

## 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

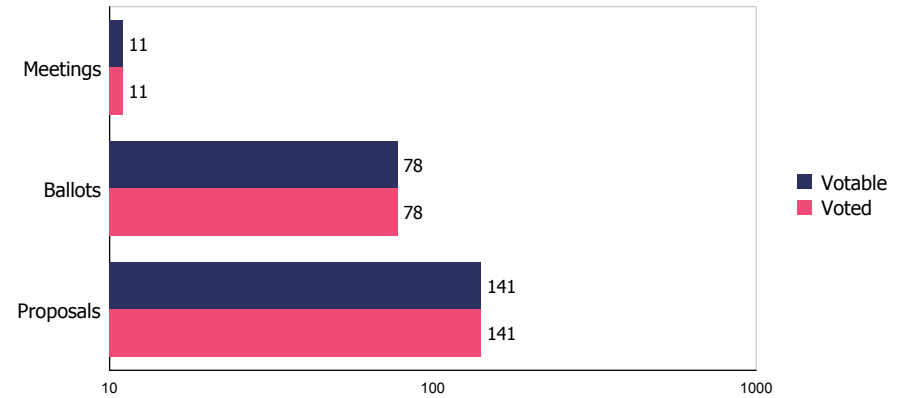
Category	Number	Percentage
Number of votable ballots	78	
Number of ballots voted	78	100.00%

## Proposal Overview

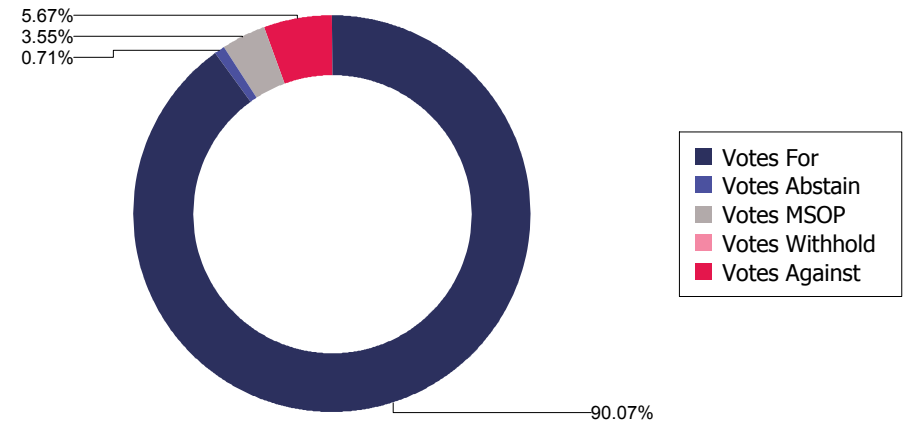
Category	Number	Percentage
Number of votable items	141	
Number of items voted	141	100.00%
Number of votes FOR	127	90.07%
Number of votes AGAINST	8	5.67%
Number of votes ABSTAIN	1	0.71%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	5	3.55%
Number of votes With Policy	141	100.00%
Number of votes 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.

## Voting Statistics

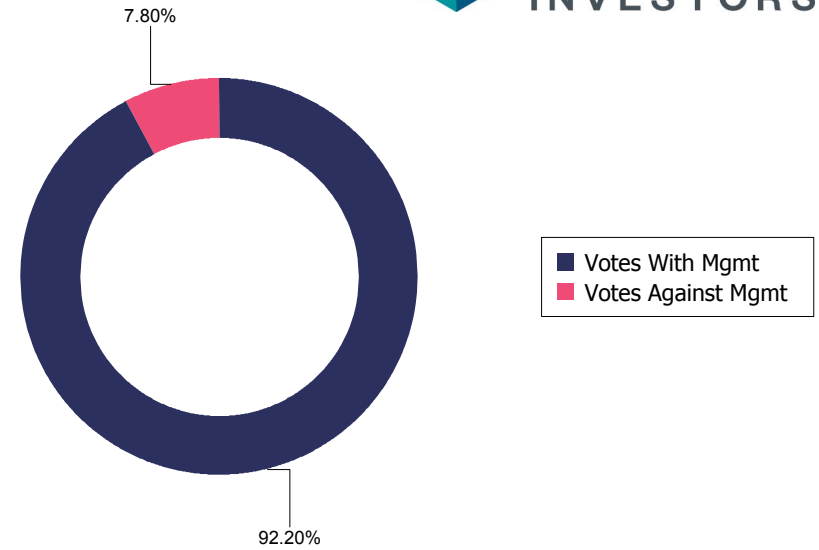


## Vote Cast Statistics



**Vote Alignment with Policy**  
 No graphical representation provided.

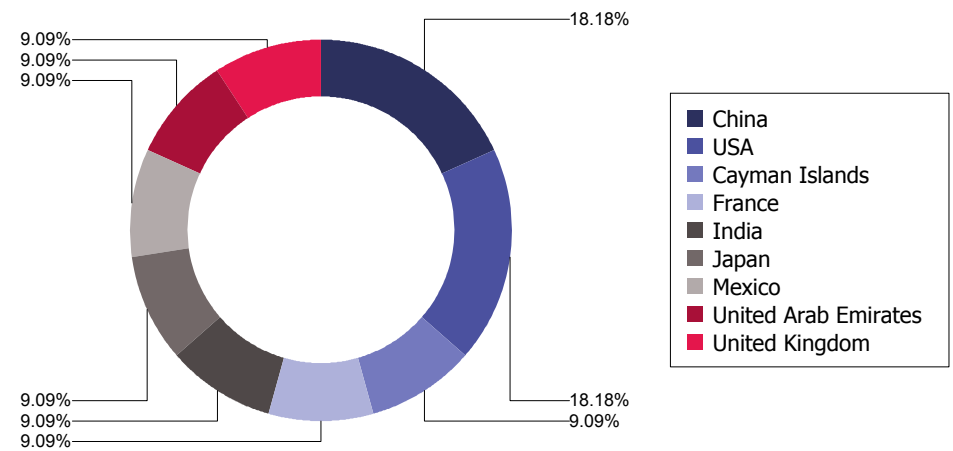
**Vote Alignment with Management**

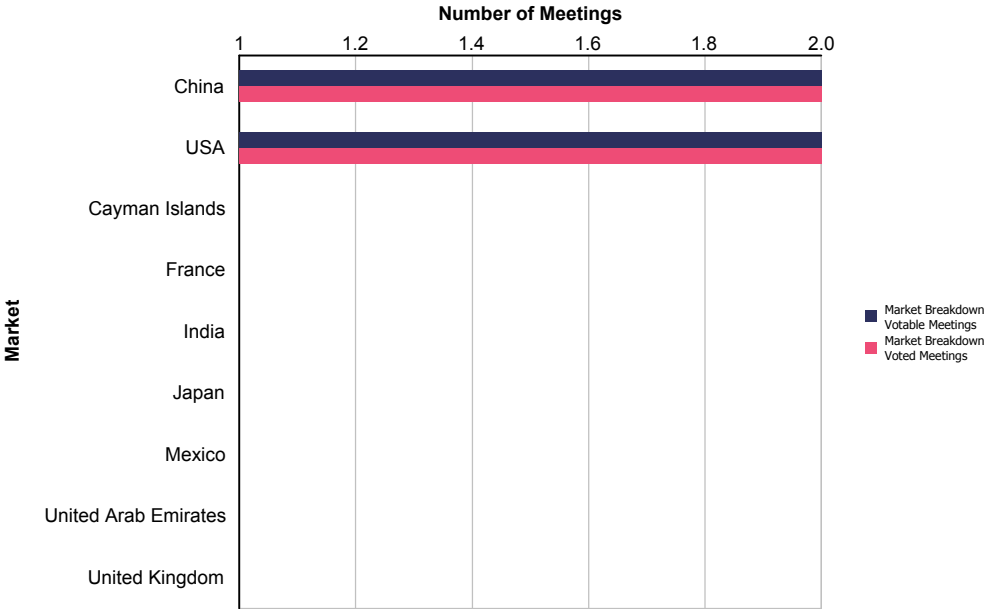


**Market Breakdown**

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%

**Meetings Voted by Market**





## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD



Company Name	Meeting 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/Reorganizations	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
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

Company Name	Meeting 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/Reorganizations	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)**

Company Name	Meeting 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 - February 2023

Company Name	Meeting Type	Meeting Date	Proposal Text	Vote Instruction	Voting Policy Rationale
LONGi Green Energy Techn Special		02-Feb-23	Approve Estimated Amount of Guarantees	For	A vote FOR is merited because no concerns have been identified.
LONGi Green Energy Techn 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 has failed to provide any justifications in the meeting circular.
LONGi Green Energy Techn Special		02-Feb-23	Approve Provision of Guarantee for Loan Business	For	A vote FOR is merited because no concerns have been identified.
LONGi Green Energy Techn 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.
LONGi Green Energy Techn Special		02-Feb-23	Approve Daily Related Party Transactions	For	A vote FOR is merited because no concerns have been identified.
LONGi Green Energy Techn 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.
LONGi Green Energy Techn Special		02-Feb-23	Approve Estimated Amount of Guarantees	For	A vote FOR is merited because no concerns have been identified.
LONGi Green Energy Techn 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 has failed to provide any justifications in the meeting circular.
LONGi Green Energy Techn Special		02-Feb-23	Approve Provision of Guarantee for Loan Business	For	A vote FOR is merited because no concerns have been identified.
LONGi Green Energy Techn 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.
LONGi Green Energy Techn Special		02-Feb-23	Approve Daily Related Party Transactions	For	A vote FOR is merited because no concerns have been identified.
LONGi Green Energy Techn 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.
Pinduoduo 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 nominees is
Pinduoduo 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 nominees is
Pinduoduo Inc.	Annual	08-Feb-23	Elect Director Hai Feng 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 nominees is
Pinduoduo 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 nominees is
Pinduoduo 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 nominees is
Pinduoduo 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.
Pinduoduo 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 shareholders.
Compass 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.
Compass 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 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.
Compass 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.
Compass Group Plc	Annual	09-Feb-23	Re-elect Ian Meakins 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 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 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 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 Plc	Annual	09-Feb-23	Re-elect Dominic 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-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 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 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 Plc	Annual	09-Feb-23	Re-elect Palmer Brown 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 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 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 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 Plc	Annual	09-Feb-23	Re-elect Gary Green 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 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 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 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 Plc	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 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 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 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 Plc	Annual	09-Feb-23	Re-elect Stefan Bomhard 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 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 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 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; *



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	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, Tadimitsu	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 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 run the risk of actually increasing management dominance of 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.
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, Tadimitsu	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 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 run the risk of actually increasing management dominance of 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	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	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.
Clearfield, Inc.	Annual	23-Feb-23	Approve Omnibus Stock Plan	For	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.
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	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	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.
Clearfield, Inc.	Annual	23-Feb-23	Approve Omnibus Stock Plan	For	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 PJSC	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 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 regarding the company at this time
First Abu Dhabi Bank PJSC	Annual	28-Feb-23	Approve Auditors' Report on Company Financial Statements	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
First Abu Dhabi Bank PJSC	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 PJSC	Annual	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 PJSC	Annual	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 PJSC	Annual	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 PJSC	Annual	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 PJSC	Annual	28-Feb-23	Ratify Auditors and Fix Their Remuneration for FY 2023	For	A vote FOR this proposal is warranted in the absence of significant concerns.
First Abu Dhabi Bank PJSC	Annual	28-Feb-23	Elect Director (Cumulative Voting)	Against	A vote AGAINST is warranted due to lack of disclosure regarding this item.
First Abu Dhabi Bank PJSC	Annual	28-Feb-23	Approve Internal Shariah Supervisory Committee Report	For	A vote FOR the approval of the internal Shariah supervisory committee report is warranted because this is a routine meeting formality.
First Abu Dhabi Bank PJSC	Annual	28-Feb-23	Approve Notification on Payable Zakat in Relation to the Bank's Islamic Activities	For	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 regards to Zakat payments.
First Abu Dhabi Bank PJSC	Annual	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 PJSC	Annual	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 PJSC	Annual	28-Feb-23	Authorize the Board to Issue Additional Tier 1 Bonds for Regulatory Capital Purposes Up to USD 1 Billion	For	Since the requested authorities are reasonable in relation to the bank's capital position, votes FOR are warranted.
First Abu Dhabi Bank PJSC	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.