# Axiom Investors February 2023



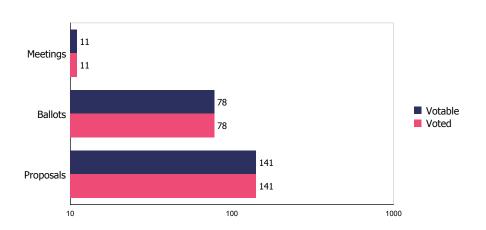
#### **Meeting Overview**

Category	Number	Percentage
Number of votable meetings	11	
Number of meetings voted	11	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	5	45.45%

#### **Ballot Overview**

Category	Number	Percentage
Number of votable ballots	78	_
Number of ballots voted	78	100.00%

## **Voting Statistics**

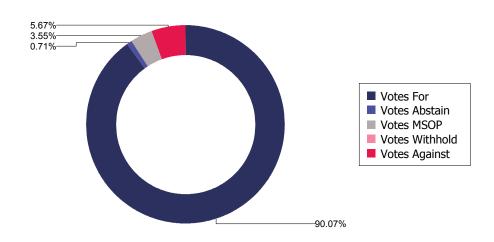


#### **Proposal Overview**

Category	Number	Percentage
Number of votable items	141	_
Number of items voted	141	100.00%
Number of votes FOR	127	90.07%
Number of votes AGAINST	8	5.67%
Number of votes ABSTAIN	1	0.71%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	5	3.55%
Number of votes With Policy	141	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	130	92.20%
Number of votes Against Mgmt	11	7.80%
Number of votes on Shareholder Proposals	1	0.71%

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

#### **Vote Cast Statistics**



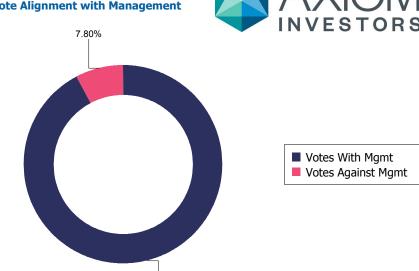
# **Vote Alignment with Policy**

No graphical representation provided.

### **Market Breakdown**

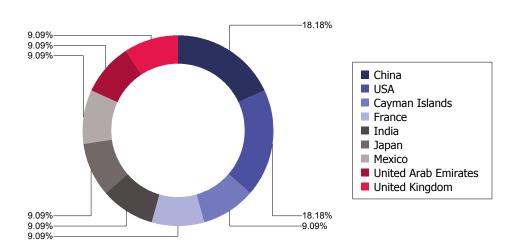
Market	Votable Meetings	Voted Meetings	Percentage
China	2	2	100.00%
USA	2	2	100.00%
Cayman Islands	1	1	100.00%
France	1	1	100.00%
India	1	1	100.00%
Japan	1	1	100.00%
Mexico	1	1	100.00%
United Arab Emirates	1	1	100.00%
United Kingdom	1	1	100.00%

# **Vote Alignment with Management**

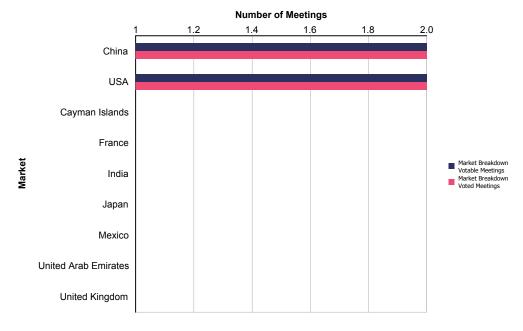


# **Meetings Voted by Market**

92.20%



Market Voting Statistics		AXION
--------------------------	--	-------



### Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD



Company Name	Meeting Date	Market	FCC Pill	Proposal Category	Proposal Description	Proposal Text	V L C T C T C
Company Name	Date	riai ket	ESG Pillar	Proposal Category	. roposar Bescription	Proposal Text	Vote Cast
LONGi Green Energy Technology Co., Ltd.	02-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganiz ations	Approve/Amend Loan Guarantee to Subsidiary	Approve Provision of Guarantees to Controlled Subsidiaries and Related Party Transactions	Against
Pinduoduo Inc.	08-Feb-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director George Yong-Boon Yeo	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Carol Arrowsmith as Director	Abstain
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	2. Approve Auditors' Special Report on Related-Party Transactions	Against
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Director Election - Director Election	Elect Director	46. Reelect Luc Caytan as Director	Against
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Director Election - Director Election	Elect Director	47. Reelect Gregory Berthier as Director	Against
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Director Election - Director Election	Elect Director	48. Reelect Christine Gentil as Director	Against
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Director Election - Director Election	Elect Director	50. Reelect Mehdi Balafrej as Director	Against
First Abu Dhabi Bank PJSC	28-Feb-23	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9. Elect Director (Cumulative Voting)	Against

### **Analysis of Votes Against Policy**

There are no votes against policy.

# **Analysis of Votes Against Management**

	Meeting				Burn and Burninking		
Company Name	Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LONGi Green Energy Technology Co., Ltd.	02-Feb-23	China	G	Strategic Transactions - Corporate Transactions/Reorganizati ons	Approve/Amend Loan Guarantee to Subsidiary	2. Approve Provision of Guarantees to Controlled Subsidiaries and Related Party Transactions	Against
Pinduoduo Inc.	08-Feb-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director George Yong-Boon Yeo	Against



# **Analysis of Votes Against Management (Continued)**

	Meeting					1111120		
Company Name	Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast	
Compass Group Plc	09-Feb-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Against	
Compass Group Plc	09-Feb-23	United Kingdom	G	Director Election - Director Election	Elect Director	8. Re-elect Carol Arrowsmith as Director	Abstain	
Deere & Company	22-Feb-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	2. Approve Auditors' Special Report on Related-Party Transactions	Against	
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Director Election - Director Election	Elect Director	46. Reelect Luc Caytan as Director	Against	
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Director Election - Director Election	Elect Director	47. Reelect Gregory Berthier as Director	Against	
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Director Election - Director Election	Elect Director	48. Reelect Christine Gentil as Director	Against	
Lyxor MSCI India UCITS ETF	28-Feb-23	France	G	Director Election - Director Election	Elect Director	50. Reelect Mehdi Balafrej as Director	Against	
First Abu Dhabi Bank PJSC	28-Feb-23	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9. Elect Director (Cumulative Voting)	Against	

# **Unvoted Meetings**

There are no unvoted meetings.

Axiom	Investors -	Februar	y 2023
-------	-------------	---------	--------

Ompany Name	ors - Februar Meeting Type	Meeting Date	Proposal Text  Approve Estimated Amount of Guarantees	Vote Instruction	Voting Policy Rationale
ONGi Green Energy Te			7,7		A vote FOR is merited because no concerns have been identified.
ONGi Green Energy Te	ecnii Speciai	02-Feb-23	Approve Provision of Guarantees to Controlled Subsidiaries and Related Party Transactions	Against	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 failed to provide any justifications in the meeting circular.
ONGi Green Energy Te	echn Special	02-Feb-23	Approve Provision of Guarantee for Loan Business	For	A vote FOR is merited because no concerns have been identified.
ONGi Green Energy Te	echn Special	02-Feb-23	Approve Foreign Exchange Derivatives Transactions	For	A vote FOR this routine item is merited because the use of financial derivatives is for hedging purpose only.
ONGi Green Energy Te	echn Special	02-Feb-23	Approve Daily Related Party Transactions	For	A vote FOR is merited because no concerns have been identified.
ONGi Green Energy Te	echn Special	02-Feb-23	Approve Change in High-efficiency Monocrystalline Cell Project	For	A vote FOR this item is merited because no concerns have been identified.
ONGi Green Energy Te	echn Special	02-Feb-23	Approve Estimated Amount of Guarantees	For	A vote FOR is merited because no concerns have been identified.
ONGi Green Energy Te	echn Special	02-Feb-23	Approve Provision of Guarantees to Controlled Subsidiaries and Related Party Transactions	Against	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 failed to provide any justifications in the meeting circular.
ONGi Green Energy Te	echn Special	02-Feb-23	Approve Provision of Guarantee for Loan Business	For	A vote FOR is merited because no concerns have been identified.
ONGi Green Energy Te	echr Special	02-Feb-23	Approve Foreign Exchange Derivatives Transactions	For	A vote FOR this routine item is merited because the use of financial derivatives is for hedging purpose only.
ONGi Green Energy Te	echr Special	02-Feb-23	Approve Daily Related Party Transactions	For	A vote FOR is merited because no concerns have been identified.
ONGi Green Energy Te	echr Special	02-Feb-23	Approve Change in High-efficiency Monocrystalline Cell Project	For	A vote FOR this item is merited because no concerns have been identified.
nduoduo Inc.	Annual	08-Feb-23	Elect Director Lei Chen	For	A votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nominer
nduoduo Inc.	Annual	08-Feb-23	Elect Director Anthony Kam Ping Leung	For	A votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nomine
nduoduo Inc.	Annual	08-Feb-23	Elect Director Haifeng Lin	For	A votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nominer
nduoduo Inc.	Annual	08-Feb-23	Elect Director Qi Lu	For	A votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nominer
nduoduo Inc.	Annual	08-Feb-23	Elect Director George Yong-Boon Yeo	Against	A votes AGAINST incumbent Nominating Committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nominer
nduoduo Inc.	Annual	08-Feb-23	Change Company Name to PDD Holdings Inc.	For	A vote FOR this proposal is warranted given that it is unlikely that the name change would have a negative financial impact on the company.
nduoduo Inc.	Annual	08-Feb-23	Amend Memorandum and Articles of Association	For	A vote FOR this proposal is warranted. The proposed change is largely administrative in nature and will not have any material impact on the rights or privileges of current sharel
ompass Group Plc	Annual	09-Feb-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.
ompass Group Plc	Annual	09-Feb-23	Approve Remuneration Report	Against	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 be
				. 9	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 unconcerns raised.
ompass Group Plc	Annual	09-Feb-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
ompass Group Plo	Annual	09-Feb-23	Re-elect Ian Meakins as Director	For	Items 4-7 and 0-14 A vote FOR the re-election of Ian Meakins, Dominic Blakemore, Palmer Brown, Gary Green, Stefan Bomhard, John Bryant, Arlene Isaacs-Lowe, Anne-Fran Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified. Item 8 An ABSTAIN vote regarding the re-election of Carol Arrowsmith 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 promittee to response to significant shareholder dissent received by the remuneration policy resolution at the 2022 AGMIs is not considered sufficient. See Item 2 for further analysis. * Is step down as Chair of the Remuneration Committee at the 2023 AGMI, but will remain on the Committee to ensure orionitivity and an orderly transition. A vote FOR this costs warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 15 A the re-election of Ireena Vittal is considered warranted, although it is not without concern.* In addition to her role as a NED at Compass Group, she holds NED positions at four significantly-sized public company Boards. The main reasons for support are. * Her external mandates are technically in line with Sustainability Advisory Services voting guide
ompass Group Plo	Annual	09-Feb-23	Re-elect Dominio Blakemore as Director	For	Items 4-7 and 9-14 A vote FOR the re-election of Ian Meakins, Dominic Blakemore, Palmer Brown, Gary Green, Stefan Bomhard, John Bryant, Arlene Isaacs-Lowe, Anne-Fran Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified. Item 8 An ABSTAIN vote regarding the re-election of Carol Arrowsmith 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. The response to significant shareholder dissent received by the remuneration policy resolution at the 2022 AGMIs not considered sufficient. See Item 2 for further analysis: *1 step down as Chair of the Remuneration Committee at the 2023 AGMI. but will remain on the Committee to the such continuity and an orderly transition.* A vote FOR this selection warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 15 A the re-election of Irena Vittal is considered warranted, although it is not without concern.* In addition to her role as a NED at Compass Group, she holds NED positions at four significantly-sized public company Boards. The main reasons for support are: *Her external mandates are technically in line with Sustainability Advisory Services voting guide
ompass Group Plo	Annual	09-Feb-23	Re-elect Palmer Brown as Director	For	Items 4-7 and 9-14 A vote FCR the re-election of Ian Meakins, Dominic Blakemore, Palmer Brown, Gary Green, Stefan Bomhard, John Bryant, Arlene Isaacs-Lowe, Anne-Frant Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified. Item 8 An ABSTAIN vote regarding the re-election of Carol Arrowsmith 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 promitties of the year under review, she is considered to be ultimately responsible for the Company's remuneration policy resolution at the 2022 AGMIs not considered sufficient. See Item 2 for further analysis. *S step down as Chair of the Remuneration Committee at the 2023 AGMI. but vill revail not the Committee to ensure "continuity and an orderly transition". A vote FCR this resolution at the 2022 AGMIs in the consistence of the properties of the properti
ompass Group Plo	Annual	09-Feb-23	Re-elect Gary Green as Director	For	Items 4-7 and 9-14 A vote FCR the re-election of Ian Meakins, Dominic Blakemore, Palmer Brown, Gary Green, Stefan Bornhard, John Bryant, Arlene Isaacs-Lowe, Anne-Frant Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified. Item 8 An ABSITAIN vote regarding the re-election of Carol Arrowsmith considered warranted. *As Chair of the Remuneration Committee for the year under review, either is considered to literately responsible for the Company's remuneration poiling resolution at the 2022 AGMIs not considered sufficient. See Item 2 for further analysis. *S tep down as Chair of the Remuneration Committee at the 2023 AGMI, but will remain on the Committee to renew "continuity and an orderly transition". A vote FCR this resolution at the 2023 AGMIS but will remain on the Committee to responsibility of the Committee to the success of the continuity and an orderly transition. A vote FCR this resolution are relected to a fire relevant to the committee of the 2023 AGMIS but will remain on the Committee to responsibility of the Remain Committee to the success of the Remain Committee to the success of the Remain Committee to the Remain Committee the Remain Committee to the Remain Committee to the Remain Committee to the Remain Committee to the Remain Committee the Remain Committee to the Remain Committee the Remain Committee to the Remain Committee the Remain Com
ompass Group Plo	Annual	09-Feb-23	Re-elect Carol Arrowsmith as Director	Abstain	Items 4-7 and 9-14 A vote FOR the re-election of Ian Meakins, Dominic Blakemore, Palmer Brown, Gary Green, Stefan Bornhard, John Bryant, Arlene Isaacs-Lowe, Anne-Franc Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified, Item 8 An ABST TAIN vote regarding the re-election of Carol Arrowentific considered warranted.* As Chair of the Remuneration Committee for the year under review, is the is considered to be ultimately responsible for the Omany's remuneration price of the properties
ompass Group Plo	Annual	09-Feb-23	Re-elect Stefan Bomhard as Director	For	terms 4.7 and 9-14 A vote FOR the re-election of Ian Meakins, Dominio Blakenrore, Palmer Brown, Cary Green, Stefan Bomhard, John Eryant, Arlene Isaace-Lowe, Anne-Frant Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified, Item 8 An ABSTAIN vote regarding the re-election of Carol Arrowsmith 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 properties to significant shareholder dissent received by the remuneration policy resolution at the 2022 AGMI is not considered sufficient. See Item 2 for further analysis. * Sistep down as Chair of the Remuneration Committee at the 2023 AGMI, but will remain on the Committee to ensure "continuity and an orderly transition". A vote FOR this receive, warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 16 A their re-election of freens Vital is considered warranted, although it is not without concern.* In addition to the role a IDED at Compass Group, she holds NED positions at four significantly-sized public company Boards. The main reasons for support are: * Her external mandates are technically in line with Sustainability Advisory Services voting guidely.

Compass Group Plo	Annual	09-Feb-23	Re-elect John Bryant as Director	For	Items 4-7 and 9-14 A vote FOR the re-election of Ian Meakins, Dominic Blakemore, Palmer Brown, Gary Green, Stefan Bomhard, John Bryant, Arlene Isaacs-Lowe, Anne-Francoise Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified, Item B An ABSTAIN vote regarding the re-election of Carol Arrowsmith is considered warranted.* As Chair of the Remuneration Dommittee 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 Chlair of the Remuneration Committee at the 2023 AGM, but will remain on the Committee to ensure "continuity and an orderly transition". A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 16 A vote FOR the re-election of linean Vittal is considered warranted, although it is not without concern." In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards. The main reasons for support are." Here external mandates are technically in fine with Sustainability Advisory Services voting guidelines; *
Compass Group Plo	Annual	09-Feb-23	Re-elect Arlene Isaacs-Lowe as Director	For	Items 4-7 and 9-14 A vote FOR the re-election of lan Meakins, Dominic Blakemore, Palmer Brown, Gary Green, Stefan Bomhard, John Bryant, Arlene Isaacs-Lowe, Anne-Francoise Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified, Item 8 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
				For	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". A vote FOR this resolution is warranted for those shareholders in markets which have a fictionally responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 15 A vote FOR the re-election of Ireena Vittal is considered warranted, although it is not without concern: "In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards. The main reasons for support are: "Her external mandates are technically in line with Sustainability Advisory Services voting guidelines;"
Compass Group Plo	Annual	09-Feb-23	Re-elect Anne-Francoise Nesmes as Director	For	Items 4-7 and 9-14 A vote FOR the re-election of fan Meakins, Dominic Blakemore, Palmer Brown, Cary Green, Stefan Bomhard, John Bryant, Arlene Isaacs-Lowe, Anne-Francoise Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified, Item 8 An ABSTAIN vote regarding the re-election of Carol Arrowsmith is considered warranted.* As Chair of the Remuneration Dommittee 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 Dommittee at the 2023 AGM, but will remain on the Committee to ensure uninity and an orderly transition.* A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either fror or against and who do not recognise abstention as a valid option. Item 15A vote FOR
					the re-election of Ireena Vittal is considered warranted, although it is not without concern: *In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards. The main reasons for support are: *Her external mandates are technically in line with Sustainability Advisory Services voting guidelines; *
Compass Group Plo	Annual	09-Feb-23	Re-elect Sundar Raman as Director	For	Items 4-7 and 9-14 A vote FOR the re-election of fan Meakins, Dominic Blakemore, Palmer Brown, Cary Green, Stefan Bomhard, John Bryant, Arlene Isaace-Lowe, Anne-Francoise Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified, Item 8 An ABST till vote regarding the re-election of Carol Arrowsmith is considered warranted.* As Chair of the Remuneration Dommittee 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 Dommittee at the 2023 AGM, but will remain on the Committee to tensure "continuity and an orderly transition". A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 15 A vote FOR the re-election of Ireena Vittal is considered warranted, although it is not without concern: * In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards. The main reasons for support are: *Her external mandates are technically in line with Sustainability Advisory Services voting guidelines; *
Compass Group Plo	Annual	09-Feb-23	Re-elect Nelson Silva as Director	For	Items 4-7 and 9-14 A vote FOR the re-election of fan Maskins, Domnino Blakemore, Palmer Brown, Cary Green, Stefan Bomhard, John Bryant, Arlene Isaacs-Lowe, Anne-Francoise Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concorms have been identified, Item 8 An ABSTAIN vote regarding the re-election of Carol Arrowsmith is considered warranted. *As Chair of the Remuneration Dommittee 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 Chlair of the Remuneration Dommittee at the 2023 AGM, but will remain on the Committee to ensure intuitivity and an orderly transition*. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 15 A vote FOR the re-election of linean Vittal is considered warranted, although it is not without concern. *In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Boards. The main reasons for support are "Her external mandates are technically in line with Sustainability Advisory Servisoes voting guidelines,"
Compass Group Plo	Annual	09-Feb-23	Re-elect Ireena Vittal as Director	For	Items 4-7 and 9-14 A vote FOR the re-election of lan Meakins, Dominio Blakemore, Palmer Brown, Garry Green, Stefan Bomhard, John Bryant, Arlene Isaaos-Lowe, Anne-Francoise Nesmes, Sundar Raman, and Nelson Silva is warranted as no significant concerns have been identified. Item 8 An ABSTAIN vote regarding the re-election of Carol Arrowsmith is considered to be a considered to be is considered to be inconsidered warranted.* As Chair of the Remuneration Opmittee for the year under review, she is considered to be inconsidered 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.* A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option. Item 15A vote FOR the re-election of freena Vittal is considered warranted, although it is not without concern.* In addition to her role as a NED at Compass Group, she holds NED positions at four other significantly-sized public company Pozards. The main reasons for support are.* Her external mandates are technically in line with Sustainability Advisory Servisoes voting guidelines.*
Compass Group Plo	Annual	09-Feb-23	Reappoint KPMG LLP as Auditors	For	She does not a reconstruited an unificant amount mand the another and # Those are no other concern identified in relation to her to election.  A vote FOR this resolution is considered warranted at this time.
Compass Group Plo	Annual	09-Feb-23	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no significant concerns regarding this proposal.
Compass Group Plc	Annual	09-Feb-23	Authorise UK Political Donations and Expenditure	For	A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Compass Group Plo	Annual	09-Feb-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Compass Group Plo	Annual	09-Feb-23	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Compass Group Plc	Annual	09-Feb-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Compass Group Plo	Annual	09-Feb-23 09-Feb-23	Authorise Market Purchase of Ordinary Shares  Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.  A vote FOR this resolution is warranted. No issues of concern have been identified.
Grupo Aeroportuario del			Approve Special Dividends of up to MXN 1.45 Billion	For	A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.
Grupo Aeroportuario del			Appoint Legal Representatives	For	A vote FOR this item is warranted because the designation of a shareholder representative is a routine formality that does not affect shareholder value.
Pony Testing Co., Ltd.	Special	20-Feb-23	Approve Repurchase and Cancellation of Performance Shares	For	A vote FOR is warranted because no concerns have been identified.
Deere & Company	Annual	22-Feb-23	Elect Director Leanne G. Caret	For	A vote FOR the director nominees is warranted.
Deere & Company	Annual	22-Feb-23	Elect Director Tamra A. Erwin	For	A vote FOR the director nominees is warranted.
Deere & Company	Annual	22-Feb-23	Elect Director Alan C. Heuberger	For	A vote FOR the director nominees is warranted.
Deere & Company	Annual	22-Feb-23 22-Feb-23	Elect Director Charles O. Holliday, Jr.	For For	A vote FOR the director nominees is warranted.
Deere & Company Deere & Company	Annual Annual	22-Feb-23 22-Feb-23	Elect Director Michael O. Johanns Elect Director Clayton M. Jones	For For	A vote FOR the director nominees is warranted.  A vote FOR the director nominees is warranted.
Deere & Company Deere & Company	Annual	22-Feb-23 22-Feb-23	Elect Director Clayton M. Jones Elect Director John C. May	For	A vote FUR the director nominese is warranted. A vote FUR the director nominese is warranted. A vote FUR the director nominese is warranted.
Deere & Company	Annual	22-Feb-23	Elect Director Gregory R. Page	For	A vote FOR the director nominees is warranted.  A vote FOR the director nominees is warranted.
Deere & Company	Annual	22-Feb-23	Elect Director Sherry M. Smith	For	A vote FOR the director nominees is warranted.
Deere & Company	Annual	22-Feb-23	Elect Director Dmitri L. Stockton	For	A vote FOR the director nominees is warranted.
Deere & Company	Annual	22-Feb-23	Elect Director Sheila G. Talton	For	A vote FOR the director nominees is warranted.
Deere & Company	Annual	22-Feb-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	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 oerformance eniods with ore-set coals.
Deere & Company	Annual	22-Feb-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Deere & Company	Annual	22-Feb-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.

Deere & Company	Annual	22-Feb-23	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, 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
Nextage Co., Ltd.	Annual	22-Feb-23	Approve Allocation of Income, with a Final Dividend of JPY 24	For	Next, a mad meeting.  A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Hirota, Seiji	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Hamawaki, Koji	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Nomura, Masashi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Flect Director Matsui Tadamitsu	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Endo, Isao	For	A vote FOR this nominee is warranted because: *There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Endo, Isaac Elect Director Fukushima, Junko	For	A vote FOR this nominee is warranted because.* The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears
Nextage Co., Ltd.	Annual	22-Feb-23	Approve Compensation Ceiling for Directors	For	A vote FOR this proposal is warranted because. *The size of the proposed ceiling cannot be regarded as high.  A vote FOR this proposal is warranted because. *The size of the proposed ceiling cannot be regarded as high.
Nextage Co., Ltd.	Annual	22-Feb-23	Approve Allocation of Income, with a Final Dividend of JPY 24	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Hirota, Seiji	For	A vote FOR this nominee is warranted because: *There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Hamawaki, Koji	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Nomura, Masashi	For	A vote FOR this nominee is warranted because: *There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Matsui, Tadamitsu	For	A vote FOR this nominee is warranted because: *There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Indexist, 1 addititied	For	A vote FOR this nominee is war interd because: "There are no particular concerns about the nominee.  A vote FOR this nominee is warranted because: "There are no particular concerns about the nominee.
Nextage Co., Ltd.	Annual	22-Feb-23	Elect Director Fukushima, Junko	For	A vote FOR this nominee is warranted because: *The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may runt be risk of actually increasing management dominance the board
Nextage Co., Ltd.	Annual	22-Feb-23	Approve Compensation Ceiling for Directors	For	A vote FOR this proposal is warranted because: *The size of the proposed ceiling cannot be regarded as high.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Cheryl Beranek	For	A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Ronald G. Roth	For	A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Patrick Goepel	For	A vote FOR all director nominees is warranted.
Clearfield Inc.	Annual	23-Feb-23	Elect Director Roger Harding	For	A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Flect Director Ploger Harding	For	A vote FOR all director nominees is warranted.  A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Onald R. Hayward	For	A VOLE FOR all director nominees is warranted.  A VOLE FOR all director nominees is warranted.
Clearfield Inc.		23-Feb-23		For	
Clearfield Inc.	Annual		Elect Director Walter Jones, Jr.	For	A vote FOR all director nominees is warranted.
	Annual	23-Feb-23	Elect Director Carol Wirsbinski		A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR proposal is warranted as pay and performance are reasonably aligned at this time.
Clearfield, Inc.	Annual	23-Feb-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to
Clearfield, Inc.	Annual	23-Feb-23	Approve Omnibus Stock Plan	For	opine on executive pay.  Based on the Equity Plan Scoreoard evaluation (EPSC), a vote FOR this proposal is warranted.
Clearfield Inc.	Annual	23-Feb-23	Ratify Baker Tilly US, LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Cheryl Beranek	For	A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Ronald G. Roth	For	A vote FOR all director nominees is warranted.  A vote FOR all director nominees is warranted.
Clearfield Inc	Annual	23-Feb-23	Flect Director Patrick Goenel	For	A vote FOR all director nominees is warranted.  A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Patrick Goeper Elect Director Roger Harding	For	A VOLE FOR all director nominees is warranted.  A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Charles N. Hayssen	For	A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Donald R. Hayward	For	A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Walter Jones, Jr.	For	A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Elect Director Carol Wirsbinski	For	A vote FOR all director nominees is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR proposal is warranted as pay and performance are reasonably aligned at this time.
Clearfield, Inc.	Annual	23-Feb-23 23-Feb-23	Advisory Vote on Say on Pay Frequency  Approve Omnibus Stock Plan	One Year For	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.
					Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Clearfield, Inc.	Annual	23-Feb-23	Ratify Baker Tilly US, LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
First Abu Dhabi Bank P	JSC Annual	28-Feb-23	Approve Board Report on Company Operations and Its Financial Statement	For	A vote FOR is warranted, although it is not without concern for shareholders: * The non-disclosure of the corporate governance report ahead of the general meeting which does not
First Abu Dhabi Bank P	JSC Annual	28-Feb-23	Approve Auditors' Report on Company Financial Statements	For	allow to assess the company's governance practices. Main reasons for support: "The company publicly disclosed its board report that is not required to include corporate governance related information: and "There are no known concerns recarding the company at this time.  A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
First Abu Dhabi Bank P	JSC Annual	28-Feb-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
First Abu Dhabi Bank P		28-Feb-23	Approve Allocation of Income and Dividends of AED 0.52 per Share	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
First Abu Dhabi Bank P.		28-Feb-23	Approve Remuneration of Directors	For	In the absence of known concerns over directors' remuneration at First Abu Dhabi Bank PJSC, a vote FOR this item is warranted.
First Abu Dhabi Bank P		28-Feb-23	Approve Discharge of Directors	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
First Abu Dhabi Bank P		28-Feb-23	Approve Discharge of Auditors	For	In the absence of concerns that the auditor is not fulfilling its fiduciary duties, a vote FOR is warranted.
First Abu Dhabi Bank P.		28-Feb-23	Ratify Auditors and Fix Their Remuneration for FY 2023	For	IN THE absence Of Control is that the absence of significant concerns.  A vote FOR this proposal is warranted in the absence of significant concerns.
First Abu Dhabi Bank P		28-Feb-23	Elect Director (Cumulative Voting)	Against	A vote COLINST is warranded use to lack of disclosure regarding this item.
First Abu Dhabi Bank P. First Abu Dhabi Bank P.		28-Feb-23 28-Feb-23		Against	
First Abu Dhabi Bank Po	JSC Annual	28-Feb-23	Approve Internal Shariah Supervisory Committee Report Approve Notification on Payable Zakat in Relation to the Bank's Islamic Activities	For	A vote FOR the approval of the internal Shariah supervisory committee report is warranted because this is a routine meeting formality.  A vote FOR the approval of the board report is warranted but not without any concerns for shareholders.* The company has not disclosed the amount of payable zakat to be notified to shareholders under this proposal. Main reasons for support: *This proposal aims only to notify shareholders of the zakat paid for the fiscal year in review; and *There are known concerns with the company's practices with reeards to Zakat pawments.
First Abu Dhabi Bank P		28-Feb-23	Amend Articles of Bylaws	For	This proposal warrants a vote FOR as the proposed amendments are either positive or neutral from shareholders' perspective and are meant to reflect legislative changes.
First Abu Dhabi Bank P.		28-Feb-23	Authorize the Board to Issue Islamic Sukuk/Bonds or other Non-Convertible Securities, Update or Create New Programs Up to USD 10 Billion	For	Since the requested authorities are reasonable in relation to the bank's capital position, votes FOR are warranted.
First Abu Dhabi Bank P.	JSC Annual	28-Feb-23	Authorize the Board to Issue Additional Tier 1 Bonds for Regulatory Capital Purposes Up to USD 1 Billion	ror	Since the requested authorities are reasonable in relation to the bank's capital position, votes FOR are warranted.
First Abu Dhabi Bank Po	JSC Annual	28-Feb-23	Authorize the Board to Issue Tier 2 Bonds for Regulatory Capital Purposes Up to USD 1	For	Since the requested authorities are reasonable in relation to the bank's capital position, votes FOR are warranted.