

PICTET ASSET MANAGEMENT

Voting summary

FEBRUARY 2023

VOTE SUMMARY REPORT

Date range covered : 02/01/2023 to 02/28/2023

Accenture Plc

Meeting Date: 02/01/2023

Country: Ireland

Ticker: ACN

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	For	Do Not Vote
1b	Elect Director Nancy McKinstry	For	Do Not Vote
1c	Elect Director Beth E. Mooney	For	Do Not Vote
1d	Elect Director Gilles C. Pelisson	For	Do Not Vote
1e	Elect Director Paula A. Price	For	Do Not Vote
1f	Elect Director Venkata (Murthy) Renduchintala	For	Do Not Vote
1g	Elect Director Arun Sarin	For	Do Not Vote
1h	Elect Director Julie Sweet	For	Do Not Vote
1i	Elect Director Tracey T. Travis	For	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Do Not Vote
3	Advisory Vote on Say on Pay Frequency	One Year	Do Not Vote
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Do Not Vote
5	Renew the Board's Authority to Issue Shares Under Irish Law	For	Do Not Vote
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	Do Not Vote
7	Determine Price Range for Reissuance of Treasury Shares	For	Do Not Vote

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	For	For
1b	Elect Director Nancy McKinstry	For	For
1c	Elect Director Beth E. Mooney	For	For

Accenture Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director Gilles C. Pelisson	For	For
1e	Elect Director Paula A. Price	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	For	For
1g	Elect Director Arun Sarin	For	For
1h	Elect Director Julie Sweet	For	For
1i	Elect Director Tracey T. Travis	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	For
7	Determine Price Range for Reissuance of Treasury Shares	For	For

CGI Inc.

Meeting Date: 02/01/2023

Country: Canada

Ticker: GIB.A

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shareholders		
1.1	Elect Director George A. Cope	For	For
1.2	Elect Director Paule Dore	For	For
1.3	Elect Director Julie Godin	For	For
1.4	Elect Director Serge Godin	For	For
1.5	Elect Director Andre Imbeau	For	For
1.6	Elect Director Gilles Labbe	For	For
1.7	Elect Director Michael B. Pedersen	For	For
1.8	Elect Director Stephen S. Poloz	For	For
1.9	Elect Director Mary G. Powell	For	For
1.10	Elect Director Alison C. Reed	For	For
1.11	Elect Director Michael E. Roach	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.12	Elect Director George D. Schindler	For	For
1.13	Elect Director Kathy N. Waller	For	For
1.14	Elect Director Joakim Westh	For	For
1.15	Elect Director Frank Witter	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	For	For
	Shareholder Proposals		
3	SP 1: Disclose Languages in Which Directors Are Fluent	Against	Against
4	SP 2: Review Mandate to Include Ethical Component Concerning Artificial Intelligence	Against	For
	Blended Rationale: A vote FOR this shareholder proposal is warranted at this time. The integration of ethical considerations on AI use and its development is deemed beneficial as an additional layer of security to mitigate the potential risks AI usage may bring. Additionally, a more established information by including ethical component on the use of AI would help shareholders assess management's oversight of possible related risks.		
5	SP 3: Update the Role of the Human Resources Committee to Include Responsibilities Related to Employee Health and Well-being	Against	Against
6	SP 4: Report on Racial Disparities and Equity Issues	Against	For
	Blended Rationale: A vote FOR this shareholder proposal is warranted at this time. Additional disclosure on the company's diversity, equity and inclusion initiatives and strategy would allow shareholders to better assess the effectiveness of the company's diversity and inclusion efforts and management of related risks.		

Imperial Brands Plc

Meeting Date: 02/01/2023	Country: United Kingdom	Ticker: IMB
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Stefan Bomhard as Director	For	For
5	Re-elect Susan Clark as Director	For	For
6	Re-elect Ngozi Edozien as Director	For	For
7	Re-elect Therese Esperdy as Director	For	For
8	Re-elect Alan Johnson as Director	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Re-elect Robert Kunze-Concewitz as Director	For	For
10	Re-elect Lukas Paravicini as Director	For	For
11	Re-elect Diane de Saint Victor as Director	For	For
12	Re-elect Jonathan Stanton as Director	For	For
13	Reappoint Ernst & Young LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Approve Share Matching Scheme	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Market Purchase of Ordinary Shares	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Telefonica Brasil SA

Meeting Date: 02/01/2023	Country: Brazil	Ticker: VIVT3
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Ratify PriceWaterhouseCoopers Auditores Independentes Ltda. as Independent Firm to Appraise Proposed Transaction	For	For
2	Approve Agreement to Absorb Garliava RJ Infraestrutura e Redes de Telecomunicacoes S.A. (Garliava)	For	For
3	Approve Independent Firm's Appraisal	For	For
4	Approve Absorption of Garliava RJ Infraestrutura e Redes de Telecomunicacoes S.A. (Garliava)	For	For

China Tourism Group Duty Free Corp. Ltd.

Meeting Date: 02/02/2023	Country: China	Ticker: 1880
	Meeting Type: Extraordinary Shareholders	

China Tourism Group Duty Free Corp. Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		
1	Elect Li Gang as Director	For	For
2	Appoint KPMG Huazhen LLP as Domestic Auditor and KPMG as International Auditor and Authorize Board to Fix Their Remuneration	For	For
3	Amend Articles of Association	For	For

Jiangsu Hengrui Pharmaceuticals Co., Ltd.

Meeting Date: 02/02/2023Country: ChinaTicker: 600276

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS		
1.1	Elect Sun Piaoyang as Director	For	For
1.2	Elect Dai Hongbin as Director	For	For
1.3	Elect Zhang Lianshan as Director	For	For
1.4	Elect Jiang Ningjun as Director	For	For
1.5	Elect Sun Jieping as Director	For	For
1.6	Elect Guo Congzhao as Director	For	For
	ELECT INDEPENDENT DIRECTORS		
1.7	Elect Dong Jiahong as Director	For	For
1.8	Elect Zeng Qingsheng as Director	For	For
1.9	Elect Sun Jinyun as Director	For	For
	ELECT SUPERVISORS		
2.1	Elect Yuan Kaihong as Supervisor	For	For
2.2	Elect Xiong Guoqiang as Supervisor	For	For

LONGi Green Energy Technology Co., Ltd.

Meeting Date: 02/02/2023Country: ChinaTicker: 601012

Meeting Type: Special

LONGi Green Energy Technology Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Estimated Amount of Guarantees	For	For
2	Approve Provision of Guarantees to Controlled Subsidiaries and Related Party Transactions	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to 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.</i>			
3	Approve Provision of Guarantee for Loan Business	For	For
4	Approve Foreign Exchange Derivatives Transactions	For	For
5	Approve Daily Related Party Transactions	For	For
6	Approve Change in High-efficiency Monocrystalline Cell Project	For	For

National Atomic Company Kazatomprom JSC

Meeting Date: 02/02/2023	Country: Kazakhstan	Ticker: KAP
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for GDR Holders		
	Shareholder Proposal		
1	Approve Changes to Composition of Board of Directors	None	For
<i>Blended Rationale: A vote FOR this resolution is warranted because: - The proponent has presented a compelling rationale for changes in the composition of the board; - Upon election of the proposed director, the board's independence level will increase to 50 percent; - There are no known concerns with the proposed candidate; - The proposed remuneration is in line with the market practice; - The board size is not problematic.</i>			

The Sage Group plc

Meeting Date: 02/02/2023	Country: United Kingdom	Ticker: SGE
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For

The Sage Group plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Maggie Jones as Director	For	For
5	Re-elect Andrew Duff as Director	For	For
6	Re-elect Sangeeta Anand as Director	For	For
7	Re-elect John Bates as Director	For	For
8	Re-elect Jonathan Bewes as Director	For	For
9	Re-elect Annette Court as Director	For	For
10	Re-elect Drummond Hall as Director	For	For
11	Re-elect Derek Harding as Director	For	For
12	Re-elect Steve Hare as Director	For	For
13	Re-elect Jonathan Howell as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	For	For
18	Amend 2019 Restricted Share Plan	For	For
19	Approve Colleague Share Purchase Plan	For	For
20	Authorise Issue of Equity	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
23	Authorise Market Purchase of Ordinary Shares	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Warehouses De Pauw SCA

Meeting Date: 02/02/2023	Country: Belgium	Ticker: WDP
	Meeting Type: Extraordinary Shareholders	

Warehouses De Pauw SCA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda		
A.1	Receive Special Board Report Re: Renewal of Authorized Capital		
A.2.I	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	For	For
A2II	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	For	For
A2III	Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	For	For
B	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
C	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For

Aramark

Meeting Date: 02/03/2023

Country: USA

Ticker: ARMK

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	For	For
1b	Elect Director Greg Creed	For	For
1c	Elect Director Bridgette P. Heller	For	For
1d	Elect Director Paul C. Hilal	For	For
1e	Elect Director Kenneth M. Keverian	For	For
1f	Elect Director Karen M. King	For	For
1g	Elect Director Patricia E. Lopez	For	For
1h	Elect Director Stephen I. Sadove	For	For
1i	Elect Director Kevin G. Wills	For	For
1j	Elect Director Arthur B. Winkleblack	For	For
1k	Elect Director John J. Zillmer	For	For
2	Ratify Deloitte & Touche LLP as Auditors	For	For

Aramark

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Approve Omnibus Stock Plan	For	For
Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.			

Netcare Ltd.

Meeting Date: 02/03/2023	Country: South Africa	Ticker: NTC
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Re-elect Mark Bower as Director	For	For
1.2	Re-elect Bukelwa Bulo as Director	For	For
1.3	Re-elect Lezanne Human as Director	For	For
1.4	Elect Ian Kirk as Director	For	For
1.5	Elect Louisa Stephens as Director	For	For
2	Reappoint Deloitte & Touche as Auditors	For	For
3.1	Re-elect Mark Bower as Member of the Audit Committee	For	For
3.2	Re-elect Bukelwa Bulo as Chairperson of the Audit Committee	For	For
3.3	Re-elect Thabi Leoka as Member of the Audit Committee	For	For
3.4	Elect Louisa Stephens as Member of the Audit Committee	For	For
4	Authorise Ratification of Approved Resolutions	For	For
5	Approve Remuneration Policy	For	For
6	Approve Implementation Report	For	For
7	Authorise Repurchase of Issued Share Capital	For	For
8	Approve Non-executive Directors' Remuneration	For	For
9	Approve Financial Assistance to Related and Inter-related Companies	For	For

Crestchic Plc

Meeting Date: 02/06/2023	Country: United Kingdom	Ticker: LOAD
	Meeting Type: Court	

Crestchic Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	For	For

Crestchic Plc

Meeting Date: 02/06/2023	Country: United Kingdom	Ticker: LOAD
	Meeting Type: Special	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Offer for Crestchic plc by Aggreko Limited	For	For

HeadHunter Group Plc

Meeting Date: 02/06/2023	Country: Cyprus	Ticker: HHR
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Meeting for ADR Holders Approve Amended and Restated Articles of Association	For	Against
Blended Rationale: A vote AGAINST this item is warranted because, considering the current shareholder structure, the proposed bylaws provide for a higher number of directors directly appointed by specific shareholders (in this case Elbrus Capital and Kismet group), and for less directors elected an ordinary resolution of the general meeting.			

Dolby Laboratories, Inc.

Meeting Date: 02/07/2023	Country: USA	Ticker: DLB
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	For	For

Dolby Laboratories, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.2	Elect Director Peter Gotcher	For	Withhold
Blended Rationale: WITHHOLD votes are warranted for governance committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.			
1.3	Elect Director Micheline Chau	For	For
1.4	Elect Director David Dolby	For	Withhold
Blended Rationale: WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company.			
1.5	Elect Director Tony Prophet	For	Withhold
Blended Rationale: WITHHOLD votes are warranted for governance committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.			
1.6	Elect Director Emily Rollins	For	For
1.7	Elect Director Simon Segars	For	Withhold
Blended Rationale: WITHHOLD votes are warranted for governance committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.			
1.8	Elect Director Anjali Sud	For	For
1.9	Elect Director Avadis Tevanian, Jr.	For	Withhold
Blended Rationale: WITHHOLD votes are warranted for governance committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Amend Omnibus Stock Plan	For	Against
Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; and - The plan allows broad discretion to accelerate vesting.			
4	Amend Qualified Employee Stock Purchase Plan	For	For
5	Ratify KPMG LLP as Auditors	For	For

Emerson Electric Co.

Meeting Date: 02/07/2023Country: USATicker: EMR

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Martin S. Craighead	For	For
1b	Elect Director Gloria A. Flach	For	For
1c	Elect Director Matthew S. Levatich	For	For
2	Ratify KPMG LLP as Auditors	For	For

Emerson Electric Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

Evoqua Water Technologies Corp.

Meeting Date: 02/07/2023	Country: USA	Ticker: AQUA
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Ron C. Keating	For	Withhold
	Blended Rationale: WITHHOLD votes are warranted for incumbent director nominees Ronald (Ron) Keating, Martin Lamb, and Peter Wilver given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.		
1.2	Elect Director Martin J. Lamb	For	Withhold
	Blended Rationale: WITHHOLD votes are warranted for incumbent director nominees Ronald (Ron) Keating, Martin Lamb, and Peter Wilver given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.		
1.3	Elect Director Peter M. Wilver	For	Withhold
	Blended Rationale: WITHHOLD votes are warranted for incumbent director nominees Ronald (Ron) Keating, Martin Lamb, and Peter Wilver given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Franklin Resources, Inc.

Meeting Date: 02/07/2023	Country: USA	Ticker: BEN
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	For	For
1b	Elect Director Alexander S. Friedman	For	For
1c	Elect Director Gregory E. Johnson	For	For
1d	Elect Director Jennifer M. Johnson	For	For
1e	Elect Director Rupert H. Johnson, Jr.	For	For
1f	Elect Director John Y. Kim	For	For

Franklin Resources, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1g	Elect Director Karen M. King	For	For
1h	Elect Director Anthony J. Noto	For	For
1i	Elect Director John W. Thiel	For	For
1j	Elect Director Seth H. Waugh	For	For
1k	Elect Director Geoffrey Y. Yang	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	Three Years	One Year

Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.

RH

Meeting Date: 02/07/2023	Country: USA	Ticker: RH
	Meeting Type: Special	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Omnibus Stock Plan	For	Against

Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The equity program is estimated to be excessively dilutive (overriding factor); - The plan cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.

Rockwell Automation, Inc.

Meeting Date: 02/07/2023	Country: USA	Ticker: ROK
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A1	Elect Director William P. Gipson	For	For
A2	Elect Director Pam Murphy	For	For
A3	Elect Director Donald R. Parfet	For	For
A4	Elect Director Robert W. Soderbery	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Rockwell Automation, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
C	Advisory Vote on Say on Pay Frequency	One Year	One Year
D	Ratify Deloitte & Touche LLP as Auditors	For	For

Siemens Energy AG

Meeting Date: 02/07/2023

Country: Germany

Ticker: ENR

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)		
2	Approve Allocation of Income and Omission of Dividends	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2021/22	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2021/22	For	For
3.3	Approve Discharge of Management Board Member Karim Amin (from March 1, 2022) for Fiscal Year 2021/22	For	For
3.4	Approve Discharge of Management Board Member Jochen Eickholt (until Feb. 28, 2022) for Fiscal Year 2021/22	For	For
3.5	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2021/22	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2021/22	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2021/22	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2021/22	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2021/22	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2021/22	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers (from Sep. 1, 2022) for Fiscal Year 2021/22	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2021/22	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2021/22	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2021/22	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2021/22	For	For
4.12	Approve Discharge of Supervisory Board Member Ruediger Gross (until Aug. 31, 2022) for Fiscal Year 2021/22	For	For
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2021/22	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For	For
4.15	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2021/22	For	For
4.16	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2021/22	For	For
4.17	Approve Discharge of Supervisory Board Member Thomas Pfann (from Sep. 1, 2022) for Fiscal Year 2021/22	For	For
4.18	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2021/22	For	For
4.19	Approve Discharge of Supervisory Board Member Hagen Reimer (until Aug. 31, 2022) for Fiscal Year 2021/22	For	For
4.20	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021/22	For	For
4.21	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2021/22	For	For
4.22	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2021/22	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For	For
6	Approve Remuneration Report	For	For
7	Amend Articles Re: Supervisory Board Committees	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
10	Approve Creation of EUR 363.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 72.7 Million Pool of Capital to Guarantee Conversion Rights	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For

Atmos Energy Corporation

Meeting Date: 02/08/2023	Country: USA	Ticker: ATO
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John C. Ale	For	For
1b	Elect Director J. Kevin Akers	For	For
1c	Elect Director Kim R. Cocklin	For	For
1d	Elect Director Kelly H. Compton	For	For
1e	Elect Director Sean Donohue	For	For
1f	Elect Director Rafael G. Garza	For	For
1g	Elect Director Richard K. Gordon	For	For
1h	Elect Director Nancy K. Quinn	For	For
1i	Elect Director Richard A. Sampson	For	For
1j	Elect Director Diana J. Walters	For	For
1k	Elect Director Frank Yoho	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Great Wall Motor Company Limited

Meeting Date: 02/08/2023	Country: China	Ticker: 2333
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Approve Ordinary Related Party Transactions with Spotlight Automotive under the Listing Rules of Shanghai Stock Exchange	For	For
2	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	For

Great Wall Motor Company Limited

Meeting Date: 02/08/2023	Country: China	Ticker: 2333
	Meeting Type: Special	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		
1	Approve Grant of General Mandate to the Board to Repurchase H Shares	For	For

Pinduoduo Inc.

Meeting Date: 02/08/2023	Country: Cayman Islands	Ticker: PDD
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		
1	Elect Director Lei Chen	For	For
2	Elect Director Anthony Kam Ping Leung	For	For
3	Elect Director Haifeng Lin	For	For
4	Elect Director Qi Lu	For	For
5	Elect Director George Yong-Boon Yeo	For	Against

Blended Rationale: A votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board.

Pinduoduo Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Change Company Name to PDD Holdings Inc.	For	For
7	Amend Memorandum and Articles of Association	For	For

Sappi Ltd.

Meeting Date: 02/08/2023

Country: South Africa

Ticker: SAP

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		
1	Re-elect Mike Fallon as Director	For	For
2	Re-elect Peter Mageza as Director	For	For
3	Re-elect Boni Mehlomakulu as Director	For	For
4	Re-elect Glen Pearce as Director	For	For
5	Elect Louis von Zeuner as Director	For	For
6	Elect Eleni Istavridis as Director	For	For
7	Elect Nkululeko Sowazi as Director	For	For
8	Re-elect Peter Mageza as Chairman of the Audit and Risk Committee	For	For
9	Re-elect Zola Malinga as Member of the Audit and Risk Committee	For	For
10	Re-elect Boni Mehlomakulu as Member of the Audit and Risk Committee	For	For
11	Re-elect Rob Jan Renders as Member of the Audit and Risk Committee	For	For
12	Elect Louis von Zeuner as Member of the Audit and Risk Committee	For	For
13	Elect Eleni Istavridis as Member of the Audit and Risk Committee	For	For
14	Elect Nkululeko Sowazi as Member of the Audit and Risk Committee	For	For
15	Reappoint KPMG Inc as Auditors with Guiseppina Aldrighetti as the Designated Registered Auditor	For	For
16	Approve Remuneration Policy	For	For
17	Approve Remuneration Implementation Report	For	For
	Special Resolutions		
1	Authorise Repurchase of Issued Share Capital	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Non-executive Directors' Fees	For	For
3	Approve Financial Assistance to Related or Inter-related Companies	For	Against
<p><i>Blended Rationale: A vote AGAINST this item is warranted: - The Company seeks an authority to provide financial assistance to any person in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than what many shareholders may prefer to approve in advance.</i></p> <p>Continuation of Ordinary Resolution</p>			
18	Authorise Ratification of Approved Resolutions	For	For

Compass Group Plc

Meeting Date: 02/09/2023
Country: United Kingdom
Ticker: CPG
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	Against
<p><i>Blended Rationale: A vote AGAINST this item is considered warranted because: - The Company's Remuneration Policy received significant dissent at the 2022 AGM (32.5% against), which has been attributed to concerns around the significant increases made to LTIP award levels. Despite the level of dissent recorded, no material actions have been taken to address the underlying concerns raised.</i></p>			
3	Approve Final Dividend	For	For
4	Re-elect Ian Meakins as Director	For	For
5	Re-elect Dominic Blakemore as Director	For	For
6	Re-elect Palmer Brown as Director	For	For
7	Re-elect Gary Green as Director	For	For
8	Re-elect Carol Arrowsmith as Director	For	Abstain
<p><i>Blended Rationale: An ABSTAIN vote regarding the re-election of Carol Arrowsmith is considered warranted: - As Chair of the Remuneration Committee for the year under review, she is considered to be ultimately responsible for the Company's remuneration practices. The response to significant shareholder dissent received by the remuneration policy resolution at the 2022 AGM is not considered sufficient. See Item 2 for further analysis. - She will step down as Chair of the Remuneration Committee at the 2023 AGM, but will remain on the Committee to ensure "continuity and an orderly transition".</i></p>			
9	Re-elect Stefan Bomhard as Director	For	For
10	Re-elect John Bryant as Director	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	For	For
12	Re-elect Anne-Francoise Nesmes as Director	For	For
13	Re-elect Sundar Raman as Director	For	For
14	Re-elect Nelson Silva as Director	For	For

Compass Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Re-elect Ireena Vittal as Director	For	For
16	Reappoint KPMG LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
22	Authorise Market Purchase of Ordinary Shares	For	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For	For

easyJet Plc

Meeting Date: 02/09/2023

Country: United Kingdom

Ticker: EZJ

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Re-elect Stephen Hester as Director	For	For
4	Re-elect Johan Lundgren as Director	For	For
5	Re-elect Kenton Jarvis as Director	For	For
6	Re-elect Catherine Bradley as Director	For	For
7	Re-elect Sheikh Mansurah Tal-At Mannings as Director	For	For
8	Re-elect David Robbie as Director	For	For
9	Elect Ryanne van der Eijk as Director	For	For
10	Elect Harald Eisenacher as Director	For	For
11	Elect Detlef Trefzger as Director	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For

easyJet Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14	Authorise UK Political Donations and Expenditure	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Market Purchase of Ordinary Shares	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Siemens AG

Meeting Date: 02/09/2023
Country: Germany
Ticker: SIE
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)		
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	For	For
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	For	For
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	For	For
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	For	For
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	For	For
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	For	For
6	Approve Remuneration Report	For	For

Siemens AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.1	Elect Werner Brandt to the Supervisory Board	For	For
7.2	Elect Regina Dugan to the Supervisory Board	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	For	For
7.4	Elect Martina Merz to the Supervisory Board	For	For
7.5	Elect Benoit Potier to the Supervisory Board	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
10	Amend Articles Re: Registration in the Share Register	For	For

Tyson Foods, Inc.

Meeting Date: 02/09/2023	Country: USA	Ticker: TSN
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John H. Tyson	For	For
	Blended Rationale: We support this director's re-election as we do not have significant concerns about the composition of the board or the company's capital structure.		
1b	Elect Director Les R. Baledge	For	For
	Blended Rationale: We support this director's re-election as we do not have significant concerns about the composition of the board or the company's capital structure.		
1c	Elect Director Mike Beebe	For	For
	Blended Rationale: We support this director's re-election as we do not have significant concerns about the composition of the board or the company's capital structure.		
1d	Elect Director Maria Claudia Borrás	For	For
1e	Elect Director David J. Bronczek	For	For
	Blended Rationale: We support this director's re-election as we do not have significant concerns about the composition of the board or the company's capital structure.		
1f	Elect Director Mikel A. Durham	For	For
1g	Elect Director Donnie King	For	For

Tyson Foods, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1h	Elect Director Jonathan D. Mariner	For	For
1i	Elect Director Kevin M. McNamara	For	For
1j	Elect Director Cheryl S. Miller	For	For
1k	Elect Director Jeffrey K. Schomburger	For	For
1l	Elect Director Barbara A. Tyson	For	For
<i>Blended Rationale: We support this director's re-election as we do not have significant concerns about the composition of the board or the company's capital structure.</i>			
1m	Elect Director Noel White	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	Three Years	One Year
<i>Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>			
5	Amend Omnibus Stock Plan	For	For
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted as there are industry trends towards phasing out usage of antimicrobials in animal-related food production based on evidence that their routine use in food production contributes to the global problem of antibiotic resistance. Additionally, lack of compliance with WHO guidelines could potentially expose the company to both reputational and regulatory risks.</i>			

CGN Power Co., Ltd.

Meeting Date: 02/10/2023	Country: China	Ticker: 1816
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Elect Feng Jian as Director	For	For
2	Approve Measures on Performance Evaluation of the Independent Directors (Trial)	For	For

SBI Cards & Payment Services Limited

Meeting Date: 02/10/2023	Country: India	Ticker: 543066
	Meeting Type: Special	

SBI Cards & Payment Services Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Reappointment and Remuneration of Rama Mohan Rao Amara as Managing Director and CEO	For	For

Structured Investments SICAV - GSQuartix Modified Strategy on the Bloomberg Comm

Meeting Date: 02/10/2023	Country: Luxembourg	Ticker: N/A
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Insert New Clause 13.6 Re: Directors and Amend Article 16 Re: Corporate Signature	For	For

Structured Investments SICAV - GSQuartix Modified Strategy on the Bloomberg Comm

Meeting Date: 02/10/2023	Country: Luxembourg	Ticker: N/A
	Meeting Type: Ordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Tak Cheung as Director	For	For
2	Transact Other Business (Voting)	For	Against

Blended Rationale: Because "other business" could include provisions or motions that would negatively affect shareholder rights, a vote AGAINST this item is warranted.

Tata Consultancy Services Limited

Meeting Date: 02/12/2023	Country: India	Ticker: 532540
	Meeting Type: Special	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		

Tata Consultancy Services Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reelect Pradeep Kumar Khosla as Director	For	For

Grupo Aeroportuario del Centro Norte SAB de CV

Meeting Date: 02/13/2023	Country: Mexico	Ticker: OMAB
Meeting Type: Ordinary Shareholders		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Special Dividends of up to MXN 1.45 Billion	For	For
2	Appoint Legal Representatives	For	For

Grupo Aeroportuario del Centro Norte SAB de CV

Meeting Date: 02/13/2023	Country: Mexico	Ticker: OMAB
Meeting Type: Ordinary Shareholders		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		
1	Approve Special Dividends of up to MXN 1.45 Billion	For	For
2	Appoint Legal Representatives	For	For

HANWHA SOLUTIONS CORP.

Meeting Date: 02/13/2023	Country: South Korea	Ticker: 009830
Meeting Type: Special		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles of Incorporation	For	For
2	Approve Spin-Off Agreement	For	For

Siemens Limited

Meeting Date: 02/14/2023

Country: India

Ticker: 500550

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Dividend	For	For
3	Reelect Tim Holt as Director	For	For
4	Approve Revision in Range of Salary Package for Sunil Mathur as Managing Director and Chief Executive Officer	For	For
5	Approve Revision in Range of Salary Package for Daniel Spindler as Executive Director and Chief Financial Officer	For	For
6	Approve Remuneration of Cost Auditors	For	For

Berry Global Group, Inc.

Meeting Date: 02/15/2023

Country: USA

Ticker: BERY

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	For	For
1b	Elect Director Jonathan F. Foster	For	For
1c	Elect Director Idalene F. Kesner	For	For
1d	Elect Director Jill A. Rahman	For	For
1e	Elect Director Carl J. (Rick) Rickertsen	For	For
1f	Elect Director Thomas E. Salmon	For	For
1g	Elect Director Chaney M. Sheffield, Jr.	For	For
1h	Elect Director Robert A. Steele	For	For
1i	Elect Director Stephen E. Sterrett	For	For
1j	Elect Director Scott B. Ullem	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Nidec OKK Corp.

Meeting Date: 02/15/2023

Country: Japan

Ticker: 6205

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Share Exchange Agreement with NIDEC Corp.	For	For

Siemens Healthineers AG

Meeting Date: 02/15/2023

Country: Germany

Ticker: SHL

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	For	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	For	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	For	For
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	For	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	For	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	For	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	For	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	For	For
6	Approve Remuneration Report	For	For
7.1	Elect Ralf Thomas to the Supervisory Board	For	Against
<i>Blended Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years.</i>			
7.2	Elect Veronika Bienert to the Supervisory Board	For	Against
<i>Blended Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board.</i>			
7.3	Elect Marion Helmes to the Supervisory Board	For	For
7.4	Elect Peter Koerte to the Supervisory Board	For	Against
<i>Blended Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board.</i>			
7.5	Elect Sarena Lin to the Supervisory Board	For	Against
<i>Blended Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years.</i>			
7.6	Elect Nathalie von Siemens to the Supervisory Board	For	Against
<i>Blended Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years.</i>			
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7.8	Elect Dow Wilson to the Supervisory Board	For	Against
<i>Blended Rationale: Votes AGAINST the non-independent nominees Ralf Thomas, Veronika Bienert, Peter Koerte, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because of the failure to establish a sufficiently independent board. In addition, votes AGAINST Ralf Thomas, Sarena Lin, Nathalie von Siemens, and Dow Wilson are warranted because their proposed term exceeds four years.</i>			
8	Approve Remuneration of Supervisory Board	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	For	Against
<i>Blended Rationale: A vote AGAINST the proposed article amendments is warranted because: - They would allow for virtual-only shareholder meetings for the next five years, which is considered excessive as the company does not elaborate on the circumstances under which virtual-only meetings would be held.</i>			
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
<i>Blended Rationale: Votes FOR the proposed amendments are warranted because the amendments are non-contentious.</i>			
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	For	For
<i>Blended Rationale: Votes FOR the proposed amendments are warranted because the amendments are non-contentious.</i>			
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	For	For

Incitec Pivot Limited

Meeting Date: 02/16/2023 Country: Australia Ticker: IPL
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Xiaoling Liu as Director	For	Against
<i>Blended Rationale: Votes AGAINST the incumbent chair of the committee responsible for climate risk oversight, Xiaoling Liu, are warranted because the company is not aligned with investor expectation on Net Zero by 2050 targets and commitments.</i>			
3	Elect Gregory Robinson as Director	For	For
4	Approve Remuneration Report	For	For
5	Approve Grant of Performance Rights to Jeanne Johns	For	For
6	Approve Progress on Climate Change Transition	For	Against
<i>Blended Rationale: A vote AGAINST the company's climate transition plan is considered warranted because: - The company has not set targets approved by the Science-Based Targets Initiative; - The company's achievement of its 42 percent reduction target by 2030 mainly depends on the execution of the aforementioned projects that have yet to be implemented; - A significant portion of the company's emissions will be captured and stored (the Waggaman's carbon capture and storage project) rather than being reduced; - The company's scope 1 and 2 emissions increased year-on-year. However, the 2022 emissions stand below the 2020 baseline; and - The company has not set any scope 3 targets albeit it is working on developing scope 3 emissions reduction strategy and the implementation of this strategy.</i>			

Meeting Date: 02/16/2023

Country: Germany

Ticker: IFX

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	For	For
3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	For	For
3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	For	For
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	For	For
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	For	For
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	For	For
4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	For	For
6.1	Elect Herbert Diess to the Supervisory Board	For	For
6.2	Elect Klaus Helmrich to the Supervisory Board	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
9.1	Amend Article Re: Location of Annual Meeting	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2028	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
10	Approve Remuneration Policy	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Approve Remuneration Report	For	For

Infineon Technologies AG

Meeting Date: 02/16/2023
Country: Germany
Ticker: IFX
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		
	<i>Blended Rationale: This is a non-voting item.</i>		
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	For	For
	<i>Blended Rationale: A vote FOR this resolution is warranted.</i>		
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2022) for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	For	For
	<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>		
6.1	Elect Herbert Diess to the Supervisory Board	For	For
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>		
6.2	Elect Klaus Helmrich to the Supervisory Board	For	For
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>		

Infineon Technologies AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Blended Rationale: A vote FOR the proposed share repurchase program is warranted.			
8	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
Blended Rationale: A vote FOR this proposal is warranted.			
9.1	Amend Article Re: Location of Annual Meeting	For	For
Blended Rationale: Votes FOR the proposed amendments are warranted because the amendments are non-contentious.			
9.2	Approve Virtual-Only Shareholder Meetings Until 2028	For	For
Blended Rationale: A vote FOR this resolution is warranted because: * The management board has committed to limiting the authorization to a period of two years and alternative meeting formats are not precluded, while shareholders' participation rights would be protected (in line with German law). However, this proposal is not without concern: * The company does not elaborate on the circumstances under which virtual-only meetings would be held; rather, decisions will be made on a case-by-case basis.			
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	For
Blended Rationale: Votes FOR the proposed amendments are warranted because the amendments are non-contentious.			
10	Approve Remuneration Policy	For	For
Blended Rationale: A vote FOR the remuneration policy is warranted because the proposed remuneration policy contains a range of improvements on the existing system while also being broadly in line with market practice. However, this item is not without concern: * Within the LTI, partial vesting would be possible for below peer median performance levels under the relative TSR metric.			
11	Approve Remuneration Report	For	For
Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and performance appear reasonably aligned at this time.			

Kuwait Finance House KSC

Meeting Date: 02/16/2023	Country: Kuwait	Ticker: KFH
Meeting Type: Ordinary Shareholders		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Directors (Bundled)	For	Against
Blended Rationale: In view of total lack of information regarding the candidates up for election, a vote AGAINST is warranted.			

OCI NV

Meeting Date: 02/16/2023	Country: Netherlands	Ticker: OCI
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		
1	Open Meeting		
2	Amend Articles Re: Increase Nominal Value of Shares in the Share Capital and Subsequently Decrease the Nominal Value of Shares in the Share Capital, Combined with a Repayment of Capital	For	For
3	Close Meeting		

PTC Inc.

Meeting Date: 02/16/2023	Country: USA	Ticker: PTC
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark Benjamin	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1.2	Elect Director Janice Chaffin	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1.3	Elect Director Amar Hanspal	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1.4	Elect Director James Heppelmann	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1.5	Elect Director Michal Katz	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1.6	Elect Director Paul Lacy	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1.7	Elect Director Corinna Lathan	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1.8	Elect Director Blake Moret	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.9	Elect Director Robert Schechter	For	For
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>			
2	Amend Omnibus Stock Plan	For	For
<i>Blended Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>			
3	Amend Qualified Employee Stock Purchase Plan	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The shares reserved is relatively conservative; and * The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>			
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
<i>Blended Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentive awards are based entirely on financial performance while half of the equity awards are performance-conditioned.</i>			
5	Advisory Vote on Say on Pay Frequency	One Year	One Year
<i>Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>			
6	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark Benjamin	For	For
1.2	Elect Director Janice Chaffin	For	For
1.3	Elect Director Amar Hanspal	For	For
1.4	Elect Director James Heppelmann	For	For
1.5	Elect Director Michal Katz	For	For
1.6	Elect Director Paul Lacy	For	For
1.7	Elect Director Corinna Lathan	For	For
1.8	Elect Director Blake Moret	For	For
1.9	Elect Director Robert Schechter	For	For
2	Amend Omnibus Stock Plan	For	For
3	Amend Qualified Employee Stock Purchase Plan	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
5	Advisory Vote on Say on Pay Frequency	One Year	One Year
6	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Hainan Meilan International Airport Company Limited

Meeting Date: 02/21/2023	Country: China	Ticker: 357
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Amendments to Business Scope and Amendments to Articles of Association	For	For
2	Approve Proposals Put Forward by Any Shareholder(s) Holding Three Percent or More of the Shares Entitled to Vote	For	Against

Blended Rationale: A vote AGAINST this resolution is warranted given the lack of information.

Shriram Finance Limited

Meeting Date: 02/21/2023	Country: India	Ticker: 511218
	Meeting Type: Special	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Elect Jugal Kishore Mohapatra as Director	For	For
2	Elect Maya S. Sinha as Director	For	For
3	Approve Re-designation of Umesh Revankar as Executive Vice Chairman	For	For
4	Approve Restructuring and Revision in the Remuneration of Umesh Revankar as Executive Vice Chairman	For	For
5	Approve Appointment and Remuneration of Y.S. Chakravarti as Managing Director & CEO	For	For
6	Approve Restructuring and Revision in the Remuneration of Parag Sharma as Joint Managing Director and Chief Financial Officer	For	For
7	Approve Pledging of Assets for Debt	For	For

Blended Rationale: A vote FOR this resolution is warranted given that pledging of assets will provide the management with the flexibility to negotiate favorable terms of borrowing.

8	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	For	For
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Tiger Brands Ltd.

Meeting Date: 02/21/2023	Country: South Africa	Ticker: TBS
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
Ordinary Resolutions			
1.1	Elect Frank Braeken as Director	For	For
1.2	Elect Lucia Swartz as Director	For	For
2.1	Re-elect Geraldine Fraser-Moleketi as Director	For	For
2.2	Re-elect Gail Klintworth as Director	For	For
2.3	Re-elect Deepa Sita as Director	For	For
2.4	Re-elect Olivier Weber as Director	For	For
3.1	Elect Frank Braeken as Member of the Audit Committee	For	For
3.2	Re-elect Cora Fernandez as Member of the Audit Committee	For	For
3.3	Re-elect Mahlape Sello as Member of the Audit Committee	For	For
3.4	Re-elect Donald Wilson as Member of the Audit Committee	For	For
4	Reappoint Deloitte & Touche as Auditors with Martin Bierman as the Lead Audit Partner	For	For
5	Authorise Ratification of Approved Resolutions	For	For
6	Approve Remuneration Policy	For	For
7	Approve Implementation Report of the Remuneration Policy	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted: - CFO Deepa Sita was granted retention share awards during the year under review, which have a substantial aggregate value, are predominantly time-based and do not appear to include malus/clawback provisions.</i>			
Special Resolutions			
1	Approve Financial Assistance to Related and Inter-related Companies	For	For
2.1	Approve Remuneration Payable to the Chairman	For	For
2.2	Approve Remuneration Payable to the Lead Independent Director	For	For
2.3	Approve Remuneration Payable to Non-executive Directors	For	For
3	Approve Remuneration Payable to Non-executive Directors Participating in Sub-committees	For	For
4	Approve Remuneration Payable to Non-executive Directors in Respect of Unscheduled/Extraordinary Meetings	For	For

Tiger Brands Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Approve Remuneration Payable to Non-executive Directors in Respect of Ad Hoc Meetings of the Investment Committee	For	For
6	Approve Non-resident Directors' Fees	For	For
7	Authorise Repurchase of Issued Share Capital	For	For

Deere & Company

Meeting Date: 02/22/2023	Country: USA	Ticker: DE
	Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1b	Elect Director Tamra A. Erwin	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1c	Elect Director Alan C. Heuberger	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1d	Elect Director Charles O. Holliday, Jr.	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1e	Elect Director Michael O. Johanns	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1f	Elect Director Clayton M. Jones	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1g	Elect Director John C. May	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1h	Elect Director Gregory R. Page	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1i	Elect Director Sherry M. Smith	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1j	Elect Director Dmitri L. Stockton	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		
1k	Elect Director Sheila G. Talton	For	For
	Blended Rationale: A vote FOR the director nominees is warranted.		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The company's STI program continues to be primarily based on objective metrics. The performance-based portion of the LTI program (LTIC and PSUs) appeared to be less than majority of the entire LTI plan for the year in review, though they rely on multiyear performance periods with pre-set goals.			
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
Blended Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.			
4	Ratify Deloitte & Touche LLP as Auditors	For	For
Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.			
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For
Blended Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	For	For
1b	Elect Director Tamra A. Erwin	For	For
1c	Elect Director Alan C. Heuberger	For	For
1d	Elect Director Charles O. Holliday, Jr.	For	For
1e	Elect Director Michael O. Johanns	For	For
1f	Elect Director Clayton M. Jones	For	For
1g	Elect Director John C. May	For	For
1h	Elect Director Gregory R. Page	For	For
1i	Elect Director Sherry M. Smith	For	For
1j	Elect Director Dmitri L. Stockton	For	For
1k	Elect Director Sheila G. Talton	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	For	For

Deere & Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For
Blended Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.			

Emirates NBD Bank (P.J.S.C)

Meeting Date: 02/22/2023	Country: United Arab Emirates	Ticker: EMIRATESNBD
Meeting Type: Annual		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Board Report on Company Operations and Financial Statements	For	For
2	Approve Auditors' Report on Company Financial Statements	For	For
3	Approve Internal Shariah Supervisory Committee Report	For	For
4	Accept Financial Statements and Statutory Reports	For	For
5	Approve Dividends of AED 0.60 per Share	For	For
6	Approve Remuneration of Directors	For	For
7	Approve Discharge of Directors	For	For
8	Approve Discharge of Auditors	For	For
9	Ratify Auditors and Fix Their Remuneration	For	For
	Extraordinary Business		
10	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Company	For	For
11	Amend Articles of Bylaws	For	Against
Blended Rationale: This proposal warrants a vote AGAINST as several proposed amendments are deemed negative from a shareholders' perspective.			
12	Approve Adding Financial Advisory Activity to the Company's License and Amend Association Memorandum and Articles of Bylaws	For	For
13	Authorize Board or Any Authorized Person to Ratify and Execute Approved Resolutions	For	For

Coupa Software Incorporated

Meeting Date: 02/23/2023

Country: USA

Ticker: COUP

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	For
3	Adjourn Meeting	For	For

Raymond James Financial, Inc.

Meeting Date: 02/23/2023

Country: USA

Ticker: RJF

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marlene Debel	For	For
1b	Elect Director Robert M. Dutkowsky	For	For
1c	Elect Director Jeffrey N. Edwards	For	For
1d	Elect Director Benjamin C. Esty	For	For
1e	Elect Director Anne Gates	For	For
1f	Elect Director Thomas A. James	For	For
1g	Elect Director Gordon L. Johnson	For	For
1h	Elect Director Roderick C. McGeary	For	For
1i	Elect Director Paul C. Reilly	For	For
1j	Elect Director Raj Seshadri	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Amend Omnibus Stock Plan	For	For
5	Ratify KPMG LLP as Auditors	For	For

Aristocrat Leisure Limited

Meeting Date: 02/24/2023

Country: Australia

Ticker: ALL

Meeting Type: Annual

Aristocrat Leisure Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Philippe Etienne as Director	For	For
2	Elect Pat Ramsey as Director	For	For
3	Elect Kathleen Conlon as Director	For	For
4	Elect Bill Lance as Director	For	For
5	Elect Stephen Mayne as Director	Against	Against
6	Approve Grant of Performance Share Rights to Trevor Croker	For	Against
Blended Rationale: A vote AGAINST the grant of performance share rights to the CEO Trevor Croker is warranted. The same concerns persist as identified in prior years, given that there is an excessive 40 percent of the LTI is based on undisclosed "objective-balanced scorecard" performance items, which may be regarded as either a discretionary bonus with a likely high level of vesting for "day job" duties or for performance which would already be captured in STI and LTI performance targets. As noted in the 2022 remuneration report, there was in fact a 99 percent vesting against these poorly disclosed non-financial targets, compared with nil vesting against EPS and only partial vesting against the relative TSR targets. Shareholders may be concerned that the company has not made the case in justifying this undisclosed performance metric as worthy of such additional and material remuneration.			
7	Approve Remuneration Report	For	For
8	Approve Reinsertion of Proportional Takeover Approval Provisions	For	For

Bergbahnen Engelberg-Truebsee-Titlis AG

Meeting Date: 02/24/2023

Country: Switzerland

Ticker: TIBN

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Discharge of Board and Senior Management	For	For
3	Approve Allocation of Income and Omission of Dividends	For	For
4.1.1	Reelect Christoph Baumgartner as Director	For	Against
Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.			
4.1.2	Reelect Dominique Gisin as Director	For	Against
Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.			

Bergbahnen Engelberg-Truebsee-Titlis AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.1.3	Reelect Martin Odermatt as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.4	Reelect Markus Thumiger as Director	For	Against
	<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Markus Thumiger is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.5	Reelect Hans Wicki as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.6	Reelect Guido Zumbuehl as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.7	Reelect Patrick Zwyssig as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.2	Elect Hans Wicki as Board Chair	For	Against
	<i>Blended Rationale: A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.</i>		
4.3.1	Appoint Markus Thumiger as Member of the Compensation Committee	For	Against
	<i>Blended Rationale: Votes AGAINST Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>		
4.3.2	Appoint Hans Wicki as Member of the Compensation Committee	For	Against
	<i>Blended Rationale: Votes AGAINST Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>		
4.3.3	Appoint Guido Zumbuehl as Member of the Compensation Committee	For	Against
	<i>Blended Rationale: Votes AGAINST Markus Thumiger, Hans Wicki, and Guido Zumbuehl are warranted because their elections to the board do not warrant support.</i>		
4.4	Ratify BDO AG as Auditors	For	For
4.5	Designate Brigitte Scheuber as Independent Proxy	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 399,000	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.8 Million	For	Against
	<i>Blended Rationale: A vote AGAINST this proposal is warranted because: - The remuneration system for executives is based on a purely fixed remuneration. Despite the withdrawal of the variable component, realized compensation levels have remained stable throughout the pandemic, suggesting that variable pay has been replaced by fixed compensation increases.</i>		

Bergbahnen Engelberg-Truebsee-Titlis AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6	Transact Other Business (Voting)	For	Against
Blended 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 any 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.			

Fujitec Co., Ltd.

Meeting Date: 02/24/2023	Country: Japan	Ticker: 6406
Meeting Type: Special		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Iwasaki, Jiro	For	Against
Blended Rationale: A vote AGAINST this nominee is warranted because: - In the context of board's flawed governance practices, and considering its overall conduct after last year's contentious AGM, the candidate is nominated by that board.			
1.2	Elect Director Kaifu, Michi	For	Against
Blended Rationale: A vote AGAINST this nominee is warranted because: - In the context of board's flawed governance practices, and considering its overall conduct after last year's contentious AGM, the candidate is nominated by that board.			
2.1	Remove Incumbent Director Sugita, Nobuki	Against	For
Blended Rationale: A vote FOR this shareholder proposal is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.			
2.2	Remove Incumbent Director Yamazoe, Shigeru	Against	For
Blended Rationale: A vote FOR this shareholder proposal is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.			
2.3	Remove Incumbent Director Endo, Kunio	Against	For
Blended Rationale: A vote FOR this shareholder proposal is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.			
2.4	Remove Incumbent Director Indo, Mami	Against	For
Blended Rationale: A vote FOR this shareholder proposal is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.			
2.5	Remove Incumbent Director Mishina, Kazuhiro	Against	For
Blended Rationale: A vote FOR this shareholder proposal is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.			
2.6	Remove Incumbent Director Oishi, Kaori	Against	For
Blended Rationale: A vote FOR this shareholder proposal is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.			

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.1	Elect Shareholder Director Nominee Asami, Akihiko	Against	For
	<i>Blended Rationale: A vote FOR this shareholder nominee is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.</i>		
3.2	Elect Shareholder Director Nominee Torsten Gessner	Against	For
	<i>Blended Rationale: A vote FOR this shareholder nominee is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.</i>		
3.3	Elect Shareholder Director Nominee Clark Graninger	Against	For
	<i>Blended Rationale: A vote FOR this shareholder nominee is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.</i>		
3.4	Elect Shareholder Director Nominee Umino, Kaoru	Against	For
	<i>Blended Rationale: A vote FOR this shareholder nominee is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.</i>		
3.5	Elect Shareholder Director Nominee Ryan Wilson	Against	For
	<i>Blended Rationale: A vote FOR this shareholder nominee is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.</i>		
3.6	Elect Shareholder Director Nominee Shimada, Ako	Against	For
	<i>Blended Rationale: A vote FOR this shareholder nominee is recommended because: - Given the irreparable loss of faith in the leadership and the incumbent board's apparent inability to overcome Uchiyama's strong influence at the company, there appears to be merit to the dissident's argument for a complete board overhaul.</i>		
4	Approve Compensation for Outside Directors	Against	For
	<i>Blended Rationale: A vote FOR this shareholder proposal is recommended because: - The proposal is made in connection with Item 3, where Oasis nominates dissident outside director candidates, which merits support. - The proposed annual amount of JPY 12.5 million per capita does not appear inappropriate.</i>		
5	Approve Equity Compensation Plan	Against	For
	<i>Blended Rationale: A vote FOR this shareholder proposal is recommended because: - The proposal is made in connection with Item 3, where Oasis nominates dissident outside director candidates, which merits support. - The plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.</i>		
6	Approve Equity Compensation Plan	Against	For
	<i>Blended Rationale: A vote FOR this shareholder proposal is recommended because: - The proposal is made in connection with Item 3, where Oasis nominates dissident outside director candidates, which merits support. - The plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.</i>		
7	Approve Equity Compensation Plan	Against	For
	<i>Blended Rationale: A vote FOR this shareholder proposal is recommended because: - This plan is likely to help sharpen recipients' focus on share price performance and align executive directors' interests more closely with those of shareholders.</i>		

Horizon Therapeutics Public Limited Company

Meeting Date: 02/24/2023

Country: Ireland

Ticker: HZNP

Meeting Type: Court

Horizon Therapeutics Public Limited Company

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	For	Do Not Vote

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	For	For

Horizon Therapeutics Public Limited Company

Meeting Date: 02/24/2023	Country: Ireland	Ticker: HZNP
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	For	Do Not Vote
2	Amend Articles of Association	For	Do Not Vote
3	Advisory Vote on Golden Parachutes	For	Do Not Vote
4	Adjourn Meeting	For	Do Not Vote

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	For	For
2	Amend Articles of Association	For	For
3	Advisory Vote on Golden Parachutes	For	For
4	Adjourn Meeting	For	For

argenx SE

Meeting Date: 02/27/2023	Country: Netherlands	Ticker: ARGX
	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		
1	Open Meeting		
2	Elect Steve Krognos as Non-Executive Director	For	For
3	Other Business (Non-Voting)		
4	Close Meeting		

Korea Electric Power Corp.

Meeting Date: 02/27/2023Country: South KoreaTicker: 015760
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Lee Jeong-bok as Inside Director	For	For
	Blended Rationale: The company is a large company and the board is not majority. Notwithstanding, the company is uniquely positioned with limited control to address the temporary vacancy, and based on the additional information, the timing of an outside director's joining appears to be fairly imminent. Additionally, incumbent directors Ms. Bang and Mr. Park, whose terms already expired but are obligated to serve until replaced, appears to be performing their duties based on their attendance record. Therefore, a vote FOR non-independent director nominees Young-sang Jeon (Item 2), Jeong-bok Lee (Item 1.1), and Jun-ho Lee (Item 1.2) is warranted at this time.		
1.2	Elect Lee Jun-ho as Inside Director	For	For
	Blended Rationale: The company is a large company and the board is not majority. Notwithstanding, the company is uniquely positioned with limited control to address the temporary vacancy, and based on the additional information, the timing of an outside director's joining appears to be fairly imminent. Additionally, incumbent directors Ms. Bang and Mr. Park, whose terms already expired but are obligated to serve until replaced, appears to be performing their duties based on their attendance record. Therefore, a vote FOR non-independent director nominees Young-sang Jeon (Item 2), Jeong-bok Lee (Item 1.1), and Jun-ho Lee (Item 1.2) is warranted at this time.		
2	Elect Jeon Young-sang as Inside Director to Serve as an Audit Committee Member	For	For
	Blended Rationale: The company is a large company and the board is not majority. Notwithstanding, the company is uniquely positioned with limited control to address the temporary vacancy, and based on the additional information, the timing of an outside director's joining appears to be fairly imminent. Additionally, incumbent directors Ms. Bang and Mr. Park, whose terms already expired but are obligated to serve until replaced, appears to be performing their duties based on their attendance record. Therefore, a vote FOR non-independent director nominees Young-sang Jeon (Item 2), Jeong-bok Lee (Item 1.1), and Jun-ho Lee (Item 1.2) is warranted at this time.		

First Abu Dhabi Bank PJSC

Meeting Date: 02/28/2023Country: United Arab EmiratesTicker: FAB
Meeting Type: Annual

First Abu Dhabi Bank PJSC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Board Report on Company Operations and Its Financial Statement	For	For
2	Approve Auditors' Report on Company Financial Statements	For	For
3	Accept Financial Statements and Statutory Reports	For	For
4	Approve Allocation of Income and Dividends of AED 0.52 per Share	For	For
5	Approve Remuneration of Directors	For	For
6	Approve Discharge of Directors	For	For
7	Approve Discharge of Auditors	For	For
8	Ratify Auditors and Fix Their Remuneration for FY 2023	For	For
9	Elect Director (Cumulative Voting)	For	Against
<i>Blended Rationale: A vote AGAINST is warranted due to lack of disclosure regarding this item.</i>			
10	Approve Internal Shariah Supervisory Committee Report	For	For
11	Approve Notification on Payable Zakat in Relation to the Bank's Islamic Activities	For	For
	Extraordinary Business		
12	Amend Articles of Bylaws	For	For
13.a	Authorize the Board to Issue Islamic Sukuk/Bonds or other Non-Convertible Securities, Update or Create New Programs Up to USD 10 Billion	For	For
13.b	Authorize the Board to Issue Additional Tier 1 Bonds for Regulatory Capital Purposes Up to USD 1 Billion	For	For
13.c	Authorize the Board to Issue Tier 2 Bonds for Regulatory Capital Purposes Up to USD 1 Billion	For	For

Ganfeng Lithium Group Co., Ltd.

Meeting Date: 02/28/2023

Country: China

Ticker: 1772

Meeting Type: Extraordinary Shareholders

Ganfeng Lithium Group Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
	SPECIAL RESOLUTIONS		
1	Amend External Investment Management System	For	For
2	Approve Proposed Engagement in Foreign Exchange Hedging Business by the Company and Its Subsidiaries	For	For
3	Approve Application for Bank Facilities and Provision of Guarantees by the Company and Its Subsidiaries	For	Against
	Blended Rationale: A vote AGAINST this resolution is warranted given the company has not disclosed sufficient information whether the guarantees to Ganfeng LiEnergy and its subsidiaries are proportionate to the company's equity stake, and the company could potentially be taking in a disproportionate amount of risk relative to its ownership interest in the proposed guarantees to Ganfeng LiEnergy and its subsidiaries.		
4	Approve Proposed Investment in Wealth Management Products with Self-Owned Funds	For	Against
	Blended Rationale: A vote AGAINST is warranted because the proposed investment could potentially expose the company to unnecessary risks.		
5	Approve Continuing Related-Party Transactions for 2023	For	For
	ORDINARY RESOLUTIONS		
1	Approve Proposed Signing of Investment Agreement by Ganfeng LiEnergy	For	Against
	Blended Rationale: A vote AGAINST this resolution is warranted given the absence of the information concerning the economic interests and the amount of funding commitment of Ganfeng LiEnergy in the project.		
2	Approve Proposed Investment and Construction of New-Type Lithium Battery and Energy Storage Headquarters Project with 10 GWh Annual Capacity by Ganfeng LiEnergy	For	For

Helmerich & Payne, Inc.

Meeting Date: 02/28/2023

Country: USA

Ticker: HP

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Delaney M. Bellinger	For	For
1b	Elect Director Belgacem Chariag	For	For
1c	Elect Director Kevin G. Cramton	For	For
1d	Elect Director Randy A. Foutch	For	For

Helmerich & Payne, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director Hans Helmerich	For	For
1f	Elect Director John W. Lindsay	For	For
1g	Elect Director Jose R. Mas	For	For
1h	Elect Director Thomas A. Petrie	For	For
1i	Elect Director Donald F. Robillard, Jr.	For	For
1j	Elect Director John D. Zeglis	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year

Israel Discount Bank Ltd.

Meeting Date: 02/28/2023

Country: Israel

Ticker: DSCT

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Compensation Policy for the Directors and Officers of the Company	For	For
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
<div>Blended Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.</div> <div>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</div>			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<div>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</div>			

Israel Discount Bank Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			
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	For
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			

Kone Oyj

Meeting Date: 02/28/2023	Country: Finland	Ticker: KNEBV
Meeting Type: Annual		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting		
2	Call the Meeting to Order		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	For
4	Acknowledge Proper Convening of Meeting	For	For
5	Prepare and Approve List of Shareholders	For	For
6	Receive Financial Statements and Statutory Reports		
7	Accept Financial Statements and Statutory Reports	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	For	For
9	Approve Discharge of Board and President	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because: - The proposed remuneration report is below par in relation to market standards, particularly with regards to the disclosure of concrete metrics and their corresponding weights for the STIP paid out in the financial year in review. - The LTIP allows for inflight changes annually.</i>			
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	For	For
12	Fix Number of Directors at Nine	For	For
13.a	Reelect Matti Alahuhta as Director	For	Against
<i>Blended Rationale: A vote AGAINST Antti Herlin and Matti Alahuhta is warranted because lack of independence on remuneration committee.</i>			
13.b	Reelect Susan Duinhoven as Director	For	For
13.c	Elect Marika Fredriksson as New Director	For	For
13.d	Reelect Antti Herlin as Director	For	Against
<i>Blended Rationale: A vote AGAINST Antti Herlin and Matti Alahuhta is warranted because lack of independence on remuneration committee.</i>			
13.e	Reelect Iris Herlin as Director	For	For
13.f	Reelect Jussi Herlin as Director	For	Against
<i>Blended Rationale: A vote AGAINST Jussi Herlin is warranted because the presence of an executive(s) on audit-, remuneration- and nomination committees.</i>			
13.g	Reelect Ravi Kant as Director	For	For
13.h	Elect Marcela Manubens as New Director	For	For
13.i	Reelect Krishna Mikkilineni as Director	For	For
14	Approve Remuneration of Auditors	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	For	For
16	Ratify Ernst & Young as Auditors	For	For
17	Amend Articles Re: Company Business; General Meeting Participation	For	Against
<i>Blended Rationale: A vote AGAINST the proposed article amendment is warranted because the new articles provide the possibility for virtual-only shareholder meetings. While there are benefits from allowing participation at shareholder meetings via electronic means, virtual-only meetings may hinder meaningful exchanges between management and shareholders, and enable management to avoid uncomfortable questions.</i>			
18	Authorize Share Repurchase Program	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	For	For
20	Close Meeting		

Nordson Corporation

Meeting Date: 02/28/2023

Country: USA

Ticker: NDSN

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Sundaram Nagarajan	For	For
1.2	Elect Director Michael J. Merriman, Jr.	For	For
1.3	Elect Director Milton M. Morris	For	For
1.4	Elect Director Mary G. Puma	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Advisory Vote on Say on Pay Frequency	One Year	One Year
5	Reduce Supermajority Vote Requirement	For	For
6	Reduce Supermajority Vote Requirement for Matters Requiring Shareholder Approval under the Ohio Revised Code	For	For
7	Reduce Supermajority Vote Requirement for Certain Amendments to Regulations as set forth in Article IX	For	For
8	Amend Regulations to the Extent Permitted by Ohio law	For	For

Tetra Tech, Inc.

Meeting Date: 02/28/2023

Country: USA

Ticker: TTEK

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	For	For
1B	Elect Director Gary R. Birkenbeuel	For	For
1C	Elect Director Prashant Gandhi	For	For
1D	Elect Director Joanne M. Maguire	For	For
1E	Elect Director Christiana Obiaya	For	For
1F	Elect Director Kimberly E. Ritrievi	For	For
1G	Elect Director J. Kenneth Thompson	For	For
1H	Elect Director Kirsten M. Volpi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For