8	Elect Director William A. Osborn	For	For
Mgmt	1.9	Elect Director Michael F. Roman	For	For
Mgmt	1.10	Elect Director Daniel J. Starks	For	For
Mgmt	1.11	Elect Director John G. Stratton	For	For
Mgmt	1.12	Elect Director Glenn F. Tilton	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: A vote for is warranted as this will enhance shareholders existing right to call special meetings.	Against	For
S/holder	5	Require Independent Board Chair Voter Rationale: A vote against is warranted as the lead director role is robust and the company has established governance guidelines. There is no concern over independence of the board or committee.	Against	Against
S/holder	6	Adopt Policy on 10b5-1 Plans Voter Rationale: A vote in favour is warranted as the proposed safeguards would improve the principles of the 10b5-1 plans.	Against	For
S/holder	7	Report on Lobbying Payments and Policy Voter Rationale: A vote against is warranted as the company is disclosing adequate information.	Against	Against
S/holder	8	Report on Public Health Costs of Antimicrobial Resistance Voter Rationale: A vote against is warranted as the company appears to be at industry standards in regards to this item.	Against	Against

## AFYA LIMITED

Meeting: Annual 29/04/2022 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Adopt Amended and Restated Memorandum and Articles of Association	For	For

## Global Voting Record

## AGNICO EAGLE MINES LIMITED

Meeting: Annual/Special 29/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Leona Aglukkaq	For	For
Mgmt	1.2	Elect Director Ammar Al-Joundi	For	For
Mgmt	1.3	Elect Director Sean Boyd	For	For
Mgmt	1.4	Elect Director Martine A. Celej	For	For
Mgmt	1.5	Elect Director Robert J. Gemmell	For	For
Mgmt	1.6	Elect Director Jonathan Gill	For	For
Mgmt	1.7	Elect Director Peter Grosskopf	For	For
Mgmt	1.8	Elect Director Elizabeth Lewis-Gray	For	For
Mgmt	1.9	Elect Director Deborah McCombe	For	For
Mgmt	1.10	Elect Director Jeffrey Parr	For	For
Mgmt	1.11	Elect Director John Merfyn Roberts	For	For
Mgmt	1.12	Elect Director Jamie C. Sokalsky	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Amend Incentive Share Purchase Plan	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach Voter Rationale: A vote against warranted due to concerns over the pay for performance. The CEO pay is not aligned with market standards and company performance.	For	Against

## ALTAGAS LTD.

Meeting: Annual/Special 29/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	2.1	Elect Director Victoria A. Calvert	For	For
Mgmt	2.2	Elect Director David W. Cornhill	For	For
Mgmt	2.3	Elect Director Randall L. Crawford	For	For
Mgmt	2.4	Elect Director Jon-Al Duplantier	For	For
Mgmt	2.5	Elect Director Robert B. Hodgins	For	For
Mgmt	2.6	Elect Director Cynthia Johnston	For	For
Mgmt	2.7	Elect Director Pentti O. Karkkainen	For	For
Mgmt	2.8	Elect Director Phillip R. Knoll	For	For
Mgmt	2.9	Elect Director Linda G. Sullivan	For	For
Mgmt	2.10	Elect Director Nancy G. Tower	For	For
Mgmt	3	Re-approve Stock Option Plan	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For



## Global Voting Record

## ASML HOLDING NV

Meeting: Annual 29/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Discuss the Company's Business Financial Situation and Sustainability		Non Voting
Mgmt	3a	Approve Remuneration Report	For	For
Mgmt	3b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3c	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3d	Approve Dividends of EUR 5.50 Per Share	For	For
Mgmt	4a	Approve Discharge of Management Board	For	For
Mgmt	4b	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Approve Number of Shares for Management Board	For	For
Mgmt	6	Amend Remuneration Policy for Management Board	For	For
Mgmt	7a	Announce Intention to Reappoint P.T.F.M. Wennink to Management Board		Non Voting
Mgmt	7b	Announce Intention to Reappoint M.A. van den Brink to Management Board		Non Voting
Mgmt	7c	Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board		Non Voting
Mgmt	7d	Announce Intention to Reappoint C.D. Fouquet to Management Board		Non Voting
Mgmt	7e	Announce Intention to Reappoint R.J.M. Dassen to Management Board		Non Voting
Mgmt	8a	Announce Vacancies on the Supervisory Board		Non Voting
Mgmt	8b	Opportunity to Make Recommendations		Non Voting
Mgmt	8c	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board		Non Voting
Mgmt	8d	Reelect T.L. Kelly to Supervisory Board	For	For
Mgmt	8e	Elect A.F.M. Everke to Supervisory Board	For	For
Mgmt	8f	Elect A.L. Steegen to Supervisory Board	For	For
Mgmt	8g	Discuss Composition of the Supervisory Board		Non Voting
Mgmt	9	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	For	For
Mgmt	10	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025		Non Voting
Mgmt	11	Amend Articles of Association	For	For
Mgmt	12a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For
Mgmt	12b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	14	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	15	Other Business (Non-Voting)		Non Voting
Mgmt	16	Close Meeting		Non Voting

## Global Voting Record

## ATOSS SOFTWARE AG

Meeting: Annual 29/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.82 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For
Mgmt	6.1	Elect Moritz Zimmermann to the Supervisory Board Voter Rationale: Voted against due to a lack of gender diversity on the board.	For	Against
Mgmt	6.2	Elect Rolf Vielhauer von Hohenhau to the Supervisory Board	For	For
Mgmt	6.3	Elect Klaus Bauer to the Supervisory Board	For	For
Mgmt	7	Approve Remuneration Report Voter Rationale: A vote against is warranted due to a poor level of disclosure.	For	Against
Mgmt	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For

## BAYER AG

Meeting: Annual 29/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.00 per Share for Fiscal Year 2021	For	For
Mgmt	2	Approve Discharge of Management Board for Fiscal Year 2021 Voter Rationale: Items 2 and 3: We believe a vote against both the management and supervisory boards is warranted due to concerns with the management of the company.	For	Against
Mgmt	3	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	Against
Mgmt	4.1	Reelect Paul Achleitner to the Supervisory Board	For	For
Mgmt	4.2	Reelect Norbert Bischofberger to the Supervisory Board	For	For
Mgmt	4.3	Reelect Colleen Goggins to the Supervisory Board	For	For
Mgmt	5	Approve Remuneration Report Voter Rationale: We believe a vote against is warranted due to concerns with pension payments and adjustments made to STI targets which resulted in payouts not aligned with company performance.	For	Against
Mgmt	6	Approve Affiliation Agreement with Bayer Chemicals GmbH	For	For
Mgmt	7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For

## Global Voting Record

## CAPITALAND INVESTMENT LTD.

Meeting: Annual 29/04/2022 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve First and Final Dividend and Special Dividend	For	For
Mgmt	3	Approve Directors' Remuneration	For	For
Mgmt	4a	Elect Lee Chee Koon as Director	For	For
Mgmt	4b	Elect Judy Hsu Chung Wei as Director	For	For
Mgmt	5a	Elect Helen Wong Siu Ming as Director	For	For
Mgmt	5b	Elect David Su Tuong Sing as Director	For	For
Mgmt	6	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	8	Approve Grant of Awards and Issuance of Shares Under the CapitaLand Investment Performance Share Plan 2021 and the CapitaLand Investment Restricted Share Plan 2021	For	For
Mgmt	9	Authorize Share Repurchase Program	For	For

## CAPITAL POWER CORPORATION

Meeting: Annual 29/04/2022 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Jill Gardiner	For	For
Mgmt	1.2	Elect Director Doyle Beneby	For	For
Mgmt	1.3	Elect Director Kelly Huntington	For	For
Mgmt	1.4	Elect Director Barry Perry	For	For
Mgmt	1.5	Elect Director Jane Peverett	For	For
Mgmt	1.6	Elect Director Robert L. Phillips	For	For
Mgmt	1.7	Elect Director Katharine Stevenson	For	For
Mgmt	1.8	Elect Director Keith Trent	For	For
Mgmt	1.9	Elect Director Brian Vaasjo	For	For
Mgmt	2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	4	Re-approve Shareholder Rights Plan	For	For

## Global Voting Record

## CHINA MERCHANTS SECURITIES CO. LTD.

Meeting: Extraordinary Sh: 29/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Amendments to Articles of Association Voter Rationale: A vote AGAINST the proposed Articles amendments in Item 1 is warranted, because the amended Articles are not considered to adequately provide for accountability and transparency to shareholders. A vote FOR the proposed amendments to the relevant rules in Items 2 and 3 is warranted, because the amendments are made in line with the applicable laws and regulations governing the company and would reflect the company's current circumstances.	For	Against
Mgmt	2	Approve Amendments to the Rules for the Management of Related Party Transactions	For	For
Mgmt	3	Approve Amendments to the Rules for the Selection and Appointment of Accountants' Firm	For	For
S/holder	4.01	Elect Wu Zongmin as Director	For	For
S/holder	4.02	Elect Deng Weidong as Director Voter Rationale: A vote AGAINST the election of Deng Weidong is warranted for serving on more than six public company boards. In the absence of any significant issues concerning Wu Zongmin, a vote FOR his election is warranted.	For	Against

## CONTINENTAL AG

Meeting: Annual 29/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2021 Voter Rationale: Abstention warranted in light of the ongoing investigation into the directors role in the diesel emissions scandal.	For	Abstain
Mgmt	3.2	Approve Discharge of Management Board Member Hans-Juergen Duensing (until March 31 2021) for Fiscal Year 2021	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Katja Duerrfeld (from Dec. 14 2021) for Fiscal Year 2021	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Frank Jourdan for Fiscal Year 2021	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2021	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Helmut Matschi for Fiscal Year 2021	For	For
Mgmt	3.7	Approve Discharge of Management Board Member Philip Nelles (from June 1 2021) for Fiscal Year 2021	For	For
Mgmt	3.8	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2021	For	For
Mgmt	3.9	Approve Discharge of Management Board Member Andreas Wolf for Fiscal Year 2021	For	For
Mgmt	3.10	Postpone Discharge of Management Board Member Wolfgang Schaefer for Fiscal Year 2021	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2021	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2021	For	For

## Global Voting Record

Mgmt	4.3	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2021	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2021	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2021	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2021	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2021	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2021	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Carmen Loeffler (from Sep. 16 2021) for Fiscal Year 2021	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2021	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2021	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2021	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2021	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2021	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2021	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2021	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2021	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2021	For	For
Mgmt	4.19	Approve Discharge of Supervisory Board Member Kirsten Voerkel for (until Sep. 15 2021) Fiscal Year 2021	For	For
Mgmt	4.20	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2021	For	For
Mgmt	4.21	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2021	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: Vote against warranted due to concerns around excessive pension contributions.	For	Against
Mgmt	7.1	Elect Dorothea von Boxberg to the Supervisory Board	For	For
Mgmt	7.2	Elect Stefan Buchner to the Supervisory Board	For	For

## COOR SERVICE MANAGEMENT HOLDING AB

Meeting: Annual 29/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2.1	Designate Jonathan Schonback as Inspector of Minutes of Meeting	For	For
Mgmt	2.2	Designate Johannes Wingborg as Inspector of Minutes of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For

## Global Voting Record

Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	For	For
Mgmt	7.c1	Approve Discharge of Anders Ehrling	For	For
Mgmt	7.c2	Approve Discharge of Mats Granryd	For	For
Mgmt	7.c3	Approve Discharge of Mats Jonsson	For	For
Mgmt	7.c4	Approve Discharge of Monica Lindstedt	For	For
Mgmt	7.c5	Approve Discharge of Magnus Meyer	For	For
Mgmt	7.c6	Approve Discharge of Kristina Schauman	For	For
Mgmt	7.c7	Approve Discharge of Heidi Skaaret	For	For
Mgmt	7.c8	Approve Discharge of Glenn Evans	For	For
Mgmt	7.c9	Approve Discharge Linus Johansson	For	For
Mgmt	7.c10	Approve Discharge of Rikard Milde	For	For
Mgmt	7.c11	Approve Discharge of Urban Raaf	For	For
Mgmt	7.c12	Approve Discharge of CEO AnnaCarin Grandin	For	For
Mgmt	8.1	Approve Remuneration of Directors in the Amount of SEK 855 000 for Chairman and SEK 305 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	8.2	Approve Remuneration of Auditors	For	For
Mgmt	9.1	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	10.1	Reelect Mats Granryd as Director	For	For
Mgmt	10.2	Reelect Magnus Meyer as Director	For	For
Mgmt	10.3	Reelect Kristina Schauman as Director	For	For
Mgmt	10.4	Reelect Heidi Skaaret as Director	For	For
Mgmt	10.5	Elect Karin Jarl Mansson as New Director	For	For
Mgmt	10.6	Elect Linda Wikstrom as New Director	For	For
Mgmt	10.7	Reelect Mats Granryd as Board Chair	For	For
Mgmt	10.8	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	11	Approve Remuneration Policy For Executive Management	For	For
Mgmt	12	Approve Remuneration Report	For	For
Mgmt	13.a	Approve Performance Share Matching Plan LTIP 2022 for Key Employees	For	For
Mgmt	12.b	Approve Equity Plan Financing	For	For
Mgmt	13.c	Approve Alternative Equity Plan Financing Voter Rationale: Abstention warranted due to potential for unnecessary additional costs relative to Item 12B.	For	Abstain
Mgmt	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	15	Approve Creation of Pool of Capital without Preemptive Rights	For	For

## Global Voting Record

## CORTEVA INC.

Meeting: Annual 29/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Lamberto Andreotti	For	For
Mgmt	1b	Elect Director Klaus A. Engel	For	For
Mgmt	1c	Elect Director David C. Everitt	For	For
Mgmt	1d	Elect Director Janet P. Giesselman	For	For
Mgmt	1e	Elect Director Karen H. Grimes	For	For
Mgmt	1f	Elect Director Michael O. Johannis	For	For
Mgmt	1g	Elect Director Rebecca B. Liebert	For	For
Mgmt	1h	Elect Director Marcos M. Lutz	For	For
Mgmt	1i	Elect Director Charles V. Magro	For	For
Mgmt	1j	Elect Director Nayaki R. Nayyar	For	For
Mgmt	1k	Elect Director Gregory R. Page	For	For
Mgmt	1l	Elect Director Kerry J. Preete	For	For
Mgmt	1m	Elect Director Patrick J. Ward	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## Global Voting Record

## DIASORIN SPA

Meeting: Annual 29/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
		Approve Remuneration Policy		
Mgmt	2.1	Voter Rationale: A vote AGAINST the remuneration policy is recommended due to a lack of disclosure on key features of the ongoing long-term incentive plan. As the plan is cash-based, shareholders are not called to approve it under a separate item. Missing retrospective information on lapsed LTIP does not mitigate concerns.	For	Against
		Approve Second Section of the Remuneration Report		
Mgmt	2.2	Voter Rationale: Vote AGAINST considering the company derogation to the remuneration policy in 2021 has not been supported by sufficient disclosure.	For	Against
S/holder	3.1	Fix Number of Directors	None	For
S/holder	3.2	Fix Board Terms for Directors	None	For
S/holder	3.3	Slate Submitted by IP Investimenti e Partecipazioni Srl	None	For
S/holder	3.4	Approve Remuneration of Directors	None	For
S/holder	4.1.1	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	None	Against
S/holder	4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	4.2	Appoint Chairman of Internal Statutory Auditors	None	For
S/holder	4.3	Approve Internal Auditors' Remuneration	None	For
		Approve Long-Term Incentive Plan		
Mgmt	5	Voter Rationale: A vote AGAINST this proposal is warranted because: * Individual limits are not clearly disclosed and total number of beneficiaries is not disclosed; * Performance conditions are only applied to a portion of the awards; * Performance targets are not disclosed.	For	Against
Mgmt	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against



## Global Voting Record

## ENDESA SA

Meeting: Annual 29/04/2022 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Consolidated and Standalone Management Reports	For	For
Mgmt	3	Approve Non-Financial Information Statement	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Approve Allocation of Income and Dividends	For	For
Mgmt	6	Renew Appointment of KPMG Auditores as Auditor	For	For
Mgmt	7	Authorize Issuance of Convertible Bonds Debentures Warrants and Other Debt Securities up to EUR 7.5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For
Mgmt	8	Reelect Jose Damian Bogas Galvez as Director	For	For
Mgmt	9	Reelect Francesco Starace as Director	For	For
Mgmt	10	Elect Francesca Gostinelli as Director	For	For
Mgmt	11	Elect Cristina de Parias Halcon as Director	For	For
Mgmt	12	Fix Number of Directors at 12	For	For
Mgmt	13	Approve Remuneration Report	For	For
Mgmt	14	Approve Remuneration Policy	For	For
Mgmt	15	Approve Strategic Incentive Plan	For	For
Mgmt	16	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## Global Voting Record

## FLOW TRADERS NV

Meeting: Annual 29/04/2022 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2.b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.c	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	2.d	Approve Dividends of EUR 1.35 Per Share	For	For
Mgmt	2.e	Approve Remuneration Report Voter Rationale: Vote against warranted given the lack of disclosure on individual award levels, weighting and achievement of KPIs.	For	Against
Mgmt	2.f	Approve Remuneration Policy for Management Board Voter Rationale: Vote against warranted given the lack of disclosure on individual metrics and variable incentive schemes.	For	Against
Mgmt	3	Approve Discharge of Management Board	For	For
Mgmt	4	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Reelect Folkert Joling to Management Board	For	For
Mgmt	6.a	Reelect Jan van Kuijk to Supervisory Board	For	For
Mgmt	6.b	Reelect Olivier Bisselier to Supervisory Board	For	For
Mgmt	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	9	Approve Cancellation of Repurchased Shares	For	For
Mgmt	10	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	11	Close Meeting		Non Voting

## G-BITS NETWORK TECHNOLOGY (XIAMEN) CO. LTD.

Meeting: Annual 29/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report and Summary	For	For
Mgmt	2	Approve Report of the Board of Directors	For	For
Mgmt	3	Approve Report of the Board of Supervisors	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Profit Distribution	For	For
Mgmt	6	Approve Use of Idle Own Funds for Cash Management Voter Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.	For	Against
Mgmt	7	Approve to Appoint Auditor	For	For
S/holder	8	Elect Chen Yiwei as Supervisor	For	For

## Global Voting Record

## GOLDEN AGRI-RESOURCES LTD

Meeting: Annual 29/04/2022 Mauritius

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Elect Christian G H Gautier De Charnace as Director	For	For
Mgmt	5	Elect Khemraj Sharma Sewraz as Director	For	For
Mgmt	6	Elect Willy Shee Ping Yah @ Shee Ping Yan as Director	For	For
Mgmt	7	Elect Marie Claire Goolam Hossen as Director	For	For
Mgmt	8	Elect Soh Hang Kwang as Director	For	For
Mgmt	9	Elect Franky Oesman Widjaja as Director	For	For
Mgmt	10	Elect Rafael Buhay Concepcion Jr. as Director	For	For
Mgmt	11	Approve Moore Stephens LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	12	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	13	Authorize Share Repurchase Program	For	For
Mgmt	14	Approve Mandate for Interested Person Transactions	For	For

## GREENCOAT RENEWABLES PLC

Meeting: Annual 29/04/2022 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Re-elect Ronan Murphy as Director	For	For
Mgmt	2b	Re-elect Emer Gilvarry as Director	For	For
Mgmt	2c	Re-elect Kevin McNamara as Director	For	For
Mgmt	2d	Re-elect Marco Graziano as Director	For	For
Mgmt	3	Ratify BDO as Auditors	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Authorise Issue of Equity	For	For
Mgmt	6	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	7	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	8	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For

## HEXAGON AB

Meeting: Annual 29/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	For	For

## Global Voting Record

Mgmt	4.2	Designate Fredrik Skoglund Inspector of Minutes of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	6.c	Receive the Board's Dividend Proposal		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of EUR 0.11 Per Share	For	For
Mgmt	7.c1	Approve Discharge of Gun Nilsson	For	For
Mgmt	7.c2	Approve Discharge of Marta Schorling Andreen	For	For
Mgmt	7.c3	Approve Discharge of John Brandon	For	For
Mgmt	7.c4	Approve Discharge of Sofia Schorling Hogberg	For	For
Mgmt	7.c5	Approve Discharge of Ulrika Francke	For	For
Mgmt	7.c6	Approve Discharge of Henrik Henriksson	For	For
Mgmt	7.c7	Approve Discharge of Patrick Soderlund	For	For
Mgmt	7.c8	Approve Discharge of Brett Watson	For	For
Mgmt	7.c9	Approve Discharge of Erik Huggers	For	For
Mgmt	7.c10	Approve Discharge of Ola Rollen	For	For
Mgmt	8	Determine Number of Members (10) and Deputy Members (0) of Board	For	For
Mgmt	9.1	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman and SEK 670 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	9.2	Approve Remuneration of Auditors	For	For
Mgmt	10.1	Reelect Marta Schorling Andreen as Director	For	For
Mgmt	10.2	Reelect John Brandon as Director	For	For
Mgmt	10.3	Reelect Sofia Schorling Hogberg as Director	For	For
Mgmt	10.4	Reelect Ulrika Francke as Director Voter Rationale: We believe a vote against is warranted due to tenure and concerns around independence levels of the audit committee.	For	Against
Mgmt	10.5	Reelect Henrik Henriksson as Director	For	For
Mgmt	10.6	Reelect Ola Rollen as Director	For	For
Mgmt	10.7	Reelect Gun Nilsson as Director	For	For
Mgmt	10.8	Reelect Patrick Soderlund as Director	For	For
Mgmt	10.9	Reelect Brett Watson as Director	For	For
Mgmt	10.10	Reelect Erik Huggers as Director	For	For
Mgmt	10.11	Elect Gun Nilsson as Board Chair	For	For
Mgmt	10.12	Ratify PricewaterhouseCoopers AB as Auditors	For	For
Mgmt	11	Elect Mikael Ekdahl Jan Dworsky Anders Oscarsson and Liselott Ledin as Members of Nominating Committee	For	For
Mgmt	12	Approve Remuneration Report	For	For
Mgmt	13	Approve Performance Share Program 2022/20225 for Key Employees	For	For
Mgmt	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For

## INTESA SANPAOLO SPA

Meeting: Annual/Special 29/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
S/holder	2a	Fix Number of Directors Voter Rationale: A vote in favour is warranted because the company has disclosed the proposed board size and no concerns have been noticed.	None	For
S/holder	2b.1	Slate 1 Submitted by Compagnia di San Paolo Fondazione Cariplo Fondazione Cassa di Risparmio di Padova e Rovigo Fondazione Cassa di Risparmio di Firenze and Fondazione Cassa di Risparmio in Bologna Voter Rationale: A vote in favour is warranted because shareholders can support only one slate and it is preferable for Slate 2 not to get the majority of the votes so that the Chair of the Management Control Committee can be selected from Slate 2, no major concerns have been noticed with respect to the proposed candidates and this Slate is reconfirming both CEO and Chair.	None	For
S/holder	2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: A vote against is warranted as shareholders can only support one slate and we supported Slate 1.	None	Against
S/holder	2c	Elect Gian Maria Gros-Pietro as Board Chair and Paolo Andrea Colombo as Deputy Chairperson Voter Rationale: A vote in favour is warranted because the company has disclosed all information regarding the proposed nominee.	None	For
Mgmt	3a	Approve Remuneration Policies in Respect of Board Directors	For	For
Mgmt	3b	Approve Remuneration of Directors	For	For
Mgmt	3c	Approve Remuneration and Incentive Policies of the Intesa Sanpaolo Group for 2022	For	For
Mgmt	3d	Approve Second Section of the Remuneration Report	For	For
Mgmt	3e	Approve Annual Incentive Plan	For	For
Mgmt	3f	Approve Long-Term Incentive Performance Share Plan	For	For
Mgmt	3g	Approve LECOIP 3.0 Long-Term Incentive Plan	For	For
Mgmt	4a	Authorize Share Repurchase Program	For	For
Mgmt	4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	For	For
Mgmt	4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	For
Mgmt	2	Authorize Board to Increase Capital to Service LECOIP 3.0 Long-Term Incentive Plan	For	For
Mgmt	3	Authorize Board to Increase Capital to Service Long-Term Incentive Performance Share Plan	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: Voted against as the proposed deliberation is not known yet.	None	Against

## INTRUM AB

Meeting: Annual 29/04/2022 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7.a	Receive Board's Report		Non Voting
Mgmt	7.b	Receive President's Report		Non Voting
Mgmt	8	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	9	Accept Financial Statements and Statutory Reports	For	For
Mgmt	10	Approve Allocation of Income and Dividends of SEK 13.5 Per Share	For	For
Mgmt	11	Approve Discharge of Board and President	For	For
Mgmt	12	Determine Number of Members and Deputy Members of Board Voter Rationale: A vote AGAINST this item is warranted as the proposal has not been disclosed at the time of writing.	For	Against
Mgmt	13	Approve Remuneration of Directors; Approve Remuneration of Auditors Voter Rationale: A vote AGAINST this item is warranted, as the proposed director fees are not disclosed.	For	Against
Mgmt	14	Elect Directors Voter Rationale: A vote AGAINST this item is warranted as the names of the candidates have not been disclosed at the time of writing.	For	Against
Mgmt	15	Ratify Auditors Voter Rationale: A vote AGAINST this item is warranted as the name of the proposed auditor has not been disclosed at the time of writing.	For	Against
Mgmt	16	Approve Remuneration Report	For	For
Mgmt	17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	18.a	Approve Performance Share Plan LTIP 2022	For	For
Mgmt	18.b	Approve Equity Plan Financing Through Repurchase of Shares	For	For
Mgmt	18.c	Approve Equity Plan Financing Through Transfer of Shares	For	For
Mgmt	18.d	Approve Equity Plan Financing Through Reissuance of Repurchased Shares	For	For
Mgmt	19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	20	Close Meeting		Non Voting

## Global Voting Record

## JS GLOBAL LIFESTYLE CO. LTD.

Meeting: Annual 29/04/2022 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Elect Wang Xuning as Director	For	For
Mgmt	2b	Elect Han Run as Director	For	For
Mgmt	2c	Elect Huang Shuling as Director	For	For
Mgmt	2d	Elect Hui Chi Kin Max as Director	For	For
Mgmt	2e	Elect Stassi Anastas Anastassov as Director	For	For
Mgmt	2f	Elect Sun Zhe as Director	For	For
Mgmt	2g	Elect Wong Tin Yau Kelvin as Director	For	For
Mgmt	2h	Elect Timothy Roberts Warner as Director	For	For
Mgmt	2i	Elect Yang Xianxiang as Director	For	For
Mgmt	3	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.	For	Against
Mgmt	7	Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.	For	Against
Mgmt	8	Approve Final Dividend	For	For

## Global Voting Record

## KINGSPAN GROUP PLC

Meeting: Annual 29/04/2022 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a	Re-elect Jost Massenberg as Director	For	For
Mgmt	3b	Re-elect Gene Murtagh as Director	For	For
Mgmt	3c	Re-elect Geoff Doherty as Director	For	For
Mgmt	3d	Re-elect Russell Shiels as Director	For	For
Mgmt	3e	Re-elect Gilbert McCarthy as Director	For	For
Mgmt	3f	Re-elect Linda Hickey as Director	For	For
Mgmt	3g	Re-elect Michael Cawley as Director	For	For
Mgmt	3h	Re-elect John Cronin as Director	For	For
Mgmt	3i	Re-elect Anne Heraty as Director	For	For
Mgmt	3j	Elect Eimear Moloney as Director	For	For
Mgmt	3k	Elect Paul Murtagh as Director	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Approve Planet Passionate Report	For	For
Mgmt	6	Approve Remuneration Policy	For	For
Mgmt	7	Approve Remuneration Report	For	For
Mgmt	8	Authorise Issue of Equity	For	For
Mgmt	9	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	11	Authorise Market Purchase of Shares	For	For
Mgmt	12	Authorise Reissuance of Treasury Shares	For	For
Mgmt	13	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For
Mgmt	14	Amend Performance Share Plan	For	For



## Global Voting Record

## LECTRA SA

Meeting: Annual/Special 29/04/2022 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Discharge of Directors	For	For
Mgmt	4	Approve Allocation of Income and Dividends of EUR 0.36 per Share	For	For
Mgmt	5	Approve Compensation Report of Corporate Officers	For	For
Mgmt	6	Approve Compensation of Daniel Harari Chairman and CEO	For	For
Mgmt	7	Elect Ross McInnes as Director	For	For
Mgmt	8	Elect Helene Viot Poirier as Director	For	For
Mgmt	9	Approve Remuneration of Directors in the Aggregate Amount of EUR 480 000	For	For
Mgmt	10	Approve Remuneration Policy of Daniel Harari Chairman and CEO	For	For
Mgmt	11	Approve Remuneration Policy of Directors	For	For
Mgmt	12	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	For	For
Mgmt	13	Authorize up to 1 200 000 Shares of Issued Capital for Use in Stock Option Plans	For	For
Mgmt	14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	For
Mgmt	15	Authorize Filing of Required Documents/Other Formalities	For	For

## MERCEDES-BENZ GROUP AG

Meeting: Annual 29/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021 Voter Rationale: Votes AGAINST the discharge of the management and supervisory boards are considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including MBG) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. The company paid no fines owing to its principal witness status. * While MBG may be applauded for self-reporting and bringing the cartel to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the diesel emissions scandal, but also to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational, financial, and also environmental damage worldwide. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case as well as ongoing diesel emissions issues, and because the discharge resolutions are currently bundled, which does not allow shareholders to target individuals of both bodies who may have been involved in failures of due diligence from 2009 until 2014, votes AGAINST are warranted.	For	Against
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021 Voter Rationale: Votes AGAINST the discharge of the management and supervisory boards are considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including MBG) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. The company paid no fines owing to its principal witness status. * While MBG may be applauded for self-reporting and bringing the cartel to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the diesel emissions scandal, but also to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational, financial, and also environmental damage worldwide. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case as well as ongoing diesel emissions issues, and because the discharge resolutions are currently bundled, which does not allow shareholders to target individuals of both bodies who may have been involved in failures of due diligence from 2009 until 2014, votes AGAINST are warranted.	For	Against
Mgmt	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For
Mgmt	5.2	Ratify KPMG AG as Auditors for the 2023 Interim Financial Statements until the 2023 AGM	For	For
Mgmt	6.1	Elect Dame Courtice to the Supervisory Board	For	For
Mgmt	6.2	Elect Marco Gobetti to the Supervisory Board	For	For
Mgmt	7	Approve Remuneration Report	For	For

## Global Voting Record

## NEXUS AG

Meeting: Annual 29/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5	Approve Remuneration Report	For	For
Mgmt	6.1	Approve Affiliation Agreement with Nexus Deutschland GmbH	For	For
Mgmt	6.2	Approve Affiliation Agreement with DC-Systeme Informatik GmbH	For	For
Mgmt	6.3	Approve Affiliation Agreement with NEXUS/ASTRAIA GmbH	For	For
Mgmt	7.1	Approve Cancellation of Conditional Capital	For	For
Mgmt	7.2	Amend Articles Re: Proof of Entitlement	For	For
Mgmt	7.3	Amend Articles Re: Electronic Transmission of Notifications	For	For
Mgmt	8	Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2022	For	For

## PING AN INSURANCE (GROUP) COMPANY OF CHINA LTD.

Meeting: Annual 29/04/2022 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Supervisory Committee	For	For
Mgmt	2	Approve Report of the Supervisory Committee	For	For
Mgmt	3	Approve Annual Report and Its Summary	For	For
Mgmt	3	Approve Annual Report and Its Summary	For	For
Mgmt	4	Approve Financial Statements and Statutory Reports	For	For
Mgmt	4	Approve Financial Statements and Statutory Reports	For	For
Mgmt	5	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	For	For
Mgmt	5	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	For	For
Mgmt	6	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	6	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7.1	Elect He Jianfeng as Director	For	For
Mgmt	7.1	Elect He Jianfeng as Director	For	For
Mgmt	7.2	Elect Cai Xun as Director	For	For
Mgmt	7.2	Elect Cai Xun as Director	For	For
Mgmt	8.1	Elect Zhu Xinrong as Supervisor	For	For
Mgmt	8.1	Elect Zhu Xinrong as Supervisor	For	For
Mgmt	8.2	Elect Liew Fui Kiang as Supervisor	For	For
Mgmt	8.2	Elect Liew Fui Kiang as Supervisor	For	For
Mgmt	8.3	Elect Hung Ka Hai Clement as Supervisor	For	For
Mgmt	8.3	Elect Hung Ka Hai Clement as Supervisor	For	For
Mgmt	9	Approve Development Plan of the Company for Years 2022 to 2024	For	For
Mgmt	9	Approve Development Plan of the Company for Years 2022 to 2024	For	For
Mgmt	10	Approve Management Policy for Remuneration of Directors and Supervisors	For	For
Mgmt	10	Approve Management Policy for Remuneration of Directors and Supervisors	For	For
Mgmt	11	Approve Issuance of Debt Financing Instruments	For	For
Mgmt	11	Approve Issuance of Debt Financing Instruments	For	For
Mgmt	12	Amend Articles of Association	For	For
Mgmt	12	Amend Articles of Association	For	For

## Global Voting Record

## REGENCY CENTERS CORPORATION

Meeting: Annual 29/04/2022 USA

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

## TERNA RETE ELETTRICA NAZIONALE SPA

Meeting: Annual 29/04/2022 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Elect Qinjing Shen as Director and Approve Director's Remuneration	For	For
Mgmt	4	Approve Long-Term Incentive Plan	For	For
Mgmt	5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	6.1	Approve Remuneration Policy	For	For
Mgmt	6.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders Voter Rationale: Voted against due to a lack of disclosure.	None	Against

## Global Voting Record

## VONOVIA SE

Meeting: Annual 29/04/2022 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.66 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For
Mgmt	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	For	For
Mgmt	5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration of Supervisory Board	For	For
Mgmt	8.1	Elect Matthias Huenlein to the Supervisory Board	For	For
Mgmt	8.2	Elect Juergen Fenk to the Supervisory Board	For	For
Mgmt	9	Approve Creation of EUR 233 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
Mgmt	10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	11	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For

## ZIONS BANCORPORATION NATIONAL ASSOCIATION

Meeting: Annual 29/04/2022 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Maria Contreras-Sweet	For	For
Mgmt	1B	Elect Director Gary L. Crittenden	For	For
Mgmt	1C	Elect Director Suren K. Gupta	For	For
Mgmt	1D	Elect Director Claire A. Huang	For	For
Mgmt	1E	Elect Director Vivian S. Lee	For	For
Mgmt	1F	Elect Director Scott J. McLean	For	For
Mgmt	1G	Elect Director Edward F. Murphy	For	For
Mgmt	1H	Elect Director Stephen D. Quinn	For	For
Mgmt	1I	Elect Director Harris H. Simmons	For	For
Mgmt	1J	Elect Director Aaron B. Skonnard	For	For
Mgmt	1K	Elect Director Barbara A. Yastine	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Approve Omnibus Stock Plan	For	For

## Global Voting Record

## ARVIND LIMITED

Meeting: Special 30/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reappointment and Remuneration of Sanjay Lalbhai as Chairman and Managing Director	For	For

## GAIL (INDIA) LIMITED

Meeting: Special 30/04/2022 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Appointment of Rakesh Kumar Jain as Director (Finance)	For	For
Mgmt	2	Approve Appointment of Deepak Gupta as Director (Projects)	For	For
Mgmt	3	Elect Ravikant Kolhe as Director	For	For
Mgmt	4	Elect Sher Singh as Director	For	For
Mgmt	5	Elect Nandhagopal Narayanasamy as Director	For	For
Mgmt	6	Elect Akhilesh Jain as Director	For	For
Mgmt	7	Elect Sanjay Kashyap as Director	For	For
Mgmt	8	Elect Kangabam Inaocha Devi as Director	For	For
Mgmt	9	Approve Material Related Party Transactions with Indraprastha Gas Limited Voter Rationale: A vote AGAINST these resolutions is warranted given that the terms of the proposals do not provide for further shareholder review and vote on related-party transactions on a periodic basis.	For	Against
Mgmt	10	Approve Material Related Party Transactions with Mahanagar Gas Limited Voter Rationale: A vote AGAINST these resolutions is warranted given that the terms of the proposals do not provide for further shareholder review and vote on related-party transactions on a periodic basis.	For	Against
Mgmt	11	Approve Material Related Party Transactions with Maharashtra Natural Gas Limited Voter Rationale: A vote AGAINST these resolutions is warranted given that the terms of the proposals do not provide for further shareholder review and vote on related-party transactions on a periodic basis.	For	Against
Mgmt	12	Approve Material Related Party Transactions with ONGC Petro Additions Limited Voter Rationale: A vote AGAINST these resolutions is warranted given that the terms of the proposals do not provide for further shareholder review and vote on related-party transactions on a periodic basis.	For	Against
Mgmt	13	Approve Material Related Party Transactions with Ramagundam Fertilizers and Chemicals Limited Voter Rationale: A vote AGAINST these resolutions is warranted given that the terms of the proposals do not provide for further shareholder review and vote on related-party transactions on a periodic basis.	For	Against