

## Meeting Overview

Category	Number	Percentage
Number of votable meetings	116	
Number of meetings voted	115	99.14%
Number of meetings with at least 1 vote Against, Withhold or Abstain	59	50.86%

## Ballot Overview

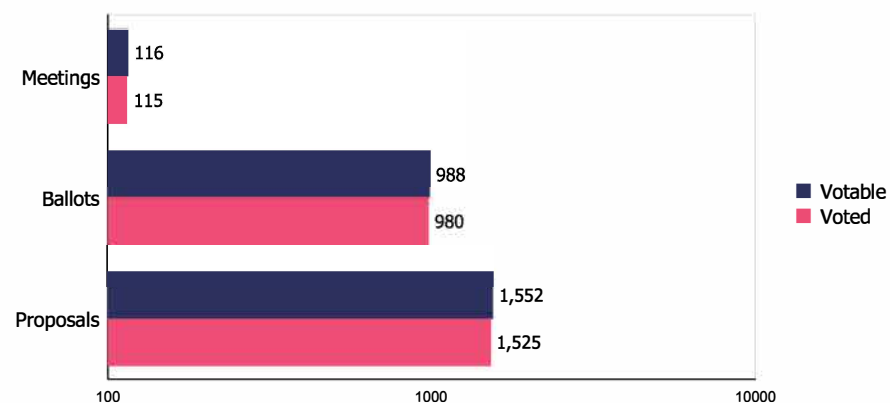
Category	Number	Percentage
Number of votable ballots	988	
Number of ballots voted	980	99.19%

## Proposal Overview

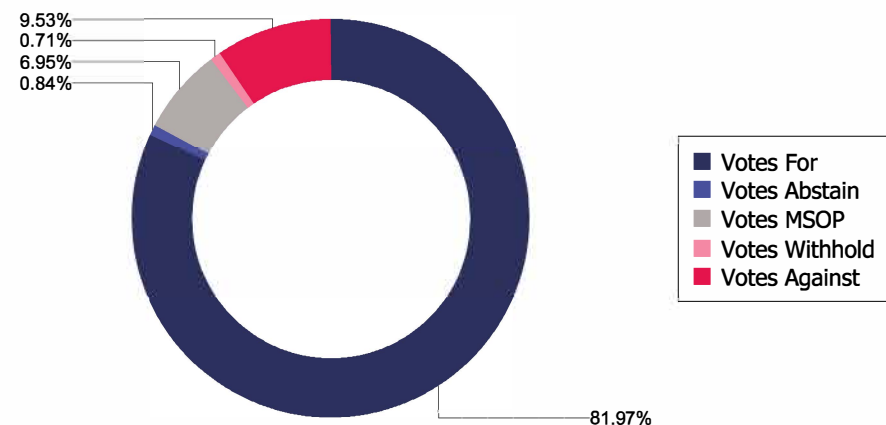
Category	Number	Percentage
Number of votable items	1,552	
Number of items voted	1,525	98.26%
Number of votes FOR	1,273	83.48%
Number of votes AGAINST	148	9.70%
Number of votes ABSTAIN	13	0.85%
Number of votes WITHHOLD	11	0.72%
Number of votes on MSOP	108	7.08%
Number of votes With Policy	1,507	98.82%
Number of votes Against Policy	18	1.18%
Number of votes With Mgmt	1,358	89.05%
Number of votes Against Mgmt	195	12.79%
Number of votes on Shareholder Proposals	57	3.74%

*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.*

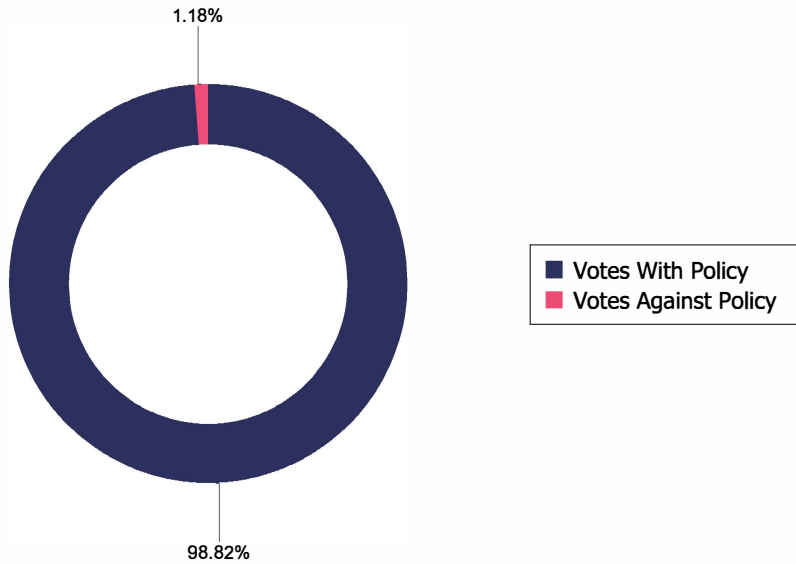
## Voting Statistics



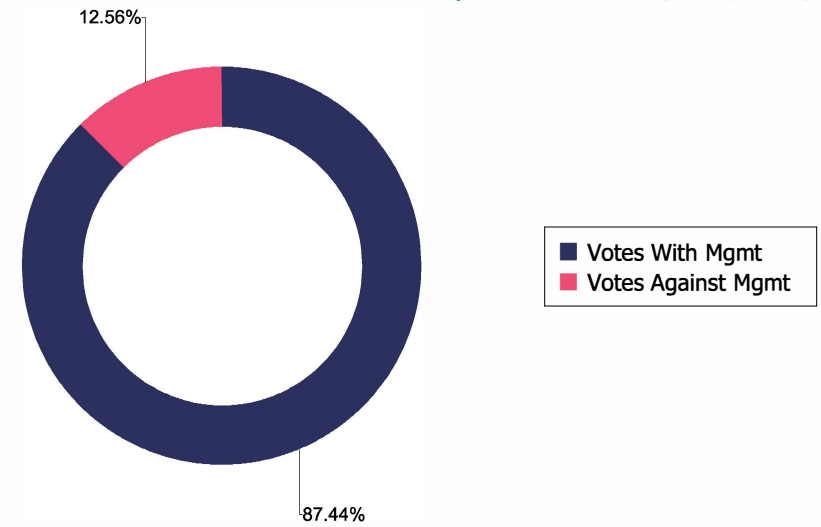
## Vote Cast Statistics



### Vote Alignment with Policy



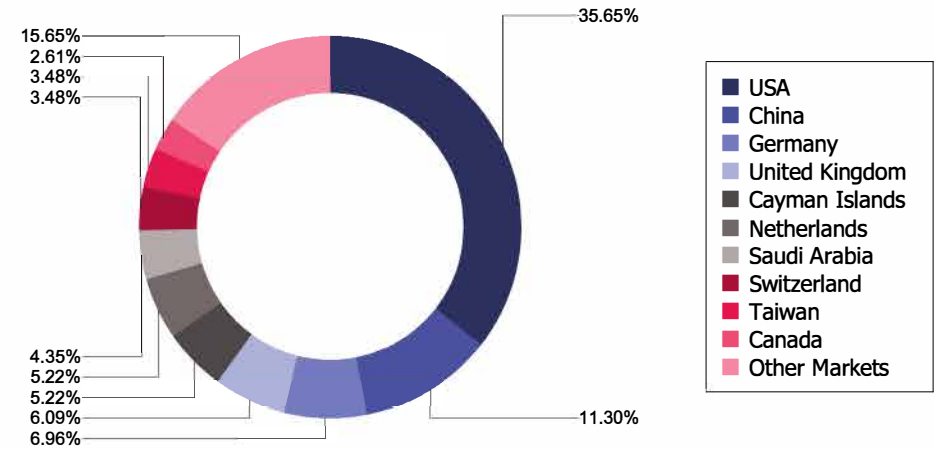
### Vote Alignment with Management



### Market Breakdown

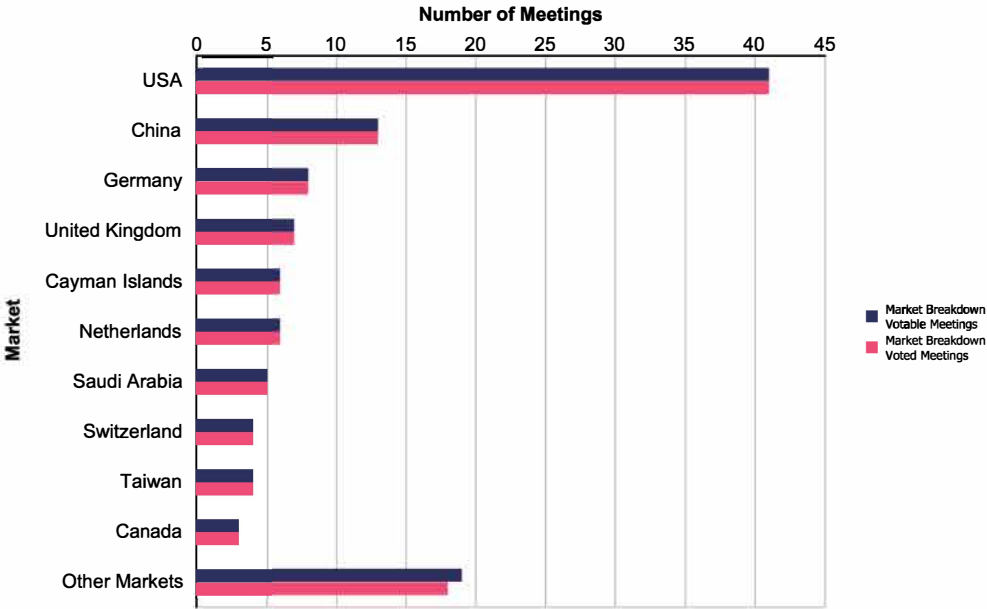
Market	Votable Meetings	Voted Meetings	Percentage
USA	41	41	100.00%
China	13	13	100.00%
Germany	8	8	100.00%
United Kingdom	7	7	100.00%
Cayman Islands	6	6	100.00%
Netherlands	6	6	100.00%
Saudi Arabia	5	5	100.00%
Switzerland	4	4	100.00%
Taiwan	4	4	100.00%
Canada	3	3	100.00%
Hong Kong	3	3	100.00%
Sweden	3	2	66.67%
India	2	2	100.00%
Indonesia	2	2	100.00%
Austria	1	1	100.00%
Belgium	1	1	100.00%
Brazil	1	1	100.00%

### Meetings Voted by Market





Market	Votable Meetings	Voted Meetings	Percentage
Finland	1	1	100.00%
France	1	1	100.00%
Israel	1	1	100.00%
Japan	1	1	100.00%
Mexico	1	1	100.00%
South Africa	1	1	100.00%



## Axiom Investors - May 2023

Company Name	Meeting Type	Meeting Date	Proposal Text	Vote Instruction	Voting Policy Rationale
Eli Lilly and Company	Annual	01-May-23	Elect Director William G. Kaelin, Jr.	For	A vote FOR all director nominees is warranted.
Eli Lilly and Company	Annual	01-May-23	Elect Director David A. Ricks	For	A vote FOR all director nominees is warranted.
Eli Lilly and Company	Annual	01-May-23	Elect Director Marschall S. Runge	For	A vote FOR all director nominees is warranted.
Eli Lilly and Company	Annual	01-May-23	Elect Director Karen Walker	For	A vote FOR all director nominees is warranted.
Eli Lilly and Company	Annual	01-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Concerns remain regarding relative TSR awards that target median performance with no payout cap if absolute TSR is negative. However, equity awards were entirely performance-conditioned with multi-year performance periods and annual incentives were based on pre-set objective metrics
Eli Lilly and Company	Annual	01-May-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.
Eli Lilly and Company	Annual	01-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Eli Lilly and Company	Annual	01-May-23	Declassify the Board of Directors	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Eli Lilly and Company	Annual	01-May-23	Eliminate Supermajority Vote Requirement	For	A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a more meaningful voice in various governance matters that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.
Eli Lilly and Company	Annual	01-May-23	Report on Lobbying Payments and Policy	For	A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process
Eli Lilly and Company	Annual	01-May-23	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.
Eli Lilly and Company	Annual	01-May-23	Report on Impact of Extended Patent Exclusivities on Product Access	For	A vote FOR this proposal is warranted for the following reasons: * Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities; and * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm
Eli Lilly and Company	Annual	01-May-23	Report on Risks of Supporting Abortion	Against	A vote AGAINST this proposal is warranted as, on balance, the risks stemming from issuing the requested report appear to be greater than the risks to the company associated with its current disclosure and practices.
Eli Lilly and Company	Annual	01-May-23	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For	A vote FOR this proposal is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.
Eli Lilly and Company	Annual	01-May-23	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Eli Lilly's diversity, equity and inclusion efforts and management of related risks.
Eli Lilly and Company	Annual	01-May-23	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against	A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the Board to oversee and manage any potential risks related to the company's trade association memberships, and the company is unable to control the accuracy of these associations' disclosures.
Eli Lilly and Company	Annual	01-May-23	Elect Director William G. Kaelin, Jr.	For	A vote FOR all director nominees is warranted.
Eli Lilly and Company	Annual	01-May-23	Elect Director David A. Ricks	For	A vote FOR all director nominees is warranted.
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Eli Lilly and Company	Annual	01-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Concerns remain regarding relative TSR awards that target median performance with no payout cap if absolute TSR is negative. However, equity awards were entirely performance-conditioned with multi-year performance periods and annual incentives were based on pre-set objective metrics
Eli Lilly and Company	Annual	01-May-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.
Eli Lilly and Company	Annual	01-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Eli Lilly and Company	Annual	01-May-23	Declassify the Board of Directors	For	A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.
Eli Lilly and Company	Annual	01-May-23	Eliminate Supermajority Vote Requirement	For	A vote FOR this proposal is warranted. Eliminating the 80 percent supermajority voting requirements will enable shareholders to have a more meaningful voice in various governance matters that impact their rights, thus enhancing the company's corporate governance structure. Further, by resubmitting this proposal after it failed to pass in prior years, the company is demonstrating a commitment to shareholders' interests.
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Eli Lilly and Company	Annual	01-May-23	Report on Impact of Extended Patent Exclusivities on Product Access	For	A vote FOR this proposal is warranted for the following reasons: * Additional disclosure would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related to extended patent exclusivities; and * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm
Eli Lilly and Company	Annual	01-May-23	Report on Risks of Supporting Abortion	Against	A vote AGAINST this proposal is warranted as, on balance, the risks stemming from issuing the requested report appear to be greater than the risks to the company associated with its current disclosure and practices.
Eli Lilly and Company	Annual	01-May-23	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For	A vote FOR this proposal is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.
Eli Lilly and Company	Annual	01-May-23	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	For	A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Eli Lilly's diversity, equity and inclusion efforts and management of related risks.
Eli Lilly and Company	Annual	01-May-23	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against	A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the Board to oversee and manage any potential risks related to the company's trade association memberships, and the company is unable to control the accuracy of these associations' disclosures.
Albemarle Corporation	Annual	02-May-23	Elect Director M. Lauren Brlas	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director Ralf H. Cramer	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director J. Kent Masters, Jr.	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director Glenda J. Minor	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director James J. O'Brien	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director Diarmaid B. O'Connell	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director Dean L. Seavers	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director Gerald A. Steiner	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director Holly A. Van Deusen	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Elect Director Alejandro D. Wolff	For	A vote FOR the director nominees is warranted.
Albemarle Corporation	Annual	02-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year under consideration. Annual incentives were largely based on pre-set financial metrics and equity awards were targeted to be half performance-conditioned with multi-year performance periods
Albemarle Corporation	Annual	02-May-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.
Albemarle Corporation	Annual	02-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Albemarle Corporation	Annual	02-May-23	Approve Non-Employee Director Restricted Stock Plan	For	A vote FOR this proposal is warranted given that: * The shareholder value transfer appears to be within a reasonable range; * The plan does not allow for repricing of stock options without prior shareholder approval; and * The equity burn rate is reasonable
Reliance Industries Ltd.	Court	02-May-23	Approve Scheme of Arrangement	For	A vote FOR this resolution is warranted in light of the following: * The proposed demerger would rationalize the group's businesses resulting in operational efficiencies and greater focus and enable independent entity to pursue growth of financial services business. * The proposal would provide the company's shareholders direct participation on the demerged undertaking through equity shares in the resultant company in proportion to their shareholdings in the company
Reliance Industries Ltd.	Court	02-May-23	Approve Scheme of Arrangement	For	A vote FOR this resolution is warranted in light of the following: * The proposed demerger would rationalize the group's businesses resulting in operational efficiencies and greater focus and enable independent entity to pursue growth of financial services business. * The proposal would provide the company's shareholders direct participation on the demerged undertaking through equity shares in the resultant company in proportion to their shareholdings in the company
Metso Outotec Oyj	Annual	03-May-23	Open Meeting		These are routine meeting formalities.
Metso Outotec Oyj	Annual	03-May-23	Call the Meeting to Order		These are routine meeting formalities.
Metso Outotec Oyj	Annual	03-May-23	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		These are routine meeting formalities.

Metso Outotec Oyj	Annual	03-May-23	Acknowledge Proper Convening of Meeting		These are routine meeting formalities.
Metso Outotec Oyj	Annual	03-May-23	Prepare and Approve List of Shareholders		These are routine meeting formalities.
Metso Outotec Oyj	Annual	03-May-23	Receive Financial Statements and Statutory Reports		This is a routine, non-voting item.
Metso Outotec Oyj	Annual	03-May-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.
Metso Outotec Oyj	Annual	03-May-23	Approve Allocation of Income and Dividends of EUR 0.30 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Metso Outotec Oyj	Annual	03-May-23	Approve Discharge of Board and Presidents	For	A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.
Metso Outotec Oyj	Annual	03-May-23	Approve Remuneration Report (Advisory Vote)	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, concerns are noted regarding the lack of retrospective disclosure of targets for the annual bonus.
Metso Outotec Oyj	Annual	03-May-23	Approve Remuneration of Directors in the Amount of EUR 164,000 for Chairman, EUR 85,000 for Vice Chairman, and EUR 69,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Metso Outotec Oyj	Annual	03-May-23	Fix Number of Directors at Nine	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Metso Outotec Oyj	Annual	03-May-23	Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Ian W. Pearce, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Niko Pakalen and Reima Rvtsola as New Directors	Against	A vote AGAINST this item is warranted as incumbent nomination committee member Kari Stadigh is included in the slate and there is a lack of diversity on the board.
Metso Outotec Oyj	Annual	03-May-23	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Metso Outotec Oyj	Annual	03-May-23	Ratify Ernst & Young as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Metso Outotec Oyj	Annual	03-May-23	Amend Articles Re: Business Name and Domicile	For	A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.
Metso Outotec Oyj	Annual	03-May-23	Amend Articles Re: Time and Place of the Meeting; Advance Notice	Against	A vote AGAINST the proposed article amendments 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.
Metso Outotec Oyj	Annual	03-May-23	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Metso Outotec Oyj	Annual	03-May-23	Approve Issuance of up to 82 Million Shares without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Metso Outotec Oyj	Annual	03-May-23	Approve Charitable Donations of up to EUR 350,000	For	A vote FOR this proposal is warranted, as donations of this size are best left at the discretion of the board and management.
Metso Outotec Oyj	Annual	03-May-23	Close Meeting		This is a non-voting formality.
SKAN Group AG	Annual	03-May-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
SKAN Group AG	Annual	03-May-23	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
SKAN Group AG	Annual	03-May-23	Approve Allocation of Income and Dividends of CHF 0.25 per Share	For	A vote FOR this resolution is warranted.
SKAN Group AG	Annual	03-May-23	Reelect Gert Thoenen as Director and Board Chair	For	Board elections (Items 4.11- 4.17) A vote AGAINST incumbent nominating committee chair Beat Luethi is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees (excluding CEO), Oliver Baumann, Gregor Plattner, and Patrick Schaefer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Gregor Plattner and Patrick Schaefer, are further warranted due to the failure to establish a majority-independent committee. Votes FOR the remaining nominees are warranted at this time. Committee elections (Items 5.11-5.13) A vote AGAINST Beat Luethi and Oliver Baumann is warranted because their elections to the board does not warrant support. A vote FOR Gert Thoenen is warranted at this time.
SKAN Group AG	Annual	03-May-23	Reelect Oliver Baumann as Director	Against	Board elections (Items 4.11- 4.17) A vote AGAINST incumbent nominating committee chair Beat Luethi is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees (excluding CEO), Oliver Baumann, Gregor Plattner, and Patrick Schaefer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Gregor Plattner and Patrick Schaefer, are further warranted due to the failure to establish a majority-independent committee. Votes FOR the remaining nominees are warranted at this time. Committee elections (Items 5.11-5.13) A vote AGAINST Beat Luethi and Oliver Baumann is warranted because their elections to the board does not warrant support. A vote FOR Gert Thoenen is warranted at this time.
SKAN Group AG	Annual	03-May-23	Reelect Cornelia Gehrig as Director	For	Board elections (Items 4.11- 4.17) A vote AGAINST incumbent nominating committee chair Beat Luethi is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees (excluding CEO), Oliver Baumann, Gregor Plattner, and Patrick Schaefer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Gregor Plattner and Patrick Schaefer, are further warranted due to the failure to establish a majority-independent committee. Votes FOR the remaining nominees are warranted at this time. Committee elections (Items 5.11-5.13) A vote AGAINST Beat Luethi and Oliver Baumann is warranted because their elections to the board does not warrant support. A vote FOR Gert Thoenen is warranted at this time.
SKAN Group AG	Annual	03-May-23	Reelect Thomas Huber as Director	For	Board elections (Items 4.11- 4.17) A vote AGAINST incumbent nominating committee chair Beat Luethi is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees (excluding CEO), Oliver Baumann, Gregor Plattner, and Patrick Schaefer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Gregor Plattner and Patrick Schaefer, are further warranted due to the failure to establish a majority-independent committee. Votes FOR the remaining nominees are warranted at this time. Committee elections (Items 5.11-5.13) A vote AGAINST Beat Luethi and Oliver Baumann is warranted because their elections to the board does not warrant support. A vote FOR Gert Thoenen is warranted at this time.
SKAN Group AG	Annual	03-May-23	Reelect Beat Luethi as Director	Against	Board elections (Items 4.11- 4.17) A vote AGAINST incumbent nominating committee chair Beat Luethi is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees (excluding CEO), Oliver Baumann, Gregor Plattner, and Patrick Schaefer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Gregor Plattner and Patrick Schaefer, are further warranted due to the failure to establish a majority-independent committee. Votes FOR the remaining nominees are warranted at this time. Committee elections (Items 5.11-5.13) A vote AGAINST Beat Luethi and Oliver Baumann is warranted because their elections to the board does not warrant support. A vote FOR Gert Thoenen is warranted at this time.
SKAN Group AG	Annual	03-May-23	Reelect Gregor Plattner as Director	Against	Board elections (Items 4.11- 4.17) A vote AGAINST incumbent nominating committee chair Beat Luethi is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees (excluding CEO), Oliver Baumann, Gregor Plattner, and Patrick Schaefer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Gregor Plattner and Patrick Schaefer, are further warranted due to the failure to establish a majority-independent committee. Votes FOR the remaining nominees are warranted at this time. Committee elections (Items 5.11-5.13) A vote AGAINST Beat Luethi and Oliver Baumann is warranted because their elections to the board does not warrant support. A vote FOR Gert Thoenen is warranted at this time.
SKAN Group AG	Annual	03-May-23	Reelect Patrick Schaefer as Director	Against	Board elections (Items 4.11- 4.17) A vote AGAINST incumbent nominating committee chair Beat Luethi is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees (excluding CEO), Oliver Baumann, Gregor Plattner, and Patrick Schaefer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Gregor Plattner and Patrick Schaefer, are further warranted due to the failure to establish a majority-independent committee. Votes FOR the remaining nominees are warranted at this time. Committee elections (Items 5.11-5.13) A vote AGAINST Beat Luethi and Oliver Baumann is warranted because their elections to the board does not warrant support. A vote FOR Gert Thoenen is warranted at this time.
SKAN Group AG	Annual	03-May-23	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	Against	Board elections (Items 4.11- 4.17) A vote AGAINST incumbent nominating committee chair Beat Luethi is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees (excluding CEO), Oliver Baumann, Gregor Plattner, and Patrick Schaefer are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Gregor Plattner and Patrick Schaefer, are further warranted due to the failure to establish a majority-independent committee. Votes FOR the remaining nominees are warranted at this time. Committee elections (Items 5.11-5.13) A vote AGAINST Beat Luethi and Oliver Baumann is warranted because their elections to the board does not warrant support. A vote FOR Gert Thoenen is warranted at this time.
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SKAN Group AG	Annual	03-May-23	Approve Remuneration Report (Non-Binding)	For	A vote FOR the remuneration report is warranted, though it is not without concerns: * There is limited ex-post disclosure to explain the evolution of variable payouts versus company performance. * There is no standalone long-term incentive component that measures performance over a multi-year period. The main reasons for support are: * The company's compensation practices are broadly in line with market practice. * There are no significant concerns regarding outcomes in the past year.
SKAN Group AG	Annual	03-May-23	Approve Remuneration of Directors in the Amount of CHF 575,000	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
SKAN Group AG	Annual	03-May-23	Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
SKAN Group AG	Annual	03-May-23	Ratify BDO AG as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
SKAN Group AG	Annual	03-May-23	Designate v.FISCHER Recht AG as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns.

SKAN Group AG	Annual	03-May-23	Approve Virtual-Only or Hybrid Shareholder Meetings	For	A vote FOR this resolution is warranted, although it is not without concerns: * It would allow for virtual-only shareholder meetings on a permanent basis and the company does not elaborate on the circumstances under which virtual-only meetings would be held. The main reasons for support are: * The company is holding an in-person AGM this year and states that it does not intend to hold virtual-only meetings, but is rather seeking the necessary legal basis in its articles. * If virtual-only meetings would be held, shareholders' participation rights would be protected (in line with Swiss law) * The additional amendments reassigning virtual participation of shareholders and hybrid meetings would have a positive effect on shareholder Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and reflect amendments in line with new Swiss statutory requirements.
SKAN Group AG	Annual	03-May-23	Amend Articles Re: Interim Dividend and Interim Financial Statements	For	Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and reflect amendments in line with new Swiss statutory requirements.
SKAN Group AG	Annual	03-May-23	Amend Articles Re: Qualified Majority for Adoption of Resolutions	For	Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and reflect amendments in line with new Swiss statutory requirements.
SKAN Group AG	Annual	03-May-23	Amend Articles Re: Duties of the Board of Directors	For	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
SKAN Group AG	Annual	03-May-23	Transact Other Business (Voting)	Against	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
The Saudi British Bank	Annual	03-May-23	Approve Board Report on Company Operations for FY 2022	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.
The Saudi British Bank	Annual	03-May-23	Accept Financial Statements and Statutory Reports for FY 2022	For	A vote FOR the approval of the auditors' report is warranted because this is a routine meeting formality.
The Saudi British Bank	Annual	03-May-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
The Saudi British Bank	Annual	03-May-23	Approve Discharge of Directors for FY 2022	For	A vote FOR this proposal is warranted in the absence of significant concerns.
The Saudi British Bank	Annual	03-May-23	Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statement of FY 2023 and Q1 of FY 2024	For	A vote FOR the remuneration at The Saudi British Bank is warranted, although it is not without concern for shareholders: * The inconsistency of information provided by the company concerning the proposed remuneration fees and the fees actually paid. The main reason for support is: * These amounts are in line with what other companies are offering in order to attract and retain qualified directors.
The Saudi British Bank	Annual	03-May-23	Approve Remuneration of Directors of SAR 4,820,000 for FY 2022	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
The Saudi British Bank	Annual	03-May-23	Approve Interim Dividends Semi Annually or Quarterly for FY 2023	For	A vote FOR is warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns.
The Saudi British Bank	Annual	03-May-23	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
The Saudi British Bank	Annual	03-May-23	Approve Dividends of SAR 0.74 per Share for Second Half of FY 2022	For	A vote FOR is warranted given the lack of sufficient disclosure around the employees' long-term incentive program.
The Saudi British Bank	Annual	03-May-23	Authorize Share Repurchase Program up to 1,000,000 Share to be Allocated for Long Term Incentive Program for Employees	Against	A vote AGAINST this item is warranted given the lack of sufficient disclosure around the employees' long-term incentive program.
The Saudi British Bank	Annual	03-May-23	Approve Related Party Transactions with HSBC Bank Plc Re: Dispose Loans and Expected Credit Losses	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, this resolution warrants a vote FOR.
The Saudi British Bank	Annual	03-May-23	Amend Remuneration Policy of Board Members, Committees, and Executive Management	For	In view of the company's disclosure and in the absence of any significant concern on the terms of the remuneration policy amendments, a vote FOR this item is warranted.
The Saudi British Bank	Annual	03-May-23	Approve Corporate Social Responsibility Policy	For	A vote FOR this item is warranted given the level of disclosure and the absence of any significant concerns regarding the provisions of the proposed policy.
Iridium Communications Inc	Annual	04-May-23	Elect Director Robert H. Niehaus	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Thomas C. Canfield	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Matthew J. Desch	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Thomas J. Fitzpatrick	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director L. Anthony Frazier	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Jane L. Harman	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Alvin B. Krongard	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Suzanne E. McBride	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Eric T. Olson	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Parker W. Rush	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Kay N. Sears	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Jacqueline E. Yeane	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Iridium Communications Inc	Annual	04-May-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.
Iridium Communications Inc	Annual	04-May-23	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Iridium Communications Inc	Annual	04-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Robert H. Niehaus	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Thomas C. Canfield	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Matthew J. Desch	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Thomas J. Fitzpatrick	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director L. Anthony Frazier	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Jane L. Harman	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Alvin B. Krongard	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Suzanne E. McBride	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Eric T. Olson	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Parker W. Rush	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Kay N. Sears	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Elect Director Jacqueline E. Yeane	For	A vote FOR the director nominee is warranted.
Iridium Communications Inc	Annual	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Iridium Communications Inc	Annual	04-May-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.
Iridium Communications Inc	Annual	04-May-23	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Iridium Communications Inc	Annual	04-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
BAE Systems Plc	Annual	04-May-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.
BAE Systems Plc	Annual	04-May-23	Approve Remuneration Policy	For	A vote FOR this item is warranted, although not without concerns: * The maximum LTP opportunity of the US CEO is increased substantially in respect of the available performance shares component, while retaining the retention-based component; and * For US-based Executive Directors, the grant of restricted shares, which are only subject to continued employment, has been retained. The main reasons for support are: * The Company has clearly explained its rationale for the remuneration arrangements * A vote FOR this item is considered warranted, but is not without concerns: * The FD's total remuneration opportunity has been significantly increased due to salary adjustments and a concurrent increase in maximum bonus opportunity for FY2023. The main reasons for support are: * The Company's explanation is acknowledged, with the salary increase being implemented in phases and recognising the FD's additional scope of responsibilities, salary upon appointment and growth in the role. The Company's increased size in recent years is also recognised.
BAE Systems Plc	Annual	04-May-23	Approve Remuneration Report	For	A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Approve Final Dividend	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Nicholas Anderson as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Thomas Arseneault as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Crystal Ashby as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Dame Elizabeth Corley as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Bradley Greve as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Jane Griffiths as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.

BAE Systems Plc	Annual	04-May-23	Re-elect Christopher Grigg as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Ewan Kirk as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Stephen Pearce as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Nicole Piasecki as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Charles Woodburn as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Elect Cressida Hogg as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Elect Lord Sedwill as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Reappoint Deloitte LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
BAE Systems Plc	Annual	04-May-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.
BAE Systems Plc	Annual	04-May-23	Approve Long-Term Incentive Plan	For	A vote FOR this item is warranted, although not without concerns: * The maximum LTP opportunity of the US CEO is increased substantially in respect of the available performance shares component, while retaining the retention-based component; and * For US-based Executive Directors, the grant of restricted shares, which are only subject to continued employment, has been retained. The main reasons for support are: * The Company has clearly explained its rationale for the remuneration arrangements
BAE Systems Plc	Annual	04-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BAE Systems Plc	Annual	04-May-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.
BAE Systems Plc	Annual	04-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BAE Systems Plc	Annual	04-May-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
BAE Systems Plc	Annual	04-May-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.
BAE Systems Plc	Annual	04-May-23	Approve Remuneration Policy	For	A vote FOR this item is warranted, although not without concerns: * The maximum LTP opportunity of the US CEO is increased substantially in respect of the available performance shares component, while retaining the retention-based component; and * For US-based Executive Directors, the grant of restricted shares, which are only subject to continued employment, has been retained. The main reasons for support are: * The Company has clearly explained its rationale for the remuneration arrangements
BAE Systems Plc	Annual	04-May-23	Approve Remuneration Report	For	A vote FOR this item is considered warranted, but is not without concerns: * The FD's total remuneration opportunity has been significantly increased due to salary adjustments and a concurrent increase in maximum bonus opportunity for FY2023. The main reasons for support are: * The Company's explanation is acknowledged, with the salary increase being implemented in phases and recognising the FD's additional scope of responsibilities, salary upon appointment and growth in the role. The Company's increased size in recent years is also recognised
BAE Systems Plc	Annual	04-May-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.
BAE Systems Plc	Annual	04-May-23	Re-elect Nicholas Anderson as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Thomas Arseneault as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Crystal Ashby as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Dame Elizabeth Corley as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Bradley Greve as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Jane Griffiths as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Christopher Grigg as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Ewan Kirk as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Stephen Pearce as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Nicole Piasecki as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Re-elect Charles Woodburn as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Elect Cressida Hogg as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Elect Lord Sedwill as Director	For	A vote FOR this candidate is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Reappoint Deloitte LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
BAE Systems Plc	Annual	04-May-23	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
BAE Systems Plc	Annual	04-May-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.
BAE Systems Plc	Annual	04-May-23	Approve Long-Term Incentive Plan	For	A vote FOR this item is warranted, although not without concerns: * The maximum LTP opportunity of the US CEO is increased substantially in respect of the available performance shares component, while retaining the retention-based component; and * For US-based Executive Directors, the grant of restricted shares, which are only subject to continued employment, has been retained. The main reasons for support are: * The Company has clearly explained its rationale for the remuneration arrangements
BAE Systems Plc	Annual	04-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
BAE Systems Plc	Annual	04-May-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.
BAE Systems Plc	Annual	04-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BAE Systems Plc	Annual	04-May-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Prologis, Inc.	Annual	04-May-23	Elect Director Hamid R. Moghadam	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director Cristina G. Bitar	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director James B. Connor	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director George L. Fotiades	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director Lydia H. Kennard	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director Irving F. Lyons, III	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director Avid Modjtabei	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director David P. O'Connor	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director Olivier Piani	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director Jeffrey L. Skelton	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Elect Director Carl B. Webb	For	A vote FOR the director nominee is warranted.
Prologis, Inc.	Annual	04-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. Although annual and long-term incentives are substantially performance-based, significant concerns remain with the overall complexity of the long-term incentive programs, the skyrocketing value of outperformance awards for the CEO and other NEOs, and the rigor of LTI and POP goals. In addition to resulting in a large jump in total performance year pay in FY22, the multiple long-term incentive vehicles and issues surrounding grant timing make it difficult for investors to determine and accurately compare pay year-over-year. Further, investors may not consider relative LTI and POP goals set at one percentage point above the index to be particularly rigorous. Given these concerns, the quantitative pay-for-performance misalignment for the year under review is not mitigated
Prologis, Inc.	Annual	04-May-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.
Prologis, Inc.	Annual	04-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
AAK AB	Annual	04-May-23	Open Meeting		These are routine meeting formalities.
AAK AB	Annual	04-May-23	Elect Chairman of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	04-May-23	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
AAK AB	Annual	04-May-23	Approve Agenda of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	04-May-23	Designate Inspector(s) of Minutes of Meeting		These are routine meeting formalities.
AAK AB	Annual	04-May-23	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	04-May-23	Receive President's Report		This is a non-voting item.



AAK AB	Annual	04-May-23	Receive Financial Statements and Statutory Reports			This is a non-voting item.
AAK AB	Annual	04-May-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.
AAK AB	Annual	04-May-23	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	For		A vote FOR this income allocation proposal is warranted because the proposed dividend is in line with the company's dividend policy.
AAK AB	Annual	04-May-23	Approve Discharge of Georg Brunstam	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of Gun Nilsson	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of Marianne Kirkegaard	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of Marta Schorling Andreen	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of Patrik Andersson	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of David Alfredsson	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of Lena Nilsson	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of Mikael Myhre	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of Leif Hakansson	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Approve Discharge of Johan Westman	For		A vote FOR this proposal is warranted as there is no evidence that the board of directors or the management have not fulfilled their duties.
AAK AB	Annual	04-May-23	Determine Number of Members (7) and Deputy Members (0) of Board	For		A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
AAK AB	Annual	04-May-23	Approve Remuneration of Directors in the Aggregate Amount of SEK 4.3 Million; Approve Remuneration for Committee Work	For		A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
AAK AB	Annual	04-May-23	Approve Remuneration of Auditors	For		A vote FOR is warranted because there are no concerns regarding this proposal.
AAK AB	Annual	04-May-23	Reelect Marianne Kirkegaard as Director	For		A vote FOR candidates Marianne Kirkegaard (Item 12.1), Marta Schorling Andreen (Item 12.2), Patrik Andersson (Item 12.3), Nils-Johan Andersson (Item 12.5), Fabienne Saadane-Oaks (Item 12.6) and Ian Roberts (Item 12.7) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Item 12.4 is warranted because candidate
AAK AB	Annual	04-May-23	Reelect Marta Schorling Andreen as Director	For		Georg Brunstam is overboarded.
AAK AB	Annual	04-May-23	Reelect Patrik Andersson as Director	For		A vote FOR candidates Marianne Kirkegaard (Item 12.1), Marta Schorling Andreen (Item 12.2), Patrik Andersson (Item 12.3), Nils-Johan Andersson (Item 12.5), Fabienne Saadane-Oaks (Item 12.6) and Ian Roberts (Item 12.7) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Item 12.4 is warranted because candidate
AAK AB	Annual	04-May-23	Reelect Georg Brunstam as Director	Against		Georg Brunstam is overboarded.
AAK AB	Annual	04-May-23	Reelect Nils-Johan Andersson as Director	For		A vote FOR candidates Marianne Kirkegaard (Item 12.1), Marta Schorling Andreen (Item 12.2), Patrik Andersson (Item 12.3), Nils-Johan Andersson (Item 12.5), Fabienne Saadane-Oaks (Item 12.6) and Ian Roberts (Item 12.7) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Item 12.4 is warranted because candidate
AAK AB	Annual	04-May-23	Elect Fabienne Saadane-Oaks as Director	For		Georg Brunstam is overboarded.
AAK AB	Annual	04-May-23	Elect Ian Roberts as Director	For		A vote FOR candidates Marianne Kirkegaard (Item 12.1), Marta Schorling Andreen (Item 12.2), Patrik Andersson (Item 12.3), Nils-Johan Andersson (Item 12.5), Fabienne Saadane-Oaks (Item 12.6) and Ian Roberts (Item 12.7) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Item 12.4 is warranted because candidate
AAK AB	Annual	04-May-23	Reelect Georg Brunstam as Board Chairman	Against		Georg Brunstam is overboarded.
AAK AB	Annual	04-May-23	Ratify KPMG as Auditors	For		A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.
AAK AB	Annual	04-May-23	Elect Marta Schorling Andreen, Henrik Didner, William McKechnie and Elisabet Jamal Bergstrom as Members of Nominating Committee	For		A vote FOR is warranted because there are no concerns regarding this proposal.
AAK AB	Annual	04-May-23	Approve Remuneration Report	For		A vote FOR this item is warranted, because of a lack of controversy regarding the proposed nominating committee. However, concerns are noted that a board member is proposed to chair the committee, which contravenes the Swedish code. Therefore, the vote is qualified.
AAK AB	Annual	04-May-23	Approve Remuneration Policy And Other Terms of Employment For Executive	For		A vote FOR this proposal is warranted since the structure of the company's compensation framework does not raise any material concerns, as it is largely in line with market practice.
AAK AB	Annual	04-May-23	Approve Long-Term Incentive Program 2023/2026; Approve Transfer of Shares to Participants	Against		However, the lack of target disclosure is a concern in the annual bonus. As such, the vote is qualified
AAK AB	Annual	04-May-23	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For		A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.
AAK AB	Annual	04-May-23	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For		A vote AGAINST this resolution is warranted because: * The performance period is one year * Vesting period on performance shares is less than three years for half the awards
AAK AB	Annual	04-May-23	Close Meeting			A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Pason Systems Inc.	Annual/Special	04-May-23	Fix Number of Directors at Six	For		A vote FOR this proposal to repurchase and reissue company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Marcol Kessler	For		This is a non-voting formality.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Ken Mullen	For		Vote FOR this routine resolution.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Jon Faber	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director T. Jay Collins	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Judi M. Hess	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Laura L. Schwinn	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For		Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (33 percent) were reasonable relative to total fees paid to the auditor.
Pason Systems Inc.	Annual/Special	04-May-23	Advisory Vote on Executive Compensation Approach	For		Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen identified a high concern due to the company's RDA. The high concern has been mitigated to medium at this time after further analysis of the company's performance and CEO compensation against its self-selected peer group. The company's TSR has outperformed its self-selected peer group on a three- and five-year timeframe. In addition, the operational performance metrics (in terms of EBITDA margin and ROI) also appear to outperform the peer group in the past three years while the CEO's compensation appears to be below the peer median over the respective periods
Pason Systems Inc.	Annual/Special	04-May-23	Adopt By-Law No. 1	Against		Vote AGAINST the proposed by-laws as they contain an advance notice provision which is outside of best practices within the Canadian market.
Pason Systems Inc.	Annual/Special	04-May-23	Fix Number of Directors at Six	For		Vote FOR this routine resolution.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Marcol Kessler	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Ken Mullen	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Jon Faber	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director T. Jay Collins	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Judi M. Hess	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Elect Director Laura L. Schwinn	For		Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Pason Systems Inc.	Annual/Special	04-May-23	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For		Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (33 percent) were reasonable relative to total fees paid to the auditor.
Pason Systems Inc.	Annual/Special	04-May-23	Advisory Vote on Executive Compensation Approach	For		Vote FOR this non-binding advisory vote. The quantitative pay-for-performance screen identified a high concern due to the company's RDA. The high concern has been mitigated to medium at this time after further analysis of the company's performance and CEO compensation against its self-selected peer group. The company's TSR has outperformed its self-selected peer group on a three- and five-year timeframe. In addition, the operational performance metrics (in terms of EBITDA margin and ROI) also appear to outperform the peer group in the past three years while the CEO's compensation appears to be below the peer median over the respective periods
Pason Systems Inc.	Annual/Special	04-May-23	Adopt By-Law No. 1	Against		Vote AGAINST the proposed by-laws as they contain an advance notice provision which is outside of best practices within the Canadian market.
Leejam Sports Co. JSC	Annual	04-May-23	Approve Board Report on Company Operations for FY 2022	For		A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Leejam Sports Co. JSC	Annual	04-May-23	Accept Financial Statements and Statutory Reports for FY 2022	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.
Leejam Sports Co. JSC	Annual	04-May-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For		A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.



Leejam Sports Co. JSC	Annual	04-May-23	Approve Discharge of Directors for FY 2022	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
Leejam Sports Co. JSC	Annual	04-May-23	Approve Remuneration of Directors of SAR 2,965,000 for FY 2022	For	A vote FOR the remuneration at Leejam Sports Co. JSC is warranted, although it is not without concern for shareholders: * The inconsistency of information provided by the company concerning the proposed remuneration fees and the fees actually paid. The main reason for support is: * These amounts are in line with what other companies are offering in order to attract and retain qualified directors.
Leejam Sports Co. JSC	Annual	04-May-23	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual of FY 2023 and Q1 of FY 2024	For	A vote FOR this proposal is warranted in the absence of significant concerns.
Leejam Sports Co. JSC	Annual	04-May-23	Approve Interim Dividends Semi Annually or Quarterly for FY 2023	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Leejam Sports Co. JSC	Annual	04-May-23	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	A vote FOR is warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns.
Halozyme Therapeutics, Inc	Annual	05-May-23	Elect Director Bernadette Connaughton	For	A vote FOR the director nominees is warranted.
Halozyme Therapeutics, Inc	Annual	05-May-23	Elect Director Moni Miyashita	For	A vote FOR the director nominees is warranted.
Halozyme Therapeutics, Inc	Annual	05-May-23	Elect Director Matthew L. Posard	For	A vote FOR the director nominees is warranted.
Halozyme Therapeutics, Inc	Annual	05-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Halozyme Therapeutics, Inc	Annual	05-May-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.
Halozyme Therapeutics, Inc	Annual	05-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Alcon Inc.	Annual	05-May-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Alcon Inc.	Annual	05-May-23	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Alcon Inc.	Annual	05-May-23	Approve Allocation of Income and Dividends of CHF 0.21 per Share	For	A vote FOR this resolution is warranted.
Alcon Inc.	Annual	05-May-23	Approve Remuneration Report (Non-Blinding)	For	A vote FOR the remuneration report is warranted, though it is not without concerns: * The ex-post disclosures to explain performance achievements underlying variable payouts are limited in certain areas. * Variable incentive opportunities remain at a high level in the context of the Swiss market. The main reasons for support are: * The company's remuneration practices are broadly in line with market practice. * The CEO's target compensation package remained unchanged during the year.
Alcon Inc.	Annual	05-May-23	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	For	A vote FOR this resolution is warranted because the proposed amount remains broadly in line with market practice.
Alcon Inc.	Annual	05-May-23	Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns at this time.
Alcon Inc.	Annual	05-May-23	Reelect Michael Ball as Director and Board Chair	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Lynn Bleil as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Raquel Bono as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Arthur Cummings as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect David Endlocht as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Thomas Glanzmann as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Keith Grossman as Director	Against	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Scott Maw as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Karen May as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Ines Poeschel as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reelect Dieter Spaelti as Director	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reappoint Scott Maw as Member of the Compensation Committee	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reappoint Karen May as Member of the Compensation Committee	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Reappoint Ines Poeschel as Member of the Compensation Committee	For	A vote AGAINST incumbent nominating committee chair D. Keith Grossman is warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.
Alcon Inc.	Annual	05-May-23	Designate Hartmann Dreyer as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns.
Alcon Inc.	Annual	05-May-23	Ratify PricewaterhouseCoopers SA as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Alcon Inc.	Annual	05-May-23	Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights	For	Votes FOR the proposed authorizations are warranted.
Alcon Inc.	Annual	05-May-23	Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	For	Votes FOR the proposed authorizations are warranted.
Alcon Inc.	Annual	05-May-23	Amend Articles Re: Conversion of Shares; Subscription Rights	For	Votes FOR the proposed authorizations are warranted.
Alcon Inc.	Annual	05-May-23	Amend Articles Re: General Meetings	For	Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory
Alcon Inc.	Annual	05-May-23	Amend Articles Re: Board Meetings; Powers of the Board of Directors	For	Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory
Alcon Inc.	Annual	05-May-23	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements.
Alcon Inc.	Annual	05-May-23	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Lonza Group AG	Annual	05-May-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Lonza Group AG	Annual	05-May-23	Approve Remuneration Report	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance appear reasonably aligned at this time.
Lonza Group AG	Annual	05-May-23	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Lonza Group AG	Annual	05-May-23	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	A vote FOR this resolution is warranted.
Lonza Group AG	Annual	05-May-23	Reelect Albert Baehny as Director	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reelect Marion Helmes as Director	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reelect Angelica Kohlmann as Director	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reelect Christoph Maeder as Director	Against	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reelect Roger Nitsch as Director	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reelect Barbara Richmond as Director	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reelect Juergen Steinemann as Director	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reelect Olivier Verscheure as Director	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reelect Albert Baehny as Board Chair	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Against	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.

Lonza Group AG	Annual	05-May-23	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Christoph Maeder is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
Lonza Group AG	Annual	05-May-23	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	Votes FOR are warranted because there are no concerns regarding these proposals.
Lonza Group AG	Annual	05-May-23	Ratify Deloitte AG as Auditors for Fiscal Year 2024	For	Votes FOR are warranted because there are no concerns regarding these proposals.
Lonza Group AG	Annual	05-May-23	Designate ThomannFischer as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns.
Lonza Group AG	Annual	05-May-23	Amend Corporate Purpose	For	A vote FOR this proposal is warranted.
Lonza Group AG	Annual	05-May-23	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	For	A vote FOR the proposed authorization is warranted.
Lonza Group AG	Annual	05-May-23	Amend Articles Re: Voting on the Executive Committee Compensation	For	A vote FOR the proposed article amendments is warranted because they are non-contentious.
Lonza Group AG	Annual	05-May-23	Amend Articles of Association	For	A vote FOR the proposed article amendments is warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements. Nevertheless, some shareholders may be concerned by the inclusion of director indemnity and jurisdiction clauses within the articles, which is not standard market practice. However, considering the scope and local legal context, support is overall warranted.
Lonza Group AG	Annual	05-May-23	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Lonza Group AG	Annual	05-May-23	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Lonza Group AG	Annual	05-May-23	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Lonza Group AG	Annual	05-May-23	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Lonza Group AG	Annual	05-May-23	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	For	Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.
Lonza Group AG	Annual	05-May-23	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Rightmove Plc	Annual	05-May-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.
Rightmove Plc	Annual	05-May-23	Approve Remuneration Report	For	A vote FOR this resolution is considered warranted although it is not without concern for shareholders: * Johan Svanstrom's salary is higher than his predecessor. * The decision to consider former CEO - Peter Ebrooks-Johnson - a good leaver is noted. The main reason for support is: * The Company has provided an explanation for the higher salary level based on it being necessary to secure the new CEO's recruitment in a competitive landscape. * It has provided a rationale for the treatment accorded to the former CEO.
Rightmove Plc	Annual	05-May-23	Approve Remuneration Policy	For	A vote FOR the remuneration report is considered warranted, although it is not without concerns for shareholders: * Maximum bonus and LTIP opportunity have each been increased from 175% to 200% of salary. The main reasons for support are: * The increases are sought for reasons of flexibility and shareholders will be consulted in advance of any increases above current levels. * Base salaries, by reference to which variable pay is calculated, are not considered excessive. * Maximum opportunities for STI and LTI are not excessive.
Rightmove Plc	Annual	05-May-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.
Rightmove Plc	Annual	05-May-23	Reappoint Ernst & Young LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	05-May-23	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rightmove Plc	Annual	05-May-23	Elect Johan Svanstrom as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	05-May-23	Re-elect Andrew Fisher as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	05-May-23	Re-elect Alison Dolan as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	05-May-23	Re-elect Jacqueline de Rojas as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	05-May-23	Re-elect Andrew Findlay as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	05-May-23	Re-elect Amit Tiwari as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	05-May-23	Re-elect Lorna Tilbina as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rightmove Plc	Annual	05-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Rightmove Plc	Annual	05-May-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.
Rightmove Plc	Annual	05-May-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.
Rightmove Plc	Annual	05-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rightmove Plc	Annual	05-May-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.
Rightmove Plc	Annual	05-May-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Fox Factory Holding Corp.	Annual	05-May-23	Elect Director Elizabeth A. Fetter	For	A vote FOR the director nominees is warranted.
Fox Factory Holding Corp.	Annual	05-May-23	Elect Director Dudley W. Mendenhall	For	A vote FOR the director nominees is warranted.
Fox Factory Holding Corp.	Annual	05-May-23	Ratify Grant Thornton LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Fox Factory Holding Corp.	Annual	05-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Fox Factory Holding Corp.	Annual	05-May-23	Amend Certificate of Incorporation to Allow Exculpation of Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.
Fox Factory Holding Corp.	Annual	05-May-23	Amend Certificate of Incorporation	For	A vote FOR this proposal is warranted as the proposed amendments appear to be administrative in nature.
PT Vale Indonesia Tbk	Annual	05-May-23	Approve Annual Report, Financial Statements, and Statutory Reports	For	A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
PT Vale Indonesia Tbk	Annual	05-May-23	Approve Allocation of Income and Dividends	For	A vote FOR this resolution is warranted.
PT Vale Indonesia Tbk	Annual	05-May-23	Approve Changes in the Board of Directors	Against	A vote AGAINST these resolutions is warranted given the lack of information to make an informed voting decision.
PT Vale Indonesia Tbk	Annual	05-May-23	Approve Changes in the Board of Commissioners	Against	A vote AGAINST these resolutions is warranted given the lack of information to make an informed voting decision.
PT Vale Indonesia Tbk	Annual	05-May-23	Approve Remuneration of Directors and Commissioners	For	A vote FOR this resolution is warranted.
PT Vale Indonesia Tbk	Annual	05-May-23	Approve Auditors	For	A vote FOR this proposal is warranted.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Accept Financial Statements and Statutory Reports for FY 2022	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.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Board Report on Company Operations for FY 2022	For	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Discharge of Directors for FY 2022	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Remuneration of Directors of SAR 1,708,571.45 for FY 2022	For	In the absence of known concerns over directors' remuneration at Elm Co. (Saudi Arabia), a vote FOR this item is warranted.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2023 and Q1 of FY 2024	For	A vote FOR this proposal is warranted in the absence of significant concerns.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Interim Dividends Semi Annually or Quarterly for FY 2023	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Social Responsibility Policy	For	A vote FOR this item is warranted given the level of disclosure and the absence of any significant concerns regarding the provisions of the proposed policy.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	A vote FOR is warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Related Party Transactions with National Information Center Re: Service Contract of Ministry of Interior for Individual 2	Against	Item 10 As the company's disclosure on the related-party transaction is not sufficient to ascertain the fairness of the transaction and its interests for shareholders, a vote AGAINST this item is warranted. Items 11-56 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Related Party Transactions with National Information Center Re: An Agreement to Operate, Develop and Add Value-added Services to the Electronic Services Platform	For	Item 10 As the company's disclosure on the related-party transaction is not sufficient to ascertain the fairness of the transaction and its interests for shareholders, a vote AGAINST this item is warranted. Items 11-56 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Related Party Transactions with National Information Center Re: An Agreement for the Development of Data Resources	For	Item 10 As the company's disclosure on the related-party transaction is not sufficient to ascertain the fairness of the transaction and its interests for shareholders, a vote AGAINST this item is warranted. Items 11-56 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Related Party Transactions with National Information Center Re: a Memorandum of Understanding regarding the Support, Operation and Maintenance of Systems	For	Item 10 As the company's disclosure on the related-party transaction is not sufficient to ascertain the fairness of the transaction and its interests for shareholders, a vote AGAINST this item is warranted. Items 11-56 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.



Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Related Party Transactions with Abdullah Nasser Alaudan Company in the year 2022 Re: Service Contracts of Muegem Service, Tamm Service, and Naql Service	For	Item 10 As the company's disclosure on the related-party transaction is not sufficient to ascertain the fairness of the transaction and its interests for shareholders, a vote AGAINST this item is warranted. Items 11-56 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Elm Co. (Saudi Arabia)	Annual	07-May-23	Approve Related Party Transactions with Kameet Industrial Company in the year 2022 Re: Service Contracts of Muegem Service, Tamm Service, and Naql Service	For	Item 10 As the company's disclosure on the related-party transaction is not sufficient to ascertain the fairness of the transaction and its interests for shareholders, a vote AGAINST this item is warranted. Items 11-56 These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Elm Co. (Saudi Arabia)	Annual	07-May-23	Allow Abdullah Al Salm to Be Involved with Other Competitor Companies	For	A vote FOR this item is warranted as this is a routine request in Saudi Arabia given local market practices and existing legal provisions.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director Ronald Sugar	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director Revathi Advaiti	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director Ursula Burns	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director Robert Eckert	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director Amanda Ginsberg	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director Dara Khosrowshahi	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director Wan Ling Martello	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director John Thain	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director David I. Trujillo	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Elect Director Alexander Wynaendts	For	A vote FOR the director nominees is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Uber Technologies, Inc.	Annual	08-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Uber Technologies, Inc.	Annual	08-May-23	Commission a Third-Party Audit on Driver Health and Safety	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on driver health and safety, to better understand and assess the company's safety policies, programs, and oversight mechanisms.
Saudi Arabian Oil Co.	Annual	08-May-23	Approve Board Report on Company Operations for FY 2022	For	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Saudi Arabian Oil Co.	Annual	08-May-23	Accept Financial Statements and Statutory Reports for FY 2022	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.
Saudi Arabian Oil Co.	Annual	08-May-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
Saudi Arabian Oil Co.	Annual	08-May-23	Authorize Increase of Capital by Capitalizing from the Retained Earning for Bonus Issue and Amend Article 6 of Bylaws	For	A vote FOR this item is warranted since this potential transfer of wealth is in shareholders' interests.
Saudi Arabian Oil Co.	Annual	08-May-23	Approve Board Report on Company Operations for FY 2022	For	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Saudi Arabian Oil Co.	Annual	08-May-23	Accept Financial Statements and Statutory Reports for FY 2022	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.
Saudi Arabian Oil Co.	Annual	08-May-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
Saudi Arabian Oil Co.	Annual	08-May-23	Authorize Increase of Capital by Capitalizing from the Retained Earning for Bonus Issue and Amend Article 6 of Bylaws	For	A vote FOR this item is warranted since this potential transfer of wealth is in shareholders' interests.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director Sherry S. Barrat	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director William L. Bax	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director Teresa H. Clarke	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director D. John Coldman	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director J. Patrick Gallagher, Jr.	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director David S. Johnson	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director Christopher C. Mskal	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director Ralph J. Nicoletti	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Elect Director Norman L. Rosenthal	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Arthur J. Gallagher & Co.	Annual	09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.
Arthur J. Gallagher & Co.	Annual	09-May-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.
Arthur J. Gallagher & Co.	Annual	09-May-23	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company This is a non-voting item.
Rheinmetall AG	Annual	09-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		A vote FOR this resolution is warranted.
Rheinmetall AG	Annual	09-May-23	Approve Allocation of Income and Dividends of EUR 4.30 per Share	For	A vote FOR this resolution is warranted.
Rheinmetall AG	Annual	09-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Rheinmetall AG	Annual	09-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Rheinmetall AG	Annual	09-May-23	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Rheinmetall AG	Annual	09-May-23	Approve Remuneration Report	For	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. Nevertheless, the company's pension plan and the resulting high level of pension contributions remain of concern
Rheinmetall AG	Annual	09-May-23	Approve Virtual-Only Shareholder Meetings Until 2025	For	A vote FOR this resolution is warranted because: * The authorization is limited 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 A vote FOR the proposed amendment is warranted because it is overall non-contentious.
Rheinmetall AG	Annual	09-May-23	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	A vote FOR the proposed amendment is warranted because it is overall non-contentious.
Melexis NV	Annual/Special	09-May-23	Receive Directors' Reports (Non-Voting)		No vote is required.
Melexis NV	Annual/Special	09-May-23	Receive Auditors' Reports (Non-Voting)		No vote is required.
Melexis NV	Annual/Special	09-May-23	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		This is a non-voting item.
Melexis NV	Annual/Special	09-May-23	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.50 per Share	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
Melexis NV	Annual/Special	09-May-23	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. We do raise some concerns as the company deviated from the remuneration policy by allowing a discretionary adjustment for the STI bonus of 10 percent for all personnel and 20 percent for the CEO. While the company provided a high level rationale for implementing the discretionary adjustment, the total quantum of pay including the adjustment is not considered excessive
Melexis NV	Annual/Special	09-May-23	Approve Discharge of Directors	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
Melexis NV	Annual/Special	09-May-23	Approve Discharge of Auditors	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.
Melexis NV	Annual/Special	09-May-23	Ratify PwC as Auditors and Approve Auditors' Remuneration	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Melexis NV	Annual/Special	09-May-23	Approve Change-of-Control Clause Re: Agreement with Belfius Bank NV	For	A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid
Melexis NV	Annual/Special	09-May-23	Approve Change-of-Control Clause Re: Agreement with BNP Paribas Fortis NV	For	A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid
Melexis NV	Annual/Special	09-May-23	Approve Change-of-Control Clause Re: Agreement with ING Belgium NV	For	A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid
Melexis NV	Annual/Special	09-May-23	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against	A vote AGAINST is warranted because the authorization could be used to thwart a hostile takeover by repurchasing and reissuing up to 100 percent of shares.
Melexis NV	Annual/Special	09-May-23	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against	A vote AGAINST is warranted because the authorization could be used to thwart a hostile takeover by repurchasing and reissuing up to 100 percent of shares.
Melexis NV	Annual/Special	09-May-23	Approve Deviation from Article 7:91 BOCA	Against	A vote AGAINST is warranted as the company did not provide a compelling rationale to deviate from article 7:91 of BOCA and to implement the proposed amendment to the articles of association.
Melexis NV	Annual/Special	09-May-23	Approve Vote by Correspondence	For	A vote FOR is warranted as the proposed amendment is neutral in light of shareholders' interests.

Melexis NV	Annual/Special	09-May-23	Amend Articles of Association	Against	A vote AGAINST is warranted as the proposed amendments under items 1,2 and 3 are not in line with best market practices. Furthermore, the company stated in the EGM notice that the full restatement of articles of association is available as attachment of the convening notice, yet no documentation is available, not allowing shareholders to assess all proposed
Melexis NV	Annual/Special	09-May-23	Receive Directors' Reports (Non-Voting)		No vote is required.
Melexis NV	Annual/Special	09-May-23	Receive Auditors' Reports (Non-Voting)		No vote is required.
Melexis NV	Annual/Special	09-May-23	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		This is a non-voting item.
Melexis NV	Annual/Special	09-May-23	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.50 per Share	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
Melexis NV	Annual/Special	09-May-23	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. We do raise some concerns as the company deviated from the remuneration policy by allowing a discretionary adjustment for the STI bonus of 10 percent for all personnel and 20 percent for the CEO. While the company provided a high level rationale for implementing the discretionary adjustment, the total quantum of pay included in the adjustment is not considered excessive
Melexis NV	Annual/Special	09-May-23	Approve Discharge of Directors	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
Melexis NV	Annual/Special	09-May-23	Approve Discharge of Auditors	For	A vote FOR is warranted in the absence of any information about significant and compelling controversies that the auditor is not fulfilling its duties.
Melexis NV	Annual/Special	09-May-23	Ratify PwC as Auditors and Approve Auditors' Remuneration	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Melexis NV	Annual/Special	09-May-23	Approve Change-of-Control Clause Re: Agreement with Belfius Bank NV	For	A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid
Melexis NV	Annual/Special	09-May-23	Approve Change-of-Control Clause Re: Agreement with ING Belgium NV	For	A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid
Melexis NV	Annual/Special	09-May-23	Approve Change-of-Control Clause Re: Agreement with ING Belgium NV	For	A vote FOR this proposal is warranted because this clause is related to a credit facility and is considered to be routine. Belgian law requires shareholder approval for all change-of-control clauses, in the absence of which the underlying contract is not valid
Melexis NV	Annual/Special	09-May-23	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Against	A vote AGAINST is warranted because the 20-percent volume for repurchases is considered to be excessive.
Melexis NV	Annual/Special	09-May-23	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Against	A vote AGAINST is warranted because the authorization could be used to thwart a hostile takeover by repurchasing and reissuing up to 100 percent of shares.
Melexis NV	Annual/Special	09-May-23	Approve Deviation from Article 7:91 BCCA	Against	A vote AGAINST is warranted as the company did not provide a compelling rationale to deviate from article 7:91 of BCCA and to implement the proposed amendment to the articles of association.
Melexis NV	Annual/Special	09-May-23	Approve Vote by Correspondence	For	A vote FOR is warranted as the proposed amendment is neutral in light of shareholders' interests.
Melexis NV	Annual/Special	09-May-23	Amend Articles of Association	Against	A vote AGAINST is warranted as the proposed amendments under items 1,2 and 3 are not in line with best market practices. Furthermore, the company stated in the EGM notice that the full restatement of articles of association is available as attachment of the convening notice, yet no documentation is available, not allowing shareholders to assess all proposed
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Stephen P. Holmes	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Geoffrey A. Ballotti	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Myra J. Biblowit	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director James E. Buckman	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Bruce E. Churchill	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Mukul V. Deoras	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Ronald L. Nelson	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Pauline D.E. Richards	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, support for this proposal is warranted as pay and performance are reasonably aligned at this time.
Wyndham Hotels & Resorts, Annual		09-May-23	Amend Certificate of Incorporation To Provide for Exculpation of Certain Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company
Wyndham Hotels & Resorts, Annual		09-May-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Stephen P. Holmes	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Geoffrey A. Ballotti	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Myra J. Biblowit	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director James E. Buckman	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Bruce E. Churchill	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Mukul V. Deoras	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Ronald L. Nelson	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Elect Director Pauline D.E. Richards	For	A vote FOR the director nominee is warranted.
Wyndham Hotels & Resorts, Annual		09-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, support for this proposal is warranted as pay and performance are reasonably aligned at this time.
Wyndham Hotels & Resorts, Annual		09-May-23	Amend Certificate of Incorporation To Provide for Exculpation of Certain Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company
Wyndham Hotels & Resorts, Annual		09-May-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Deutsche Lufthansa AG	Annual	09-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		This is a non-voting item.
Deutsche Lufthansa AG	Annual	09-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Deutsche Lufthansa AG	Annual	09-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Deutsche Lufthansa AG	Annual	09-May-23	Approve Remuneration Policy for the Management Board	For	A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. However, it is not without concerns: * The pension schemes may result in pension entitlements that can be considered excessive compared to market best practice. * Significant increases in total maximum compensation are proposed without having provided a compelling rationale.
Deutsche Lufthansa AG	Annual	09-May-23	Approve Remuneration Policy for the Supervisory Board	For	A vote FOR the remuneration policy for supervisory board members is warranted because it is in line with market practice and no significant concerns are noted.
Deutsche Lufthansa AG	Annual	09-May-23	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with best practice standards in Germany and no significant concerns were identified. Nevertheless, we note that the CEO receives a high level of pension contributions in the context of market, which may be of concern to some shareholders. Moreover, discretionary performance modifiers (+/- 20 percent) were applied by the supervisory board to management's STI in the year under review, but it is not clear to what degree
Deutsche Lufthansa AG	Annual	09-May-23	Elect Karl-Ludwig Kley to the Supervisory Board	Against	A vote AGAINST incumbent nominating committee chair Karl-Ludwig Kley is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at
Deutsche Lufthansa AG	Annual	09-May-23	Elect Carsten Knobel to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Karl-Ludwig Kley is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at
Deutsche Lufthansa AG	Annual	09-May-23	Elect Karl Gernandt to the Supervisory Board	For	A vote AGAINST incumbent nominating committee chair Karl-Ludwig Kley is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at
Deutsche Lufthansa AG	Annual	09-May-23	Approve Creation of EUR 100 Million Pool of Capital for Employee Stock Purchase Plan	For	A vote FOR this item is warranted because the terms of the proposed plan are not problematic.
Deutsche Lufthansa AG	Annual	09-May-23	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	A vote FOR the proposed share repurchase program is warranted.
Deutsche Lufthansa AG	Annual	09-May-23	Authorize Use of Financial Derivatives when Repurchasing Shares	For	A vote FOR this proposal is warranted.
Deutsche Lufthansa AG	Annual	09-May-23	Approve Virtual-Only Shareholder Meetings Until 2025	For	A vote FOR the proposed article amendment is warranted because: * The authorization is limited to a period of two years and 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.
Deutsche Lufthansa AG	Annual	09-May-23	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	Votes FOR the proposed amendments are warranted because they are considered non-contentious.
Deutsche Lufthansa AG	Annual	09-May-23	Amend Articles Re: Registration in the Share Register	For	Votes FOR the proposed amendments are warranted because they are considered non-contentious.
Deutsche Lufthansa AG	Annual	09-May-23	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Finning International Inc.	Annual	09-May-23	Elect Director Vicki L. Avril-Groves	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director James E.O. Carter	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Jocynthe Cote	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Nicholas Hartery	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.



Finning International Inc.	Annual	09-May-23	Elect Director Mary Lou Kelley	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Andres Kuhlmann	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Harold N. Kvisle	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Stuart L. Levenick	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Kevin Parkes	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Christopher W. Patterson	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Edward R. Seraphim	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Manjit K. Sharma	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Elect Director Nancy G. Tower	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time.
Finning International Inc.	Annual	09-May-23	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Vote FOR the ratification of Deloitte LLP as auditor as non-audit fees (5 percent) were reasonable relative to total fees paid to the auditor.
Finning International Inc.	Annual	09-May-23	Advisory Vote on Executive Compensation Approach	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time.
Danaher Corporation	Annual	09-May-23	Elect Director Rainer M. Blair	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Feroc Dewan	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Linda Filler	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Teri List	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Walter G. Lohr, Jr.	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Jessica L. Mega	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Mitchell P. Rales	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Steven M. Rales	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Pardis C. Sabeti	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director A. Shane Sanders	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director John T. Schwieters	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Alan G. Spoon	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Raymond C. Stevens	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Elect Director Elias A. Zerhouni	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.
Danaher Corporation	Annual	09-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Danaher Corporation	Annual	09-May-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. Annual incentives are primarily based on pre-set financial goals and half of the targeted long-term incentives are performance-based and utilize a multi-year performance period.
Danaher Corporation	Annual	09-May-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.
Danaher Corporation	Annual	09-May-23	Require Independent Board Chair	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Danaher Corporation	Annual	09-May-23	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	For	A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion efforts and management of related risks.
Elevance Health, Inc.	Annual	10-May-23	Elect Director Gail K. Boudreaux	For	A vote FOR the director nominees is warranted.
Elevance Health, Inc.	Annual	10-May-23	Elect Director R. Kerry Clark	For	A vote FOR the director nominees is warranted.
Elevance Health, Inc.	Annual	10-May-23	Elect Director Robert L. Dixon, Jr.	For	A vote FOR the director nominees is warranted.
Elevance Health, Inc.	Annual	10-May-23	Elect Director Deanna D. Strable	For	A vote FOR the director nominees is warranted.
Elevance Health, Inc.	Annual	10-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned, and the majority of CEO pay is conditioned on objective financial performance
Elevance Health, Inc.	Annual	10-May-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.
Elevance Health, Inc.	Annual	10-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Elevance Health, Inc.	Annual	10-May-23	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 20 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold
Elevance Health, Inc.	Annual	10-May-23	Annually Report Third Party Political Contributions	Against	A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the Board to oversee and manage any potential risks related to the company's third-party
Wolters Kluwer NV	Annual	10-May-23	Open Meeting		No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Receive Report of Executive Board (Non-Voting)		No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Receive Report of Supervisory Board (Non-Voting)		No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Approve Remuneration Report	For	A qualified vote FOR is warranted as the remuneration report is considered to be in line with best market standards. However, Sustainability Advisory Services also identified the following concern: The Pay for Performance evaluation indicates the 2022 pay package is considered excessive relative to Sustainability Advisory Services selected European peers. Similar concerns were raised for previous year pay packages in 2015, 2016, 2017, 2018, 2019, 2020 and 2021.
Wolters Kluwer NV	Annual	10-May-23	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Wolters Kluwer NV	Annual	10-May-23	Receive Explanation on Company's Dividend Policy		This is a non-voting item.
Wolters Kluwer NV	Annual	10-May-23	Approve Dividends	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
Wolters Kluwer NV	Annual	10-May-23	Approve Discharge of Executive Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Wolters Kluwer NV	Annual	10-May-23	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Wolters Kluwer NV	Annual	10-May-23	Reelect Chris Vogelzang to Supervisory Board	For	A vote FOR this election is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate
Wolters Kluwer NV	Annual	10-May-23	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration
Wolters Kluwer NV	Annual	10-May-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Wolters Kluwer NV	Annual	10-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Wolters Kluwer to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the
Wolters Kluwer NV	Annual	10-May-23	Approve Cancellation of Shares	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
Wolters Kluwer NV	Annual	10-May-23	Approve KPMG Accountants N.V as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Wolters Kluwer NV	Annual	10-May-23	Other Business (Non-Voting)		No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Close Meeting		No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Open Meeting		No vote is required for this item.

Wolters Kluwer NV	Annual	10-May-23	Receive Report of Executive Board (Non-Voting)		No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Receive Report of Supervisory Board (Non-Voting)		No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Approve Remuneration Report	For	A qualified vote FOR is warranted as the remuneration report is considered to be in line with best market standards. However, Sustainability Advisory Services also identified the following concern: The Pay for Performance evaluation indicates the 2022 pay package is considered excessive relative to Sustainability Advisory Services selected European peers. Similar concerns were raised for previous year (see disclosures in 2016, 2016, 2017, 2018, 2019, 2020 and 2021). A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Wolters Kluwer NV	Annual	10-May-23	Adopt Financial Statements and Statutory Reports	For	This is a non-voting item.
Wolters Kluwer NV	Annual	10-May-23	Receive Explanation on Company's Dividend Policy	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
Wolters Kluwer NV	Annual	10-May-23	Approve Dividends	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Wolters Kluwer NV	Annual	10-May-23	Approve Discharge of Executive Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Wolters Kluwer NV	Annual	10-May-23	Approve Discharge of Supervisory Board	For	A vote FOR this election is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate.
Wolters Kluwer NV	Annual	10-May-23	Reelect Chris Vogelzang to Supervisory Board	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Wolters Kluwer NV	Annual	10-May-23	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Wolters Kluwer NV	Annual	10-May-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR this proposal is warranted because: * This proposal is in line with commonly used safeguards regarding volume and duration; * The authorization would allow Wolters Kluwer to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the
Wolters Kluwer NV	Annual	10-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests.
Wolters Kluwer NV	Annual	10-May-23	Approve Cancellation of Shares	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Wolters Kluwer NV	Annual	10-May-23	Approve KPMG Accountants N.V. as Auditors	For	No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Other Business (Non-Voting)		No vote is required for this item.
Wolters Kluwer NV	Annual	10-May-23	Close Meeting		No vote is required for this item.
Xponential Fitness, Inc.	Annual	10-May-23	Elect Director Chelsea A. Grayson	Withhold	WITHHOLD votes are warranted for Governance Committee member Chelsea Grayson 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. In the absence of a say-on-pay proposal, WITHHOLD votes are further warranted for Compensation Committee member and incumbent director Chelsea Grayson. The pay-for-performance misalignment has not been mitigated at this time. While the CEO's pay decreased over the prior year, his pay remains high due to outsized equity awards which were entirely time-vesting. A vote for director nominee, <i>Jair Clarke</i> is warranted.
Xponential Fitness, Inc.	Annual	10-May-23	Elect Director <i>Jair Clarke</i>	For	WITHHOLD votes are warranted for Governance Committee member Chelsea Grayson 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. In the absence of a say-on-pay proposal, WITHHOLD votes are further warranted for Compensation Committee member and incumbent director Chelsea Grayson. The pay-for-performance misalignment has not been mitigated at this time. While the CEO's pay decreased over the prior year, his pay remains high due to outsized equity awards which were entirely time-vesting. A vote for director nominee, <i>Jair Clarke</i> is warranted.
Xponential Fitness, Inc.	Annual	10-May-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Lonny J. Carpenter	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Matthijs Glastra	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Barbara B. Hult	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Maxine L. Mauricio	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Katherine A. Owen	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Thomas N. Seacor	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Darlene J.S. Solomon	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Frank A. Wilson	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Novanta Inc.	Annual	10-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Lonny J. Carpenter	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Matthijs Glastra	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Barbara B. Hult	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Maxine L. Mauricio	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Katherine A. Owen	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Thomas N. Seacor	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Darlene J.S. Solomon	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Elect Director Frank A. Wilson	For	A vote FOR the director nominee is warranted.
Novanta Inc.	Annual	10-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Novanta Inc.	Annual	10-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Rentokil Initial Plc	Annual	10-May-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.
Rentokil Initial Plc	Annual	10-May-23	Approve Remuneration Report	For	A vote FOR the Company's remuneration report is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Approve Restricted Share Plan	For	A vote FOR the Restricted Share Plan is considered warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Approve Deferred Bonus Plan	For	A vote FOR the new deferred bonus plan is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-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.
Rentokil Initial Plc	Annual	10-May-23	Elect David Frear as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Elect Sally Johnson as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Stuart Ingall-Tombs as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Sarosh Mistry as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect John Pettigrew as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Andy Ransom as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Richard Solomons as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Cathy Turner as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Linda Yueh as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Reappoint PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rentokil Initial Plc	Annual	10-May-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 overly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.
Rentokil Initial Plc	Annual	10-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because most of the proposed amounts and durations are within recommended limits. Although the Company exceeded the 33.33% limit for issuance without a rights issue of (35.5%), this issuance was due to the acquisition of Terminix.
Rentokil Initial Plc	Annual	10-May-23	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because most of the proposed amounts and durations are within recommended limits. Although the Company exceeded the 33.33% limit for issuance without a rights issue of (35.5%), this issuance was due to the acquisition of Terminix.
Rentokil Initial Plc	Annual	10-May-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	A vote FOR these resolutions is warranted because most of the proposed amounts and durations are within recommended limits. Although the Company exceeded the 33.33% limit for issuance without a rights issue of (35.5%), this issuance was due to the acquisition of Terminix.
Rentokil Initial Plc	Annual	10-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.



Rentokil Initial Plc	Annual	10-May-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Rentokil Initial Plc	Annual	10-May-23	Adopt New Articles of Association	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-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.
Rentokil Initial Plc	Annual	10-May-23	Approve Remuneration Report	For	A vote FOR the Company's remuneration report is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Approve Restricted Share Plan	For	A vote FOR the Restricted Share Plan is considered warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Approve Deferred Bonus Plan	For	A vote FOR the new deferred bonus plan is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-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.
Rentokil Initial Plc	Annual	10-May-23	Elect David Frear as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Elect Sally Johnson as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Stuart Ingall-Tombs as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Sarosh Mistry as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect John Pettigrew as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Andy Ransom as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Richard Solomons as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Cathy Turner as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Re-elect Linda Yueh as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Reappoint PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Rentokil Initial Plc	Annual	10-May-23	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Rentokil Initial Plc	Annual	10-May-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.
Rentokil Initial Plc	Annual	10-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because most of the proposed amounts and durations are within recommended limits. Although the Company exceeded the 33.3% limit for issuance without a rights issue of (35.5%), this issuance was due to the acquisition of TerminiX.
Rentokil Initial Plc	Annual	10-May-23	Authorise Issue of Equity without Pre-emptive Rights	For	A vote FOR these resolutions is warranted because most of the proposed amounts and durations are within recommended limits. Although the Company exceeded the 33.3% limit for issuance without a rights issue of (35.5%), this issuance was due to the acquisition of TerminiX.
Rentokil Initial Plc	Annual	10-May-23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	A vote FOR these resolutions is warranted because most of the proposed amounts and durations are within recommended limits. Although the Company exceeded the 33.3% limit for issuance without a rights issue of (35.5%), this issuance was due to the acquisition of TerminiX.
Rentokil Initial Plc	Annual	10-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Rentokil Initial Plc	Annual	10-May-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Rentokil Initial Plc	Annual	10-May-23	Adopt New Articles of Association	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Adyen NV	Annual	11-May-23	Open Meeting		No vote is required for this item.
Adyen NV	Annual	11-May-23	Receive Report of Management Board and Supervisory Board (Non-Voting)		No vote is required for this item.
Adyen NV	Annual	11-May-23	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Adyen NV	Annual	11-May-23	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-voting item.
Adyen NV	Annual	11-May-23	Approve Remuneration Report	For	A vote FOR is warranted because the report is broadly in line with market practice and no further concerns are raised with specific pay practices. Although some shareholders might raise concerns with the absence of variable incentive plans, we note that CEO Pieter van der Does is a significant shareholder and as such already ensuring alignment with shareholders.
Adyen NV	Annual	11-May-23	Approve Remuneration Policy for Management Board	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice and no further concerns were identified. We however raise some concerns regarding the unclear future compensation levels based on the new peer group and the general nature of the derogation.
Adyen NV	Annual	11-May-23	Approve Remuneration Policy for the Supervisory Board	For	A vote FOR is warranted as the company provided clear disclosure and rationale on the new peer group and positioning for supervisory board remuneration. However, we do raise some concerns as the company failed to provide further disclosure on the future compensation levels of the supervisory board.
Adyen NV	Annual	11-May-23	Approve Increase Cap on Variable Remuneration for Staff Members	For	A vote FOR the proposal is warranted because the cap is applied to selected senior staff (outside the European Economic Area) and aims at attracting, motivating, and retaining staff with competitive packages and there are no signs of excessiveness.
Adyen NV	Annual	11-May-23	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	Annual	11-May-23	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	Annual	11-May-23	Reelect Ingo Uytendaele to Management Board as Co-Chief Executive Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Reelect Pamela Joseph to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Reelect Joep van Beurden to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Amend Articles of Association	For	A vote FOR is warranted because the amendments to the articles of association are neutral with respect to shareholders' interests.
Adyen NV	Annual	11-May-23	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	Annual	11-May-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	Annual	11-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Adyen to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.
Adyen NV	Annual	11-May-23	Reappoint PwC as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Adyen NV	Annual	11-May-23	Close Meeting		No vote is required for this item.
Adyen NV	Annual	11-May-23	Open Meeting		No vote is required for this item.
Adyen NV	Annual	11-May-23	Receive Report of Management Board and Supervisory Board (Non-Voting)		No vote is required for this item.
Adyen NV	Annual	11-May-23	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Adyen NV	Annual	11-May-23	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-voting item.
Adyen NV	Annual	11-May-23	Approve Remuneration Report	For	A vote FOR is warranted because the report is broadly in line with market practice and no further concerns are raised with specific pay practices. Although some shareholders might raise concerns with the absence of variable incentive plans, we note that CEO Pieter van der Does is a significant shareholder and as such already ensuring alignment with shareholders.
Adyen NV	Annual	11-May-23	Approve Remuneration Policy for Management Board	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice and no further concerns were identified. We however raise some concerns regarding the unclear future compensation levels based on the new peer group and the general nature of the derogation.
Adyen NV	Annual	11-May-23	Approve Remuneration Policy for the Supervisory Board	For	A vote FOR is warranted as the company provided clear disclosure and rationale on the new peer group and positioning for supervisory board remuneration. However, we do raise some concerns as the company failed to provide further disclosure on the future compensation levels of the supervisory board.
Adyen NV	Annual	11-May-23	Approve Increase Cap on Variable Remuneration for Staff Members	For	A vote FOR the proposal is warranted because the cap is applied to selected senior staff (outside the European Economic Area) and aims at attracting, motivating, and retaining staff with competitive packages and there are no signs of excessiveness.
Adyen NV	Annual	11-May-23	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	Annual	11-May-23	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	Annual	11-May-23	Reelect Ingo Uytendaele to Management Board as Co-Chief Executive Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.

Adyen NV	Annual	11-May-23	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Reelect Pamela Joseph to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Reelect Joep van Beurden to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Amend Articles of Association	For	A vote FOR is warranted because the amendments to the articles of association are neutral with respect to shareholders' interests.
Adyen NV	Annual	11-May-23	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	Annual	11-May-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	Annual	11-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Adyen to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase
Adyen NV	Annual	11-May-23	Reappoint PwC as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Adyen NV	Annual	11-May-23	Close Meeting		No vote is required for this item.
Adyen NV	Annual	11-May-23	Open Meeting		No vote is required for this item.
Adyen NV	Annual	11-May-23	Receive Report of Management Board and Supervisory Board (Non-Voting)		No vote is required for this item.
Adyen NV	Annual	11-May-23	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Adyen NV	Annual	11-May-23	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-voting item.
Adyen NV	Annual	11-May-23	Approve Remuneration Report	For	A vote FOR is warranted because the report is broadly in line with market practice and no further concerns are raised with specific pay practices. Although some shareholders might raise concerns with the absence of variable incentive plans, we note that CEO Pieter van der Does is a significant shareholder and as such already ensuring alignment with shareholders.
Adyen NV	Annual	11-May-23	Approve Remuneration Policy for Management Board	For	A vote FOR is warranted as the proposed amendment(s) as well as the overall structure of the remuneration policy are considered to be in line with market practice and no further concerns were identified. We however raise some concerns regarding the unclear future compensation levels based on the new peer group and the general nature of the derogation.
Adyen NV	Annual	11-May-23	Approve Remuneration Policy for the Supervisory Board	For	A vote FOR is warranted as the company provided clear disclosure and rationale on the new peer group and positioning for supervisory board remuneration. However, we do raise some concerns as the company failed to provide further disclosure on the future compensation levels of the supervisory board.
Adyen NV	Annual	11-May-23	Approve Increase Cap on Variable Remuneration for Staff Members	For	A vote FOR the proposal is warranted because the cap is applied to selected senior staff (outside the European Economic Area) and aims at attracting, motivating, and retaining staff with competitive packages and there are no signs of excessiveness.
Adyen NV	Annual	11-May-23	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	Annual	11-May-23	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
Adyen NV	Annual	11-May-23	Reelect Ingo Uytendaele to Management Board as Co-Chief Executive Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	For	A vote FOR this election is warranted because: * The nominees are elected for a term not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Reelect Pamela Joseph to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Reelect Joep van Beurden to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
Adyen NV	Annual	11-May-23	Amend Articles of Association	For	A vote FOR is warranted because the amendments to the articles of association are neutral with respect to shareholders' interests.
Adyen NV	Annual	11-May-23	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	Annual	11-May-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
Adyen NV	Annual	11-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Adyen to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase
Adyen NV	Annual	11-May-23	Reappoint PwC as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Adyen NV	Annual	11-May-23	Close Meeting		No vote is required for this item.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director G. Andrea Botta	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director Jack A. Fusco	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director Patricia K. Collawn	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director Brian E. Edwards	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director Denise Gray	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director Lorraine Mitchelmore	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director Donald F. Robillard, Jr.	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director Matthew Runkle	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Elect Director Neal A. Shear	For	A vote FOR the director nominees is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Cheniere Energy, Inc.	Annual	11-May-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.
Cheniere Energy, Inc.	Annual	11-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Cheniere Energy, Inc.	Annual	11-May-23	Report on Stranded Carbon Asset Risk	For	A vote FOR this proposal is warranted, as shareholders would benefit from a progress report on the potential impacts of transitioning to a low carbon economy on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate related risks.
Texas Roadhouse, Inc.	Annual	11-May-23	Elect Director Michael A. Crawford	For	WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. Votes FOR the remaining director nominees are warranted.
Texas Roadhouse, Inc.	Annual	11-May-23	Elect Director Donna E. Epps	For	WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. Votes FOR the remaining director nominees are warranted.
Texas Roadhouse, Inc.	Annual	11-May-23	Elect Director Gregory N. Moore	For	WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. Votes FOR the remaining director nominees are warranted.
Texas Roadhouse, Inc.	Annual	11-May-23	Elect Director Gerald L. Morgan	For	WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. Votes FOR the remaining director nominees are warranted.
Texas Roadhouse, Inc.	Annual	11-May-23	Elect Director Curtis A. Warfield	For	WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. Votes FOR the remaining director nominees are warranted.
Texas Roadhouse, Inc.	Annual	11-May-23	Elect Director Kathleen M. Widmer	Withhold	WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. Votes FOR the remaining director nominees are warranted.
Texas Roadhouse, Inc.	Annual	11-May-23	Elect Director James R. Zarley	For	WITHHOLD votes are warranted for Kathleen Widmer for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. Votes FOR the remaining director nominees are warranted.
Texas Roadhouse, Inc.	Annual	11-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Texas Roadhouse, Inc.	Annual	11-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.

Texas Roadhouse, Inc.	Annual	11-May-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.
Texas Roadhouse, Inc.	Annual	11-May-23	Report on Efforts to Reduce GHG Emissions in Alignment with the Paris Agreement Goal	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks. This is a non-voting item.
MTU Aero Engines AG	Annual	11-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		
MTU Aero Engines AG	Annual	11-May-23	Approve Allocation of Income and Dividends of EUR 3.20 per Share	For	A vote FOR this resolution is warranted.
MTU Aero Engines AG	Annual	11-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
MTU Aero Engines AG	Annual	11-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
MTU Aero Engines AG	Annual	11-May-23	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	A vote FOR this proposal is warranted.
MTU Aero Engines AG	Annual	11-May-23	Approve Virtual-Only Shareholder Meetings Until 2025	For	A vote FOR the proposed article amendment is warranted because: * The authorization is limited 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. A vote FOR the proposed amendment is warranted because it is non-contentious.
MTU Aero Engines AG	Annual	11-May-23	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
MTU Aero Engines AG	Annual	11-May-23	Elect Christine Bortenlaenger to the Supervisory Board	For	Votes FOR the proposed nominees are warranted.
MTU Aero Engines AG	Annual	11-May-23	Elect Marion Weissenberger-Eibl to the Supervisory Board	For	Votes FOR the proposed nominees are warranted.
MTU Aero Engines AG	Annual	11-May-23	Elect Ute Wolf to the Supervisory Board	For	Votes FOR the proposed nominees are warranted.
MTU Aero Engines AG	Annual	11-May-23	Approve Remuneration Report	For	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. However, it is not without concerns: * Recognized pension contributions to the COO remain high compared to his base salary and market practice. However, support is considered warranted overall because his total pay package is not considered excessive. * During the year under review, executives received significant increases in base salaries without explanation. No vote is required for this item.
Universal Music Group NV	Annual	11-May-23	Open Meeting		
Universal Music Group NV	Annual	11-May-23	Receive Annual Report		
Universal Music Group NV	Annual	11-May-23	Approve Remuneration Report	Against	A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to CEO STI award that, due to pre-IPD legacy arrangements, is purely based on the level of EBITA (1 percent pay out). Furthermore, the CEO receives an additional one-off contingent bonus for which it is unclear how the performance assessment was implemented. In addition, the CEO and deputy CEO are granted a significant increased base salary without the company providing any compelling rationale. Overall, the total quantum of CEO pay for 2022 reaches EUR 47.3 million, which is considered to be excessive as it is 12.4x higher than the median of Sustainability Advisory Services selected peers. Finally, a concern is raised because the company provided limited responses to last year significant dissent on the remuneration report. A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
Universal Music Group NV	Annual	11-May-23	Adopt Financial Statements	For	This is a non-voting item.
Universal Music Group NV	Annual	11-May-23	Receive Explanation on Company's Dividend Policy		
Universal Music Group NV	Annual	11-May-23	Approve Dividends	For	A vote FOR the company's dividend proposal is warranted. Because the board considers the reserves to be sufficient to allow for the payment of a dividend, and because the company does not have a history of excessive allocations to dividends, the dividend proposal warrants support.
Universal Music Group NV	Annual	11-May-23	Approve Discharge of Executive Directors	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
Universal Music Group NV	Annual	11-May-23	Approve Discharge of Non-Executive Directors	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties.
Universal Music Group NV	Annual	11-May-23	Reelect Lucian Grainge as Executive Director	For	A vote AGAINST incumbent nomination committee member Sherry Lansing is warranted for lack of diversity on the board. A vote AGAINST the election of non-independent nominee and chair of the audit committee Luc Van Os is warranted as the future board composition lacks sufficient independent among its members. Qualified support is warranted for the reappointment of Anna Jones because she is the chair of the remuneration committee and significant concerns are raised with respect to the decision to award USD 100 million one off awards to the CEO, whereas the award is not accompanied by a compelling rationale and considered to be excessive. However, the agenda enables shareholders to specifically address concerns under Item 7h to approve the 2023 supplement to the remuneration policy. A vote FOR the remaining nominees is warranted at this time.
Universal Music Group NV	Annual	11-May-23	Approve Supplement to the Company's Remuneration Policy in Respect of Lucian Grainge	Against	A vote AGAINST is warranted because: * The proposed total pay package opportunity at target of USD 35 million and severance pay higher than 2 year base salary is considered to be excessive. * The company did not provide any compelling rationale regarding the grant of a one-time transition award of USD 100 million, further increasing the total quantum of pay, which is already considered to be excessive.
Universal Music Group NV	Annual	11-May-23	Reelect Sherry Lansing as Non-Executive Director	Against	A vote AGAINST incumbent nomination committee member Sherry Lansing is warranted for lack of diversity on the board. A vote AGAINST the election of non-independent nominee and chair of the audit committee Luc Van Os is warranted as the future board composition lacks sufficient independent among its members. Qualified support is warranted for the reappointment of Anna Jones because she is the chair of the remuneration committee and significant concerns are raised with respect to the decision to award USD 100 million one off awards to the CEO, whereas the award is not accompanied by a compelling rationale and considered to be excessive. However, the agenda enables shareholders to specifically address concerns under Item 7h to approve the 2023 supplement to the remuneration policy. A vote FOR the remaining nominees is warranted at this time.
Universal Music Group NV	Annual	11-May-23	Reelect Anna Jones as Non-Executive Director	For	A vote AGAINST incumbent nomination committee member Sherry Lansing is warranted for lack of diversity on the board. A vote AGAINST the election of non-independent nominee and chair of the audit committee Luc Van Os is warranted as the future board composition lacks sufficient independent among its members. Qualified support is warranted for the reappointment of Anna Jones because she is the chair of the remuneration committee and significant concerns are raised with respect to the decision to award USD 100 million one off awards to the CEO, whereas the award is not accompanied by a compelling rationale and considered to be excessive. However, the agenda enables shareholders to specifically address concerns under Item 7h to approve the 2023 supplement to the remuneration policy. A vote FOR the remaining nominees is warranted at this time.
Universal Music Group NV	Annual	11-May-23	Reelect Luc van Os as Non-Executive Director	Against	A vote AGAINST incumbent nomination committee member Sherry Lansing is warranted for lack of diversity on the board. A vote AGAINST the election of non-independent nominee and chair of the audit committee Luc Van Os is warranted as the future board composition lacks sufficient independent among its members. Qualified support is warranted for the reappointment of Anna Jones because she is the chair of the remuneration committee and significant concerns are raised with respect to the decision to award USD 100 million one off awards to the CEO, whereas the award is not accompanied by a compelling rationale and considered to be excessive. However, the agenda enables shareholders to specifically address concerns under Item 7h to approve the 2023 supplement to the remuneration policy. A vote FOR the remaining nominees is warranted at this time.
Universal Music Group NV	Annual	11-May-23	Elect Haim Saban as Non-Executive Director	For	A vote AGAINST incumbent nomination committee member Sherry Lansing is warranted for lack of diversity on the board. A vote AGAINST the election of non-independent nominee and chair of the audit committee Luc Van Os is warranted as the future board composition lacks sufficient independent among its members. Qualified support is warranted for the reappointment of Anna Jones because she is the chair of the remuneration committee and significant concerns are raised with respect to the decision to award USD 100 million one off awards to the CEO, whereas the award is not accompanied by a compelling rationale and considered to be excessive. However, the agenda enables shareholders to specifically address concerns under Item 7h to approve the 2023 supplement to the remuneration policy. A vote FOR the remaining nominees is warranted at this time.
Universal Music Group NV	Annual	11-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Universal Music Group to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 10 percent of the share price prior to the repurchase.
Universal Music Group NV	Annual	11-May-23	Ratify Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Universal Music Group NV	Annual	11-May-23	Other Business (Non-Voting)		No vote is required for this item.
Universal Music Group NV	Annual	11-May-23	Close Meeting		No vote is required for this item.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Profit Distribution and Capitalization of Capital Reserves	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve to Appoint Auditor and Payment of Remuneration	For	A vote FOR is merited because no concerns have been identified.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Remuneration of Directors	For	A vote FOR is merited because no concerns have been identified.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Remuneration of Supervisors	For	A vote FOR is merited because no concerns have been identified.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Estimated Amount of Guarantees	For	A vote FOR is merited because no concerns have been identified.
Proya Cosmetics Co., Ltd.	Annual	11-May-23	Approve Change Business Scope and Amendment of Articles of Association	For	A vote FOR is merited because no concerns have been identified.
Pony Testing Co., Ltd.	Annual	11-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Pony Testing Co., Ltd.	Annual	11-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Pony Testing Co., Ltd.	Annual	11-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Pony Testing Co., Ltd.	Annual	11-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Pony Testing Co., Ltd.	Annual	11-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.

Pony Testing Co., Ltd.	Annual	11-May-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Pony Testing Co., Ltd.	Annual	11-May-23	Approve Remuneration and Assessment of Directors, Supervisors and Senior Management Members	For	A vote FOR is merited because no concerns have been identified.
Pony Testing Co., Ltd.	Annual	11-May-23	Approve Repurchase and Cancellation of Performance Shares	For	A vote FOR is warranted because no concerns have been identified.
Pony Testing Co., Ltd.	Annual	11-May-23	Approve Shareholder Dividend Return Plan	For	A vote FOR is merited because no concerns have been identified.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Archie Black	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director James Ramsey	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Marty Reaume	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Tami Reller	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Philip Soran	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Anne Sempowski Ward	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Sven Wehrwein	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Archie Black	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director James Ramsey	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Marty Reaume	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Tami Reller	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Philip Soran	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Anne Sempowski Ward	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Elect Director Sven Wehrwein	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
SPS Commerce, Inc.	Annual	12-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Erste Group Bank AG	Annual	12-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		This is a non-voting item.
Erste Group Bank AG	Annual	12-May-23	Approve Allocation of Income and Dividends of EUR 1.90 per Share	For	A vote FOR the allocation of income resolution is warranted.
Erste Group Bank AG	Annual	12-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Erste Group Bank AG	Annual	12-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Erste Group Bank AG	Annual	12-May-23	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2024	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Erste Group Bank AG	Annual	12-May-23	Approve Remuneration Report	For	A vote FOR this resolution is warranted because: * The company's remuneration report is broadly in line with best practice standards in Austria. However, it is not without concerns because: * The company continues to provide a relatively low level of disclosure on the achieved performance of non-financial performance metrics A vote FOR this resolution is warranted because this is considered a positive change.
Erste Group Bank AG	Annual	12-May-23	Amend Articles Re: Removal of Age Limit of Management and Supervisory Board Members	For	A vote FOR this resolution is warranted.
Erste Group Bank AG	Annual	12-May-23	Approve Increase in Size of Supervisory Board to 14 Members	For	Votes FOR the proposed nominees are warranted.
Erste Group Bank AG	Annual	12-May-23	Reelect Friedrich Santner as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted.
Erste Group Bank AG	Annual	12-May-23	Reelect Andras Simor as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted.
Erste Group Bank AG	Annual	12-May-23	Elect Christiane Tusek as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted.
Erste Group Bank AG	Annual	12-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital for Trading Purposes	For	A vote FOR this resolution is warranted.
Erste Group Bank AG	Annual	12-May-23	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	Votes FOR these resolutions are warranted.
Erste Group Bank AG	Annual	12-May-23	Authorize Reissuance of Repurchased Shares	For	Votes FOR these resolutions are warranted.
Erste Group Bank AG	Annual	12-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		This is a non-voting item.
Erste Group Bank AG	Annual	12-May-23	Approve Allocation of Income and Dividends of EUR 1.90 per Share	For	A vote FOR the allocation of income resolution is warranted.
Erste Group Bank AG	Annual	12-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Erste Group Bank AG	Annual	12-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Erste Group Bank AG	Annual	12-May-23	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2024	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Erste Group Bank AG	Annual	12-May-23	Approve Remuneration Report	For	A vote FOR this resolution is warranted because: * The company's remuneration report is broadly in line with best practice standards in Austria. However, it is not without concerns because: * The company continues to provide a relatively low level of disclosure on the achieved performance of non-financial performance metrics A vote FOR this resolution is warranted because this is considered a positive change.
Erste Group Bank AG	Annual	12-May-23	Amend Articles Re: Removal of Age Limit of Management and Supervisory Board Members	For	A vote FOR this resolution is warranted.
Erste Group Bank AG	Annual	12-May-23	Approve Increase in Size of Supervisory Board to 14 Members	For	Votes FOR the proposed nominees are warranted.
Erste Group Bank AG	Annual	12-May-23	Reelect Friedrich Santner as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted.
Erste Group Bank AG	Annual	12-May-23	Reelect Andras Simor as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted.
Erste Group Bank AG	Annual	12-May-23	Elect Christiane Tusek as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted.
Erste Group Bank AG	Annual	12-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital for Trading Purposes	For	A vote FOR this resolution is warranted.
Erste Group Bank AG	Annual	12-May-23	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	Votes FOR these resolutions are warranted.
Erste Group Bank AG	Annual	12-May-23	Authorize Reissuance of Repurchased Shares	For	Votes FOR these resolutions are warranted.
HENSOLDT AG	Annual	12-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		This is a non-voting item.
HENSOLDT AG	Annual	12-May-23	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	A vote FOR this resolution is warranted.
HENSOLDT AG	Annual	12-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
HENSOLDT AG	Annual	12-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
HENSOLDT AG	Annual	12-May-23	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	For	A vote FOR is warranted because there are no concerns regarding this proposal.
HENSOLDT AG	Annual	12-May-23	Approve Remuneration Report	Against	A vote AGAINST the remuneration report is warranted because: * Disclosure practices deviate from common market practice and SPD II regarding the years assessed in the report (the company is reporting on 2021 performance instead of 2022 performance). * Termination provisions for management board members are in excess of market standards. * Discretionary adjustments were made to the STL inflating the payout levels, without having provided a compelling rationale. * The pension plans for executives result in pension contributions that are considered excessive compared to market practice and peer companies. A vote AGAINST this resolution is warranted because: * The proposed policy contains significant scope for the award of discretionary payments via guaranteed bonuses for new joiners. * The rigor and the impact of the additional LTI criterion cannot be fully assessed A vote FOR the proposed nominee, Marco Fuchs, is warranted due to a lack of concerns. However, shareholders should note that the company has not announced a planned successor for the supervisory board chairmanship at this time. We note that Fuchs is the CEO of OHB SE, so if he were to be the new supervisory board chair, he would be considered overboarded. According to HENSOLDT, Fuchs is not the designated chair. A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years, the company is holding an in-person AGM this year, alternative meeting formats are not precluded, and shareholders' participation rights would be protected (in line with German law) A vote FOR the proposed amendment is warranted because it is non-contentious in nature.
HENSOLDT AG	Annual	12-May-23	Approve Remuneration Policy	Against	
HENSOLDT AG	Annual	12-May-23	Elect Marco Fuchs to the Supervisory Board	For	
HENSOLDT AG	Annual	12-May-23	Approve Virtual-Only Shareholder Meetings Until 2025	For	
HENSOLDT AG	Annual	12-May-23	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
HENSOLDT AG	Annual	12-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		This is a non-voting item.
HENSOLDT AG	Annual	12-May-23	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	A vote FOR this resolution is warranted.
HENSOLDT AG	Annual	12-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
HENSOLDT AG	Annual	12-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.

HENSOLDT AG	Annual	12-May-23	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	For	A vote FOR is warranted because there are no concerns regarding this proposal.
HENSOLDT AG	Annual	12-May-23	Approve Remuneration Report	Against	A vote AGAINST the remuneration report is warranted because: * Disclosure practices deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on 2021 performance instead of 2022 performance). * Termination provisions for management board members are in excess of market standards. * Discretionary adjustments were made to the STI, inflating the payout levels, without having provided a compelling rationale. * The pension plans for executives result in pension contributions that are considered excessive compared to market practice and peer companies.
HENSOLDT AG	Annual	12-May-23	Approve Remuneration Policy	Against	A vote AGAINST this resolution is warranted because: * The proposed policy contains significant scope for the award of discretionary payments via guaranteed bonuses for new joiners. * The rigor and the impact of the additional TL criterion cannot be fully assessed.
HENSOLDT AG	Annual	12-May-23	Elect Marco Fuchs to the Supervisory Board	For	A vote FOR the proposed nominee, Marco Fuchs, is warranted due to a lack of concerns. However, shareholders should note that the company has not announced a planned successor for the supervisory board chairmanship at this time. We note that Fuchs is the CEO of OHB SE, so if he were to be the new supervisory board chair, he would be considered overboarded. According to HENSOLDT, Fuchs is not the designated chair.
HENSOLDT AG	Annual	12-May-23	Approve Virtual-Only Shareholder Meetings Until 2025	For	A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years, the company is holding an in-person AGM this year, alternative meeting formats are not precluded, and shareholders' participation rights would be protected (in line with German law)
HENSOLDT AG	Annual	12-May-23	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	A vote FOR the proposed amendment is warranted because it is non-contentious in nature.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Report of the Board of Directors	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Report of the Supervisory Committee	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Annual Report and Its Summary	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Elect Wang Guangqian as Director	For	A vote FOR the election of Wang Guangqian is warranted given the absence of any known issues concerning him and the company's board and committee dynamics.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Issuance of Debt Financing Instruments	For	A vote FOR this proposal is warranted given the reasons stated by the board and use of proceeds.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Report of the Board of Directors	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Report of the Supervisory Committee	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Annual Report and Its Summary	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final	For	A vote FOR this resolution is warranted given that this is a reasonable request that is made in line with applicable laws in China.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Ernst & Young Hua Ming LLP as PRC Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Elect Wang Guangqian as Director	For	A vote FOR the election of Wang Guangqian is warranted given the absence of any known issues concerning him and the company's board and committee dynamics.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Issuance of Debt Financing Instruments	For	A vote FOR this proposal is warranted given the reasons stated by the board and use of proceeds.
Ping An Insurance (Group) C Annual	12-May-23	12-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration
Interrill Holding AG	Annual	12-May-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Interrill Holding AG	Annual	12-May-23	Approve Allocation of Income and Dividends of CHF 32 per Share	For	A vote FOR this resolution is warranted.
Interrill Holding AG	Annual	12-May-23	Approve Remuneration Report	Against	A vote AGAINST the remuneration report is warranted because: * There is not a detailed ex-post performance assessment to explain the application of the variable incentive and the performance achievements underlying payouts. * There is no standalone long-term incentive component that measures performance over a multi-year period
Interrill Holding AG	Annual	12-May-23	Approve Sustainability Report	For	A vote FOR this item is warranted in the absence of concerns regarding the company's sustainability report.
Interrill Holding AG	Annual	12-May-23	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.
Interrill Holding AG	Annual	12-May-23	Amend Corporate Purpose	For	A vote FOR this proposal is warranted in the absence of concerns regarding the addition that the purpose is to aim to create long-term sustainable value.
Interrill Holding AG	Annual	12-May-23	Amend Articles Re: Shares and Share Register	For	Items 6.2-6.3 and 6.6-6.7 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements. Item 6.5 A vote FOR the proposed article amendments is warranted because the change represents an improvement from a governance perspective. Some shareholders may nevertheless be concerned by the fact that the company will maintain its existing cap on the exercise of voting rights
Interrill Holding AG	Annual	12-May-23	Amend Articles Re: Restriction on Share Transferability	For	Items 6.2-6.3 and 6.6-6.7 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements. Item 6.5 A vote FOR the proposed article amendments is warranted because the change represents an improvement from a governance perspective. Some shareholders may nevertheless be concerned by the fact that the company will maintain its existing cap on the exercise of voting rights
Interrill Holding AG	Annual	12-May-23	Approve Virtual-Only Shareholder Meetings	For	A vote FOR the proposed article amendment is warranted because: * The company is holding an in-person AGM this year, alternative meeting formats are not precluded, the company states that virtual-only meetings would be held in case of extraordinary circumstances, and shareholders' participation rights would be protected (in line with Swiss law). * The option to hold hybrid meetings would have a positive impact on shareholders' participation rights
Interrill Holding AG	Annual	12-May-23	Amend Articles Re: Annulment of Special Provisions for Anchor Shareholders	For	Items 6.2-6.3 and 6.6-6.7 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements. Item 6.5 A vote FOR the proposed article amendments is warranted because the change represents an improvement from a governance perspective. Some shareholders may nevertheless be concerned by the fact that the company will maintain its existing cap on the exercise of voting rights
Interrill Holding AG	Annual	12-May-23	Amend Articles Re: Remuneration Report; Additional Remuneration of Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	For	Items 6.2-6.3 and 6.6-6.7 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements. Item 6.5 A vote FOR the proposed article amendments is warranted because the change represents an improvement from a governance perspective. Some shareholders may nevertheless be concerned by the fact that the company will maintain its existing cap on the exercise of voting rights
Interrill Holding AG	Annual	12-May-23	Amend Articles of Association	For	Items 6.2-6.3 and 6.6-6.7 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect amendments in line with new Swiss statutory requirements. Item 6.5 A vote FOR the proposed article amendments is warranted because the change represents an improvement from a governance perspective. Some shareholders may nevertheless be concerned by the fact that the company will maintain its existing cap on the exercise of voting rights
Interrill Holding AG	Annual	12-May-23	Approve Remuneration of Directors in the Amount of CHF 11 Million	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Interrill Holding AG	Annual	12-May-23	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Interrill Holding AG	Annual	12-May-23	Reelect Paul Zumbühl as Director and Board Chair	Against	Board elections (Items 8.1-8.6) A vote AGAINST incumbent board chair Paul Zumbühl is warranted for lack of diversity on the board. A vote AGAINST Paul Zumbühl is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of concerns. Committee elections (Items 9.1-9.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Interrill Holding AG	Annual	12-May-23	Reelect Stefano Mercurio as Director	For	Board elections (Items 8.1-8.6) A vote AGAINST incumbent board chair Paul Zumbühl is warranted for lack of diversity on the board. A vote AGAINST Paul Zumbühl is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of concerns. Committee elections (Items 9.1-9.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Interrill Holding AG	Annual	12-May-23	Reelect Ingo Specht as Director	For	Board elections (Items 8.1-8.6) A vote AGAINST incumbent board chair Paul Zumbühl is warranted for lack of diversity on the board. A vote AGAINST Paul Zumbühl is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of concerns. Committee elections (Items 9.1-9.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Interrill Holding AG	Annual	12-May-23	Reelect Elena Cortona as Director	For	Board elections (Items 8.1-8.6) A vote AGAINST incumbent board chair Paul Zumbühl is warranted for lack of diversity on the board. A vote AGAINST Paul Zumbühl is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of concerns. Committee elections (Items 9.1-9.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Interrill Holding AG	Annual	12-May-23	Reelect Markus Asch as Director	For	Board elections (Items 8.1-8.6) A vote AGAINST incumbent board chair Paul Zumbühl is warranted for lack of diversity on the board. A vote AGAINST Paul Zumbühl is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of concerns. Committee elections (Items 9.1-9.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Interrill Holding AG	Annual	12-May-23	Reelect Susanne Schreiber as Director	For	Board elections (Items 8.1-8.6) A vote AGAINST incumbent board chair Paul Zumbühl is warranted for lack of diversity on the board. A vote AGAINST Paul Zumbühl is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of concerns. Committee elections (Items 9.1-9.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.
Interrill Holding AG	Annual	12-May-23	Reappoint Markus Asch as Member of the Compensation Committee	For	Board elections (Items 8.1-8.6) A vote AGAINST incumbent board chair Paul Zumbühl is warranted for lack of diversity on the board. A vote AGAINST Paul Zumbühl is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of concerns. Committee elections (Items 9.1-9.2) Votes FOR the proposed nominees are warranted due to a lack of concerns.



Interrill Holding AG	Annual	12-May-23	Reappoint Stefano Mercorio as Member of the Compensation Committee	For	Board elections (Items 8.1-8.6) A vote AGAINST incumbent board chair Paul Zumbuehl is warranted for lack of diversity on the board. A vote AGAINST Paul Zumbuehl is further warranted because he holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted due to a lack of concerns. Committee elections (Items 9.1-9.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. A vote FOR is warranted because there are no concerns regarding this proposal.
Interrill Holding AG	Annual	12-May-23	Ratify PricewaterhouseCoopers as Auditors	For	A vote FOR this proposal is warranted due to a lack of concerns.
Interrill Holding AG	Annual	12-May-23	Designate Francesco Adami as Independent Proxy	For	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Interrill Holding AG	Annual	12-May-23	Transact Other Business (Voting)	Against	This is a non-voting item.
ASM International NV	Annual	15-May-23	Open Meeting		This is a non-voting item.
ASM International NV	Annual	15-May-23	Receive Report of Management Board (Non-Voting)		This is a non-voting item.
ASM International NV	Annual	15-May-23	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure and no concerns were identified with regard to pay practices. We do note improvements regarding the disclosure of non-financial performance metrics. However, this is not without concern for the company not providing full disclosure on retrospective targets and according payout related to target achievement under the STI and LTI plans. Furthermore, the company failed in providing a response to significant dissent which represents 17.8 percent.
ASM International NV	Annual	15-May-23	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
ASM International NV	Annual	15-May-23	Approve Dividends	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.
ASM International NV	Annual	15-May-23	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASM International NV	Annual	15-May-23	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
ASM International NV	Annual	15-May-23	Adopt Remuneration Policy for Management Board	For	A vote FOR is warranted because the proposed policy further addresses shareholder feedback and the company's growth and changing market circumstances. Although we have noted concerns regarding increased flexibility on performance metric setting and creating a policy on US based executives, the company has provided additional disclosures on the metrics and safeguards on the use of the US LTI.
ASM International NV	Annual	15-May-23	Ratify KPMG Accountants N.V. as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ASM International NV	Annual	15-May-23	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	Annual	15-May-23	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
ASM International NV	Annual	15-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow ASM International to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to No vote is required for this item.
ASM International NV	Annual	15-May-23	Other Business (Non-Voting)		No vote is required for this item.
ASM International NV	Annual	15-May-23	Close Meeting		No vote is required for this item.
Centre Testing International Annual	Annual	15-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Centre Testing International Annual	Annual	15-May-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Amend Articles of Association	For	A vote FOR is merited because the amendments are meant to update the company's share structure in the Articles.
Centre Testing International Annual	Annual	15-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Centre Testing International Annual	Annual	15-May-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Centre Testing International Annual	Annual	15-May-23	Amend Articles of Association	For	A vote FOR is merited because the amendments are meant to update the company's share structure in the Articles.
Cactus, Inc.	Annual	16-May-23	Elect Director Scott Bender	For	WITHHOLD votes are warranted for governance committee chair Gary Rosenthal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director
Cactus, Inc.	Annual	16-May-23	Elect Director Gary Rosenthal	Withhold	WITHHOLD votes are warranted for governance committee chair Gary Rosenthal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director
Cactus, Inc.	Annual	16-May-23	Elect Director Bruce Rothstein	For	WITHHOLD votes are warranted for governance committee chair Gary Rosenthal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director
Cactus, Inc.	Annual	16-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	WITHHOLD votes are warranted for governance committee chair Gary Rosenthal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director
Cactus, Inc.	Annual	16-May-23	Amend Omnibus Stock Plan	For	A vote FOR this proposal to ratify the auditor is warranted.
Cactus, Inc.	Annual	16-May-23	Elect Director Scott Bender	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Cactus, Inc.	Annual	16-May-23	Elect Director Gary Rosenthal	Withhold	WITHHOLD votes are warranted for governance committee chair Gary Rosenthal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director
Cactus, Inc.	Annual	16-May-23	Elect Director Bruce Rothstein	For	WITHHOLD votes are warranted for governance committee chair Gary Rosenthal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director
Cactus, Inc.	Annual	16-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	WITHHOLD votes are warranted for governance committee chair Gary Rosenthal given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director
Cactus, Inc.	Annual	16-May-23	Amend Omnibus Stock Plan	For	A vote FOR this proposal to ratify the auditor is warranted.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	For	This is a non-voting item.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Approve Allocation of Income and Dividends of EUR 1.06 per Share	For	A vote FOR this proposal is warranted.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	For	A vote FOR this resolution is warranted.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the personally liable partner or the supervisory board did not fulfill their fiduciary duties in the year under review.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Ratify KPMG AG as Auditors for Fiscal Year 2023	For	Votes FOR these proposals are warranted as there is no evidence that the personally liable partner or the supervisory board did not fulfill their fiduciary duties in the year under review.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Approve Virtual-Only Shareholder Meetings Until 2028	For	A vote FOR is warranted because there are no concerns regarding this proposal.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	A vote FOR the proposed article amendment is warranted because: * The company is holding an in-person AGM this year, alternative meeting formats are not precluded, and 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. * Some shareholders may be concerned regarding the length of the
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Amend Articles Re: Electronic Communication; Absentee Vote	For	Votes FOR the proposed amendments are warranted because they are considered non-contentious.
CTS Eventim AG & Co. KGaA Annual	Annual	16-May-23	Approve Remuneration Report	Against	Votes FOR the proposed amendments are warranted because they are considered non-contentious.
Deutsche Boerse AG	Annual	16-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		A vote AGAINST the remuneration report is warranted because: * The level of disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices. * The report does not address shareholder dissent on last year's vote. * Disclosure practices deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on 2021 performance instead of 2022 performance).
Deutsche Boerse AG	Annual	16-May-23	Approve Allocation of Income and Dividends of EUR 3.60 per Share	For	This is a non-voting item.
Deutsche Boerse AG	Annual	16-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	A vote FOR this resolution is warranted.
Deutsche Boerse AG	Annual	16-May-23	Approve Discharge of Supervisory Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.

Deutsche Boerse AG	Annual	16-May-23	Approve Virtual-Only Shareholder Meetings Until 2025	For	A vote FOR the proposed article amendment is warranted because: * The authorization is limited to a period of two years and 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.
Deutsche Boerse AG	Annual	16-May-23	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	Votes FOR the proposed amendments are warranted because they are considered non-contentious.
Deutsche Boerse AG	Annual	16-May-23	Amend Articles Re: AGM Convocation	For	Votes FOR the proposed amendments are warranted because they are considered non-contentious.
Deutsche Boerse AG	Annual	16-May-23	Amend Articles Re: Registration in the Share Register	For	Votes FOR the proposed amendments are warranted because they are considered non-contentious.
Deutsche Boerse AG	Annual	16-May-23	Approve Remuneration Report	For	A vote FOR this resolution is warranted because the company's remuneration report is broadly in line with, and exceeds in many respects, best practice standards in Germany. However, it is not without concerns: * Recognized pension contributions remain high compared to peers, and appear excessive for one executive in particular. * Only limited ex-post disclosure is provided for the assessment of individual performance criteria.
Deutsche Boerse AG	Annual	16-May-23	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	A vote FOR is warranted because there are no concerns regarding this proposal.
The Hershey Company	Annual	16-May-23	Elect Director Pamela M. Arway	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Michele G. Buck	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Victor L. Crawford	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Robert M. Dutkowsky	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Mary Kay Haben	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director James C. Katzman	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director M. Diane Koken	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Huong Maria T. Kraus	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Robert M. Malcom	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Anthony J. Palmer	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Juan R. Perez	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
The Hershey Company	Annual	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	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 objective financial performance metrics, and the majority of the equity awards are conditioned on long-term financial performance metrics
The Hershey Company	Annual	16-May-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.
The Hershey Company	Annual	16-May-23	Report on Human Rights Impacts of Living Wage & Income Position Statement	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to ban child labor would allow investors to better understand how the company is managing human rights related risks in its supply chain.
The Hershey Company	Annual	16-May-23	Elect Director Pamela M. Arway	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Michele G. Buck	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Victor L. Crawford	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Robert M. Dutkowsky	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Mary Kay Haben	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director James C. Katzman	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director M. Diane Koken	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Huong Maria T. Kraus	For	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Robert M. Malcom	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Anthony J. Palmer	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Elect Director Juan R. Perez	Withhold	WITHHOLD votes are warranted for governance committee members Anthony Palmer, Robert Dutkowsky, James Katzman, Robert Malcom, and Juan Perez due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted
The Hershey Company	Annual	16-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
The Hershey Company	Annual	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	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 objective financial performance metrics, and the majority of the equity awards are conditioned on long-term financial performance metrics
The Hershey Company	Annual	16-May-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.
The Hershey Company	Annual	16-May-23	Report on Human Rights Impacts of Living Wage & Income Position Statement	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to ban child labor would allow investors to better understand how the company is managing human rights related risks in its supply chain.
Tesla, Inc.	Annual	16-May-23	Elect Director Elon Musk	For	A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight. A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * A vote AGAINST board chair Robyn Denholm is also warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposure at the firm. A vote FOR Elon Musk is warranted at this time.
Tesla, Inc.	Annual	16-May-23	Elect Director Robyn Denholm	Against	A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight. A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * A vote AGAINST board chair Robyn Denholm is also warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposure at the firm. A vote FOR Elon Musk is warranted at this time.
Tesla, Inc.	Annual	16-May-23	Elect Director JB Straubel	Against	A vote AGAINST new nominee and former executive JB Straubel given independence concerns as well as potential conflicts of interest and inadequate oversight. A vote AGAINST Audit Committee Chair Robyn Denholm is further warranted given concerns on the risk oversight function of the board, in light of the pledging of a significant amount of the company's stock by certain directors and executives. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * A vote AGAINST board chair Robyn Denholm is also warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposure at the firm. A vote FOR Elon Musk is warranted at this time.



Tesla, Inc.	Annual	16-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Reported compensation for all NEOs, other than the CEO, consisted only of base salaries and 401K matching contributions, as the company does not maintain an annual incentive program nor make regular annual equity grants. Investors should continue to monitor pay outcomes, as the company's grant practices are periodic in nature and the most recent grants made to executives in prior years have been sizable. However, at this time, a vote FOR this proposal is warranted.
Tesla, Inc.	Annual	16-May-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.
Tesla, Inc.	Annual	16-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Tesla, Inc.	Annual	16-May-23	Report on Key-Person Risk and Efforts to Ameliorate It	Against	A vote AGAINST this proposal is warranted given that the risks inherent in this request outweigh any potential benefits.
Aegis Logistics Limited	Special	17-May-23	Approve Reappointment of Raj K. Chandaria as Managing Director	Against	A vote AGAINST this resolution is warranted. * Raj K. Chandaria is an Executive Director serving on the audit committee. * The board is chaired by an Executive Director and the board is not at least one-half independent and he is a non-independent director nominee. * He's estimated pay is aggressively positioned, compared to market peers and industry standard. * The executives' pay is capped at 5% of net profit which is deemed to be high, and the estimated pay does not commensurate with the company's size and scale of operations
Syndax Pharmaceuticals, Inc.	Annual	17-May-23	Elect Director Pierre Legault	Withhold	WITHHOLD votes are warranted for governance committee member Pierre Legault 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 charter, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating committee member Pierre Legault for lack of diversity on the board. Votes FOR Michael Metzger are warranted.
Syndax Pharmaceuticals, Inc.	Annual	17-May-23	Elect Director Michael A. Metzger	For	WITHHOLD votes are warranted for governance committee member Pierre Legault 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 charter, each of which adversely impacts shareholder rights. WITHHOLD votes are further warranted for incumbent nominating committee member Pierre Legault for lack of diversity on the board. Votes FOR Michael Metzger are warranted.
Syndax Pharmaceuticals, Inc.	Annual	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Syndax Pharmaceuticals, Inc.	Annual	17-May-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Syndax Pharmaceuticals, Inc.	Annual	17-May-23	Increase Authorized Common Stock	For	A vote FOR this proposal is warranted given that the request is reasonable and there are no substantial concerns with the company's past use of shares.
IDEXX Laboratories, Inc.	Annual	17-May-23	Elect Director Daniel M. Junius	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	Annual	17-May-23	Elect Director Lawrence D. Kingsley	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	Annual	17-May-23	Elect Director Sophie V. Vandebroek	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	Annual	17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
IDEXX Laboratories, Inc.	Annual	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although concern is noted about the predominantly time-based long-term incentive awards, annual incentives were primarily determined by pre-set financial metrics and below-target STI payouts were aligned with actual performance
IDEXX Laboratories, Inc.	Annual	17-May-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.
IDEXX Laboratories, Inc.	Annual	17-May-23	Elect Director Daniel M. Junius	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	Annual	17-May-23	Elect Director Lawrence D. Kingsley	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	Annual	17-May-23	Elect Director Sophie V. Vandebroek	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	Annual	17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
IDEXX Laboratories, Inc.	Annual	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although concern is noted about the predominantly time-based long-term incentive awards, annual incentives were primarily determined by pre-set financial metrics and below-target STI payouts were aligned with actual performance
IDEXX Laboratories, Inc.	Annual	17-May-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.
Greggs Plc	Annual	17-May-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.
Greggs Plc	Annual	17-May-23	Reappoint RSM UK Audit LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Greggs Plc	Annual	17-May-23	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no significant concerns regarding this proposal.
Greggs Plc	Annual	17-May-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.
Greggs Plc	Annual	17-May-23	Elect Matt Davies as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Greggs Plc	Annual	17-May-23	Re-elect Roisin Currie as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Greggs Plc	Annual	17-May-23	Re-elect Richard Hutton as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Greggs Plc	Annual	17-May-23	Re-elect Kate Ferry as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Greggs Plc	Annual	17-May-23	Re-elect Mohamed Elsakry as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Greggs Plc	Annual	17-May-23	Elect Lynne Weedall as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Greggs Plc	Annual	17-May-23	Elect Nigel Mills as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Greggs Plc	Annual	17-May-23	Approve Remuneration Report	For	A vote FOR this item is considered warranted although it is not without concern because: * The Company will use an increased award limit of 150% of salary for the CFO's 2023 LTI award. The main reasons for support are: * The quantum is not considered out of line with the market at this time. * Additional stretch was built into the applicable performance conditions, with higher targets and additional metric. * No further material issues have been identified
Greggs Plc	Annual	17-May-23	Approve Remuneration Policy	For	A vote FOR the remuneration policy is considered warranted although it is not without concerns because: * The Company is proposing to align the annual bonus opportunities for all EDs to 150% of salary, and to increase the LTI maximum from 150% to 200% of salary for the CEO, and from 125% to 175% of salary for the other EDs. The exceptional LTI award limit will also be increased from 150% to 200% of salary. The main reasons for support are: * The increased award levels are not considered out of line with FTSE 250 peers. * The Company notes that it is mainly seeking flexibility, and that the higher limits will not be immediately applied for FY2023. * The Company commits to increase the stretch of targets to reflect the larger award size and to engage with shareholders prior to implementing the revised limits.
Greggs Plc	Annual	17-May-23	Amend Performance Share Plan	For	A vote FOR this resolution is considered warranted although it is not without concern because: * The amendment mainly relates to the material increase in the total maximum award opportunity. The main reasons for support are: * The increased award levels are not considered out of line with FTSE 250 peers. * The Company notes that it is mainly seeking flexibility, and that the higher limits will not be immediately applied for FY2023. * The Company commits to increase the stretch of targets to reflect the larger award size and to engage with shareholders prior to implementing the revised limits.
Greggs Plc	Annual	17-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Greggs Plc	Annual	17-May-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.
Greggs Plc	Annual	17-May-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.
Greggs Plc	Annual	17-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Greggs Plc	Annual	17-May-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Option Care Health, Inc.	Annual	17-May-23	Elect Director John J. Ariotta	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Elizabeth Q. Betten	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Elizabeth D. Bierbower	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Natasha Deckmann	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director David W. Golding	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Harry M. Jansen Kraemer, Jr.	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director R. Carter Pate	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director John C. Rademacher	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Nitin Sahney	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Timothy P. Sullivan	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Option Care Health, Inc.	Annual	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Option Care Health, Inc.	Annual	17-May-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.
Option Care Health, Inc.	Annual	17-May-23	Elect Director John J. Ariotta	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Elizabeth Q. Betten	For	A vote FOR the director nominees is warranted.

Option Care Health, Inc.	Annual	17-May-23	Elect Director Elizabeth D. Bierbower	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Natasha Deckmann	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director David W. Golding	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Harry M. Jansen Kraemer, Jr.	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director R. Carter Pate	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director John C. Rademacher	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Nitin Sahney	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Elect Director Timothy P. Sullivan	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	17-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Option Care Health, Inc.	Annual	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Option Care Health, Inc.	Annual	17-May-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.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director Jorge A. Caballero	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director Mark G. Foletta	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director Teri G. Fontenot	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director Cary S. Grace	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director R. Jeffrey Harris	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director Daphne E. Jones	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director Martha H. Marsh	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director Sylvia Trent-Adams	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Elect Director Douglas D. Wheat	For	A vote FOR the director nominees is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
AMN Healthcare Services, Ir	Annual	17-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
AMN Healthcare Services, Ir	Annual	17-May-23	Amend Right to Call Special Meeting	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the existing one-year holding period requirement is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right. Additionally, the company's bylaws now allow both shareholders of record and those in street name the ability to call a special meeting, subject to meeting the one-year holding period requirement
PT Sumber Alfaria Trijaya TI Annual		17-May-23	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	For	A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
PT Sumber Alfaria Trijaya TI Annual		17-May-23	Approve Allocation of Income and Dividend	For	A vote FOR this resolution is warranted.
PT Sumber Alfaria Trijaya TI Annual		17-May-23	Approve Sheryl Jokom and Purwanto, Sungkoro & Surja as Auditors and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
PT Sumber Alfaria Trijaya TI Annual		17-May-23	Change Term of Office of Board of Directors and Commissioners	For	A vote FOR this resolution is warranted.
PT Sumber Alfaria Trijaya TI Annual		17-May-23	Approve Changes in the Board of Commissioners	For	A vote FOR this resolution is warranted.
PT Sumber Alfaria Trijaya TI Annual		17-May-23	Approve Changes in the Board of Directors	For	A vote FOR this resolution is warranted.
PT Sumber Alfaria Trijaya TI Annual		17-May-23	Approve Remuneration of Commissioners	For	A vote FOR these resolutions is warranted.
PT Sumber Alfaria Trijaya TI Annual		17-May-23	Approve Remuneration of Directors	For	A vote FOR these resolutions is warranted.
Tencent Holdings Limited	Annual	17-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Tencent Holdings Limited	Annual	17-May-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Tencent Holdings Limited	Annual	17-May-23	Elect Jacobus Petrus (Koo) Bekker as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Tencent Holdings Limited	Annual	17-May-23	Elect Zhang Xiulan as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Tencent Holdings Limited	Annual	17-May-23	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Tencent Holdings Limited	Annual	17-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Tencent Holdings Limited	Annual	17-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash consideration and issuances for non-cash consideration.
Tencent Holdings Limited	Annual	17-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Tencent Holdings Limited	Annual	17-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Tencent Holdings Limited	Annual	17-May-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Tencent Holdings Limited	Annual	17-May-23	Elect Jacobus Petrus (Koo) Bekker as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Tencent Holdings Limited	Annual	17-May-23	Elect Zhang Xiulan as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Tencent Holdings Limited	Annual	17-May-23	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
Tencent Holdings Limited	Annual	17-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Tencent Holdings Limited	Annual	17-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash consideration and issuances for non-cash consideration.
Tencent Holdings Limited	Annual	17-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Adopt 2023 Share Option Scheme	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme. * The directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Transfer of Share Options	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme. * The directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Termination of the Existing Share Option Scheme	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme. * The directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme.



Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Scheme Mandate Limit (Share Option) under the 2023 Share Option Scheme	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme. * The directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Service Provider Sublimit (Share Option) under the 2023 Share Option Scheme	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Option Scheme, together with the 2023 Share Award Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the share options to be granted under the 2023 Share Option Scheme. * The directors eligible to receive options under the 2023 Share Option Scheme would be involved in the administration of the 2023 Share Option Scheme
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Adopt 2023 Share Award Scheme	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Award Scheme, together with the 2023 Share Option Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award Scheme would be involved in the administration of the 2023 Share Award Scheme
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Transfer of Share Awards	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Award Scheme, together with the 2023 Share Option Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award Scheme would be involved in the administration of the 2023 Share Award Scheme
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Termination of the Existing Share Award Schemes	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Award Scheme, together with the 2023 Share Option Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award Scheme would be involved in the administration of the 2023 Share Award Scheme
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Scheme Mandate Limit (Share Award) under the 2023 Share Award Scheme	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Award Scheme, together with the 2023 Share Option Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award Scheme would be involved in the administration of the 2023 Share Award Scheme
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Scheme Mandate Limit (New Shares Share Award) under the 2023 Share Award Scheme	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Award Scheme, together with the 2023 Share Option Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award Scheme would be involved in the administration of the 2023 Share Award Scheme
Tencent Holdings Limited	Extraordinary Shareh	17-May-23	Approve Service Provider Sublimit (New Shares Share Award) under the 2023 Share Award Scheme	Against	A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the 2023 Share Award Scheme, together with the 2023 Share Option Scheme, exceeds 5 percent of the company's issued capital. * The company has not disclosed the details of the performance conditions, if there will be any, attached to the vesting of the awards under the 2023 Share Award Scheme. * The directors eligible to receive awards under the 2023 Share Award Scheme would be involved in the administration of the 2023 Share Award Scheme
United Community Banks, In Annual		17-May-23	Elect Director Jennifer M. Bazante	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director George B. Bell	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director James P. Clements	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Kenneth L. Daniels	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Lance F. Drummond	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director H. Lynn Harton	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Jennifer K. Mann	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Thomas A. Richlovsky	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director David C. Shaver	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Tim R. Wallis	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director David H. Wilkins	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
United Community Banks, In Annual		17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Jennifer M. Bazante	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director George B. Bell	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director James P. Clements	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Kenneth L. Daniels	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Lance F. Drummond	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director H. Lynn Harton	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Jennifer K. Mann	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Thomas A. Richlovsky	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director David C. Shaver	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director Tim R. Wallis	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Elect Director David H. Wilkins	For	A vote FOR the director nominee is warranted.
United Community Banks, In Annual		17-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
United Community Banks, In Annual		17-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Acadia Healthcare Compan Annual		18-May-23	Elect Director Michael J. Fucci	For	A vote FOR the director nominee is warranted.
Acadia Healthcare Compan Annual		18-May-23	Elect Director Wade D. Miquelon	For	A vote FOR the director nominee is warranted.
Acadia Healthcare Compan Annual		18-May-23	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted.
Acadia Healthcare Compan Annual		18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Acadia Healthcare Compan Annual		18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Acadia Healthcare Compan Annual		18-May-23	Elect Director Michael J. Fucci	For	A vote FOR the director nominee is warranted.
Acadia Healthcare Compan Annual		18-May-23	Elect Director Wade D. Miquelon	For	A vote FOR the director nominee is warranted.
Acadia Healthcare Compan Annual		18-May-23	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted.
Acadia Healthcare Compan Annual		18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Acadia Healthcare Compan Annual		18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Repligen Corporation Annual		18-May-23	Elect Director Tony J. Hunt	For	A vote FOR the director nominee is warranted.
Repligen Corporation Annual		18-May-23	Elect Director Karen A. Dawes	For	A vote FOR the director nominee is warranted.
Repligen Corporation Annual		18-May-23	Elect Director Nicolas M. Barthelemy	For	A vote FOR the director nominee is warranted.
Repligen Corporation Annual		18-May-23	Elect Director Carrie Eginton Mannner	For	A vote FOR the director nominee is warranted.
Repligen Corporation Annual		18-May-23	Elect Director Konstantin Konstantinov	For	A vote FOR the director nominee is warranted.
Repligen Corporation Annual		18-May-23	Elect Director Martin D. Madaus	For	A vote FOR the director nominee is warranted.
Repligen Corporation Annual		18-May-23	Elect Director Rohin Mhatre	For	A vote FOR the director nominee is warranted.
Repligen Corporation Annual		18-May-23	Elect Director Glenn P. Muir	For	A vote FOR the director nominee is warranted.
Repligen Corporation Annual		18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Repligen Corporation Annual		18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.

Repligen Corporation	Annual	18-May-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.
Repligen Corporation	Annual	18-May-23	Permit Board to Amend Bylaws Without Shareholder Consent	For	As this proposal would allow the board to amend the bylaws while preserving shareholders concurrent ability to do so, a vote FOR this proposal is warranted.
Repligen Corporation	Annual	18-May-23	Provide Proxy Access Right	For	A vote FOR this bylaw amendment is warranted as approval of this item would ensure that the company adopts proxy access on market standard terms that would enhance shareholders' rights.
Repligen Corporation	Annual	18-May-23	Elect Director Tony J. Hunt	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	18-May-23	Elect Director Karen A. Dawes	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	18-May-23	Elect Director Nicolas M. Barthelémy	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	18-May-23	Elect Director Carrie Eginton Manner	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	18-May-23	Elect Director Konstantin Konstantinov	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	18-May-23	Elect Director Martin D. Madaus	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	18-May-23	Elect Director Rohin Mhatre	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	18-May-23	Elect Director Glenn P. Muir	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Repligen Corporation	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Repligen Corporation	Annual	18-May-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.
Repligen Corporation	Annual	18-May-23	Permit Board to Amend Bylaws Without Shareholder Consent	For	As this proposal would allow the board to amend the bylaws while preserving shareholders concurrent ability to do so, a vote FOR this proposal is warranted.
Repligen Corporation	Annual	18-May-23	Provide Proxy Access Right	For	A vote FOR this bylaw amendment is warranted as approval of this item would ensure that the company adopts proxy access on market standard terms that would enhance shareholders' rights.
Zoetis Inc.	Annual	18-May-23	Elect Director Paul M. Bisaro	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	Annual	18-May-23	Elect Director Vanessa Broadhurst	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	Annual	18-May-23	Elect Director Frank A. D'Amelio	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	Annual	18-May-23	Elect Director Michael B. McCallister	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	Annual	18-May-23	Elect Director Gregory Norden	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	Annual	18-May-23	Elect Director Louise M. Parent	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	Annual	18-May-23	Elect Director Kristin C. Peck	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	Annual	18-May-23	Elect Director Robert W. Scully	For	A vote FOR the director nominees is warranted.
Zoetis Inc.	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted. Some concerns remain regarding the STI and LTI programs. However, annual incentives were primarily based on pre-set financial metrics, and equity awards were targeted to be half performance-conditioned with a multi-year performance period and disclosed forward-looking targets
Zoetis Inc.	Annual	18-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Zoetis Inc.	Annual	18-May-23	Provide Right to Call Special Meeting	For	A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. Approval of this proposal would result in the immediate provision of the right to call special meetings with a 25 percent ownership threshold. The shareholder proposal in Item 5 requests a special meeting right with a more reasonable 10 percent ownership threshold which shareholders should also support.
Zoetis Inc.	Annual	18-May-23	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 25 percent threshold proposed by the board in Item 4. This proposal would also represent an improvement to shareholder rights, as shareholders do not currently have the right to call special meetings.
Gentherm Incorporated	Annual	18-May-23	Elect Director Sophie Desormiere	Withhold	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Phillip M. Eyler	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director David Heinzmann	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Ronald Hundzinski	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Charles Kummeth	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Betsy Meter	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Byron Shaw, II	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director John Stacey	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Gentherm Incorporated	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
Gentherm Incorporated	Annual	18-May-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.
Gentherm Incorporated	Annual	18-May-23	Approve Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Gentherm Incorporated	Annual	18-May-23	Elect Director Sophie Desormiere	Withhold	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Phillip M. Eyler	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director David Heinzmann	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Ronald Hundzinski	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Charles Kummeth	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Betsy Meter	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director Byron Shaw, II	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Elect Director John Stacey	For	WITHHOLD votes are warranted for incumbent nominating committee chair Sophie Desormiere for lack of diversity on the board. Votes FOR the remaining director nominees are
Gentherm Incorporated	Annual	18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Gentherm Incorporated	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.
Gentherm Incorporated	Annual	18-May-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.
Gentherm Incorporated	Annual	18-May-23	Approve Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director Nora M. Denzel	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director Mark Durcan	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director Michael P. Gregoire	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director Joseph A. Householder	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director John W. Marren	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director Jon A. Olson	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director Lisa T. Su	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director Abhi Y. Talwalkar	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Elect Director Elizabeth W. Vanderslice	For	A vote FOR the director nominees is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Approve Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Advanced Micro Devices, In	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Annual incentive performance targets were set above the prior year's results, resulting in below target payouts during the year in review, and half of the CEO's equity awards are conditioned on long-term financial performance metrics. Nevertheless, shareholders would benefit from increased disclosure of the forward-looking performance goals underlying the PRSUs.



Advanced Micro Devices, In	Annual	18-May-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
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Glenn W. Bunting	For	opine on executive pay.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Jon A. Fosheim	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Kristian M. Gathright	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Carolyn B. Handlon	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Glade M. Knight	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Justin G. Knight	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Blythe J. McGarvie	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director L. Hugh Redd	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Howard E. Woolley	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Apple Hospitality REIT, Inc.	Annual	18-May-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
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Glenn W. Bunting	For	opine on executive pay.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Jon A. Fosheim	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Kristian M. Gathright	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Carolyn B. Handlon	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Glade M. Knight	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Justin G. Knight	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Blythe J. McGarvie	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director L. Hugh Redd	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Elect Director Howard E. Woolley	For	A vote FOR the director nominees is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Apple Hospitality REIT, Inc.	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Apple Hospitality REIT, Inc.	Annual	18-May-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
The Ensign Group, Inc.	Annual	18-May-23	Elect Director Barry M. Smith	For	opine on executive pay.
The Ensign Group, Inc.	Annual	18-May-23	Elect Director Swati B. Abbott	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	18-May-23	Elect Director Suzanne D. Snapper	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	18-May-23	Elect Director John O. Agwunobi	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	18-May-23	Increase Authorized Common Stock	For	A vote FOR this proposal is warranted given that the size of the request is reasonable and there are no substantial concerns with the company's past use of shares.
The Ensign Group, Inc.	Annual	18-May-23	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with
The Ensign Group, Inc.	Annual	18-May-23	Ratify Deloitte & Touche LLP as Auditors	For	their interest in attracting and retaining qualified officers to serve the company
The Ensign Group, Inc.	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal to ratify the auditor is warranted.
The Ensign Group, Inc.	Annual	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
The Ensign Group, Inc.	Annual	18-May-23	Elect Director Barry M. Smith	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
The Ensign Group, Inc.	Annual	18-May-23	Elect Director Swati B. Abbott	For	opine on executive pay.
The Ensign Group, Inc.	Annual	18-May-23	Elect Director Suzanne D. Snapper	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	18-May-23	Elect Director John O. Agwunobi	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	18-May-23	Increase Authorized Common Stock	For	A vote FOR this proposal is warranted given that the size of the request is reasonable and there are no substantial concerns with the company's past use of shares.
The Ensign Group, Inc.	Annual	18-May-23	Amend Certificate of Incorporation to Provide for Exculpation of Certain Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with
The Ensign Group, Inc.	Annual	18-May-23	Ratify Deloitte & Touche LLP as Auditors	For	their interest in attracting and retaining qualified officers to serve the company
The Ensign Group, Inc.	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal to ratify the auditor is warranted.
The Ensign Group, Inc.	Annual	18-May-23	Advisory Vote on Say on Pay Frequency	One Year	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
AIA Group Limited	Annual	18-May-23	Accept Financial Statements and Statutory Reports	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
AIA Group Limited	Annual	18-May-23	Approve Final Dividend	For	opine on executive pay.
AIA Group Limited	Annual	18-May-23	Elect Edmund Sze-Wing Tse as Director	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
AIA Group Limited	Annual	18-May-23	Elect Jack Chak-Kwong So as Director	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	Annual	18-May-23	Elect Lawrence Juen-Yee Lau as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
AIA Group Limited	Annual	18-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The
AIA Group Limited	Annual	18-May-23	Approve Increase in Rate of Directors' Fees	For	company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration
AIA Group Limited	Annual	18-May-23	Amend Share Option Scheme	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
AIA Group Limited	Annual	18-May-23	Amend Restricted Share Unit Scheme	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is
AIA Group Limited	Annual	18-May-23	Amend Employee Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the Scheme
AIA Group Limited	Annual	18-May-23	Amend Agency Share Purchase Plan	For	in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Accept Financial Statements and Statutory Reports	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the RSU
AIA Group Limited	Annual	18-May-23	Approve Final Dividend	For	Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the RSU Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Elect Edmund Sze-Wing Tse as Director	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing
AIA Group Limited	Annual	18-May-23	Elect Jack Chak-Kwong So as Director	For	the company and that the overall terms of the ESPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Elect Lawrence Juen-Yee Lau as Director	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing
AIA Group Limited	Annual	18-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	the company and that the overall terms of the ASPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
AIA Group Limited	Annual	18-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.

AIA Group Limited	Annual	18-May-23	Approve Increase in Rate of Directors' Fees	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is
AIA Group Limited	Annual	18-May-23	Amend Share Option Scheme	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Amend Restricted Share Unit Scheme	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the RSU Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the RSU Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Amend Employee Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ESPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Amend Agency Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ASPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
AIA Group Limited	Annual	18-May-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	Annual	18-May-23	Elect Edmund Sze-Wing Tse as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Elect Jack Chak-Kwong So as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Elect Lawrence Juen-Yee Lau as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration
AIA Group Limited	Annual	18-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
AIA Group Limited	Annual	18-May-23	Approve Increase in Rate of Directors' Fees	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is
AIA Group Limited	Annual	18-May-23	Amend Share Option Scheme	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Amend Restricted Share Unit Scheme	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the RSU Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the RSU Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Amend Employee Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ESPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Amend Agency Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ASPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
AIA Group Limited	Annual	18-May-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	Annual	18-May-23	Elect Edmund Sze-Wing Tse as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Elect Jack Chak-Kwong So as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Elect Lawrence Juen-Yee Lau as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration
AIA Group Limited	Annual	18-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
AIA Group Limited	Annual	18-May-23	Approve Increase in Rate of Directors' Fees	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is
AIA Group Limited	Annual	18-May-23	Amend Share Option Scheme	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Amend Restricted Share Unit Scheme	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the RSU Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the RSU Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Amend Employee Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ESPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Amend Agency Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ASPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
AIA Group Limited	Annual	18-May-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
AIA Group Limited	Annual	18-May-23	Elect Edmund Sze-Wing Tse as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Elect Jack Chak-Kwong So as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Elect Lawrence Juen-Yee Lau as Director	For	A vote FOR all nominees is warranted.
AIA Group Limited	Annual	18-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
AIA Group Limited	Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this resolution is warranted for the following: * The share issuance limit is 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has specified a discount limit which is 10 percent for issuance for cash and non-cash consideration
AIA Group Limited	Annual	18-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
AIA Group Limited	Annual	18-May-23	Approve Increase in Rate of Directors' Fees	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is
AIA Group Limited	Annual	18-May-23	Amend Share Option Scheme	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Amend Restricted Share Unit Scheme	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given the proposed amendments would reflect the company's actual circumstances and would bring the RSU Scheme in line with the updated provisions under the Hong Kong Listing Rules, and the reasonable overall terms of the RSU Scheme (as amended)
AIA Group Limited	Annual	18-May-23	Amend Employee Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ESPP would serve to align the interests of employees with that of the company
AIA Group Limited	Annual	18-May-23	Amend Agency Share Purchase Plan	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted given that the amendments are made on the basis of the relevant and updated regulatory requirements governing the company and that the overall terms of the ASPP would serve to align the interests of employees with that of the company
Merit Medical Systems, Inc.	Annual	18-May-23	Elect Director Lonny J. Carpenter	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	18-May-23	Elect Director David K. Floyd	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	18-May-23	Elect Director Lynne N. Ward	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	18-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Merit Medical Systems, Inc.	Annual	18-May-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.
Merit Medical Systems, Inc.	Annual	18-May-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve Special Report on the Usage of Previously Raised Funds	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve Profit Distribution and Capitalization of Capital Reserves	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve Application of Bank Credit Lines	For	A vote FOR is warranted because the funds will be needed by the company to facilitate its daily operations and business development.
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Approve Provision of Guarantee	Against	A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide any justifications in the meeting circular
Yifeng Pharmacy Chain Co.,	Annual	18-May-23	Amend Articles of Association	For	A vote FOR is merited because no concerns have been identified.



Yifeng Pharmacy Chain Co., Annual	18-May-23	Approve Assurance Report of Weighted Average Return on Net Assets and Non-recurring Gains and Losses in the Last 3 Years	For	VOTE RECOMMENDATION A vote FOR is warranted as no concerns has been identified.
Yihai International Holding L Annual	18-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Yihai International Holding L Annual	18-May-23	Elect Zhao Xiaokai as Director and Authorize Board to Fix His Remuneration	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Yihai International Holding L Annual	18-May-23	Elect Zhang Yong as Director and Authorize Board to Fix His Remuneration	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Yihai International Holding L Annual	18-May-23	Elect Ye Shujun as Director and Authorize Board to Fix Her Remuneration	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.
Yihai International Holding L Annual	18-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Yihai International Holding L Annual	18-May-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
Yihai International Holding L Annual	18-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Yihai International Holding L Annual	18-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Yihai International Holding L Annual	18-May-23	Authorize Reissuance of Repurchased Shares	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Yihai International Holding L Annual	18-May-23	Approve Amendments to the Second Amended and Restated Memorandum and Articles of Association and Adopt Third Amended and Restated Memorandum and Articles of	For	A vote FOR this resolution is warranted given the proposed amendments would provide additional means for shareholders to participate in general meetings and are in line with the relevant rules and regulations that govern the company.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Sustainability Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Appointment of Auditor	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Amend Articles of Association	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Amend Remuneration Management System for Directors, Supervisors and Senior Management Members	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Li Xiting as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Xu Hang as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Cheng Minghe as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Wu Hao as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Guo Yanmei as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Liang Huming as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Zhou Xianyi as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Hu Shanrong as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Gao Shengping as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Xu Jing as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Tang Zhi as Supervisor	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Ji Qiang as Supervisor	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Sustainability Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Approve Appointment of Auditor	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Amend Articles of Association	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Amend Remuneration Management System for Directors, Supervisors and Senior Management Members	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Li Xiting as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Xu Hang as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Cheng Minghe as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Wu Hao as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Guo Yanmei as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Liang Huming as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Zhou Xianyi as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Hu Shanrong as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Gao Shengping as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Xu Jing as Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Tang Zhi as Supervisor	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Shenzhen Mindray Bio-Medi Annual	18-May-23	Elect Ji Qiang as Supervisor	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
Nova Ltd. Annual	18-May-23	Reelect Eitan Oppenheim as Director	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Nova Ltd. Annual	18-May-23	Reelect Avi Cohen as Director	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Nova Ltd. Annual	18-May-23	Reelect Raanan Cohen as Director	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Nova Ltd. Annual	18-May-23	Reelect Sarit Sagiv as Director	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Nova Ltd. Annual	18-May-23	Reelect Zehava Simon as Director	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Nova Ltd. Annual	18-May-23	Elect Yaniv Garty as Director	For	As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.
Nova Ltd. Annual	18-May-23	Approve Employment Terms of Gabriel Waisman as New President and CEO	For	A vote FOR this item is warranted, as the employment terms are broadly in line with market practice. However, qualified support is merited as there are concerns regarding the rigor of the performance criteria used to calculate the annual bonus.
Nova Ltd. Annual	18-May-23	Approve Additional Termination Terms of Eitan Oppenheim, President and CEO	For	A vote FOR this item is warranted, as the company has provided sufficient information on the additional terms and there are no apparent concerns.
Nova Ltd. Annual	18-May-23	Approve Amended Compensation Scheme of Directors	For	A vote FOR this item is warranted, as the company has provided sufficient information on the compensation terms and there are no apparent concerns.
Nova Ltd. Annual	18-May-23	Reappoint Kost Forer Gabbay & Kasierer as Auditors	For	A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.
Nova Ltd. Annual	18-May-23	Discuss Financial Statements and the Report of the Board		No vote is required for this item.

Nova Ltd.	Annual	18-May-23	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	Against	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.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Sharon Y. Bowen	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Shantella E. Cooper	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Duriya M. Farooqui	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director The Right Hon. the Lord Hague of Richmond	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Mark F. Mulhern	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Thomas E. Noonan	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Caroline L. Silver	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Jeffrey C. Sprecher	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Judith A. Sprieser	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-23	Elect Director Martha A. Trimmanzi	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, li Annual		19-May-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. A majority of short- and long-term incentives are based on objective performance criteria, with performance targets set above corresponding targets and actual performance for the previous year. However, executives can receive target payouts of TSR-based PSUs for performance at the index median, which shareholders typically do not view as a particularly rigorous goal, and there does not appear to be a cap on payouts in the event that a shareholder's TSR is negative.
Intercontinental Exchange, li Annual		19-May-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.
Intercontinental Exchange, li Annual		19-May-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Intercontinental Exchange, li Annual		19-May-23	Amend Right to Call Special Meeting	Against	A vote AGAINST this proposal is warranted, as the company's requirement that a special meeting request be formally submitted by a record holder is commonplace, consistent with applicable rules and regulations, and not deemed to be problematic.
China Resources Beer (Holk Annual		19-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
China Resources Beer (Holk Annual		19-May-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
China Resources Beer (Holk Annual		19-May-23	Elect Lai Ni Hium, Frank as Director	For	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Elect Houang Tai Ninh as Director	For	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Elect Bernard Charnwut Chan as Director	Against	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Elect Siu Kwing Chue, Gordon as Director	For	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Elect Lai Hin Wing Henry Stephen as Director	For	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Approve Directors' Fees	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
China Resources Beer (Holk Annual		19-May-23	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
China Resources Beer (Holk Annual		19-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
China Resources Beer (Holk Annual		19-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
China Resources Beer (Holk Annual		19-May-23	Authorize Reissuance of Repurchased Shares	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
China Resources Beer (Holk Annual		19-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
China Resources Beer (Holk Annual		19-May-23	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal.
China Resources Beer (Holk Annual		19-May-23	Elect Lai Ni Hium, Frank as Director	For	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Elect Houang Tai Ninh as Director	For	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Elect Bernard Charnwut Chan as Director	Against	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Elect Siu Kwing Chue, Gordon as Director	For	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Elect Lai Hin Wing Henry Stephen as Director	For	A vote AGAINST the election of Bernard Charnwut Chan is warranted for serving on more than six public company boards. A vote FOR the election of the remaining nominees is warranted.
China Resources Beer (Holk Annual		19-May-23	Approve Directors' Fees	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.
China Resources Beer (Holk Annual		19-May-23	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
China Resources Beer (Holk Annual		19-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
China Resources Beer (Holk Annual		19-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
China Resources Beer (Holk Annual		19-May-23	Authorize Reissuance of Repurchased Shares	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Eastroo Beverage (Group) C Annual		19-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Report of the Independent Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Financial Statements and Financial Budget Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Remuneration and Remuneration Plan of Directors	Against	A vote AGAINST is warranted due to lack of sufficient disclosure.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Remuneration and Remuneration Plan of Supervisors	Against	A vote AGAINST is warranted due to lack of sufficient disclosure.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Application of Credit Lines	For	A vote FOR is warranted because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business development.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Use of Idle Own Funds for Cash Management	Against	A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Use of Idle Raised Funds for Cash Management	Against	A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Provision of Guarantee	For	A vote FOR is merited because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Equity Transfer	For	A vote FOR the proposed transaction is warranted given no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Report of the Independent Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Financial Statements and Financial Budget Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Remuneration and Remuneration Plan of Directors	Against	A vote AGAINST is warranted due to lack of sufficient disclosure.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Remuneration and Remuneration Plan of Supervisors	Against	A vote AGAINST is warranted due to lack of sufficient disclosure.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Application of Credit Lines	For	A vote FOR is warranted because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business development.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Use of Idle Own Funds for Cash Management	Against	A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.
Eastroo Beverage (Group) C Annual		19-May-23	Approve Use of Idle Raised Funds for Cash Management	Against	A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.

Eastroo Beverage (Group) C Annual	19-May-23	Approve Provision of Guarantee	For	A vote FOR is merited because no concerns have been identified.
Eastroo Beverage (Group) C Annual	19-May-23	Approve Equity Transfer	For	A vote FOR the proposed transaction is warranted given no concerns have been identified.
Sprout Social, Inc. Annual	22-May-23	Elect Director Peter Barris	For	WITHHOLD votes are warranted for Governance Committee chair Karen Walker given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Sprout Social, Inc. Annual	22-May-23	Elect Director Raina Moskowitz	For	WITHHOLD votes are warranted for Governance Committee chair Karen Walker given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Sprout Social, Inc. Annual	22-May-23	Elect Director Karen Walker	Withhold	WITHHOLD votes are warranted for Governance Committee chair Karen Walker given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Sprout Social, Inc. Annual	22-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Sprout Social, Inc. Annual	22-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Sprout Social, Inc. Annual	22-May-23	Elect Director Peter Barris	For	WITHHOLD votes are warranted for Governance Committee chair Karen Walker given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Sprout Social, Inc. Annual	22-May-23	Elect Director Raina Moskowitz	For	WITHHOLD votes are warranted for Governance Committee chair Karen Walker given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Sprout Social, Inc. Annual	22-May-23	Elect Director Karen Walker	Withhold	WITHHOLD votes are warranted for Governance Committee chair Karen Walker given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
Sprout Social, Inc. Annual	22-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Sprout Social, Inc. Annual	22-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Information on Election or Ratification of Directors and Their Alternates of Series BB Shareholders		The company has presented this resolution as a non-voting item.
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Ratify Carlos Cardenas Guzman as Director	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Ratify Angel Losada Moreno as Director	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Ratify Joaquin Vargas Guajardo as Director	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Ratify Juan Diez-Canedo Ruiz as Director	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Ratify Luis Tellez Kuenzler as Director	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Ratify Alejandra Palacios Prieto as Director	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Elect Alejandra Yazmin Soto Ayeche as Director	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Elect Luis Tellez Kuenzler as Director of Series B Shareholders and Member of Nominations and Compensation Committee	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders
Grupo Aeroportuario del Pa Ordinary Shareholder	22-May-23	Authorize Board to Ratify and Execute Approved Resolutions	For	A vote FOR this closing formality is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.
Galaxy Entertainment Group Annual	22-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Galaxy Entertainment Group Annual	22-May-23	Elect Joseph Chee Ying Keung as Director	For	A vote FOR all nominees is warranted.
Galaxy Entertainment Group Annual	22-May-23	Elect William Yip Shue Lam as Director	For	A vote FOR all nominees is warranted.
Galaxy Entertainment Group Annual	22-May-23	Elect Patrick Wong Lung Tak as Director	For	A vote FOR all nominees is warranted.
Galaxy Entertainment Group Annual	22-May-23	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is
Galaxy Entertainment Group Annual	22-May-23	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Galaxy Entertainment Group Annual	22-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Galaxy Entertainment Group Annual	22-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Galaxy Entertainment Group Annual	22-May-23	Authorize Reissuance of Repurchased Shares	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Galaxy Entertainment Group Annual	22-May-23	Adopt New Share Award Scheme and New Share Option Scheme and the Mandate Limit Shall Not Exceed 10% of Issued Shares	Against	A vote AGAINST Items 8 and 9 is warranted because: * The company could be considered a mature company, and the limit under the proposed new schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The New SAS and New SOS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options and/or awards under the New SAS and New SOS are involved in its administration. A vote FOR Item 10 is warranted given that in respect of the suspension and termination of the existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative features (i.e., potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the scheme)
Galaxy Entertainment Group Annual	22-May-23	Approve Service Provider Sub-limit	Against	A vote AGAINST Items 8 and 9 is warranted because: * The company could be considered a mature company, and the limit under the proposed new schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The New SAS and New SOS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options and/or awards under the New SAS and New SOS are involved in its administration. A vote FOR Item 10 is warranted given that in respect of the suspension and termination of the existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative features (i.e., potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the scheme)
Galaxy Entertainment Group Annual	22-May-23	Approve Suspension of 2021 Share Award Scheme and Termination of 2021 Share Option Scheme	For	A vote AGAINST Items 8 and 9 is warranted because: * The company could be considered a mature company, and the limit under the proposed new schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The New SAS and New SOS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options and/or awards under the New SAS and New SOS are involved in its administration. A vote FOR Item 10 is warranted given that in respect of the suspension and termination of the existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative features (i.e., potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the scheme)
Galaxy Entertainment Group Annual	22-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Galaxy Entertainment Group Annual	22-May-23	Elect Joseph Chee Ying Keung as Director	For	A vote FOR all nominees is warranted.
Galaxy Entertainment Group Annual	22-May-23	Elect William Yip Shue Lam as Director	For	A vote FOR all nominees is warranted.
Galaxy Entertainment Group Annual	22-May-23	Elect Patrick Wong Lung Tak as Director	For	A vote FOR all nominees is warranted.
Galaxy Entertainment Group Annual	22-May-23	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is
Galaxy Entertainment Group Annual	22-May-23	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Galaxy Entertainment Group Annual	22-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Galaxy Entertainment Group Annual	22-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Galaxy Entertainment Group Annual	22-May-23	Authorize Reissuance of Repurchased Shares	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Galaxy Entertainment Group Annual	22-May-23	Adopt New Share Award Scheme and New Share Option Scheme and the Mandate Limit Shall Not Exceed 10% of Issued Shares	Against	A vote AGAINST Items 8 and 9 is warranted because: * The company could be considered a mature company, and the limit under the proposed new schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The New SAS and New SOS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options and/or awards under the New SAS and New SOS are involved in its administration. A vote FOR Item 10 is warranted given that in respect of the suspension and termination of the existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative features (i.e., potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the scheme)
Galaxy Entertainment Group Annual	22-May-23	Approve Service Provider Sub-limit	Against	A vote AGAINST Items 8 and 9 is warranted because: * The company could be considered a mature company, and the limit under the proposed new schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The New SAS and New SOS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options and/or awards under the New SAS and New SOS are involved in its administration. A vote FOR Item 10 is warranted given that in respect of the suspension and termination of the existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative features (i.e., potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the scheme)

Galaxy Entertainment Group Annual	22-May-23	Approve Suspension of 2021 Share Award Scheme and Termination of 2021 Share Option Scheme	For	A vote AGAINST Items 8 and 9 is warranted because: * The company could be considered a mature company, and the limit under the proposed new schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The New SAS and New SOS lacks challenging performance criteria and meaningful vesting periods. * The directors eligible to receive options and/or awards under the New SAS and New SOS are involved in its administration. A vote FOR Item 10 is warranted given that in respect of the suspension and termination of the existing schemes is warranted as the 2021 Share Award Scheme and the 2021 Share Option Scheme includes negative features (i.e., potentially excessive dilution, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the scheme). A vote FOR is merited for these routine resolutions because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
China Yangtze Power Co., Li Annual	23-May-23	Approve Annual Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Approve Financial Statements and Financial Budget Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Approve Appointment of Financial Auditor	For	A vote FOR is merited because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Approve Appointment of Internal Control Auditor	For	A vote FOR this item is merited because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Approve Short-term Fixed Income Investment	Against	A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.
China Yangtze Power Co., Li Annual	23-May-23	Approve Guarantee Plan	For	A vote FOR is merited because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Approve Investment Plan	For	A vote FOR is merited because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Amend Management System of Raised Funds	For	A vote FOR is merited because no concerns have been identified.
China Yangtze Power Co., Li Annual	23-May-23	Elect Wang Hong as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
China Yangtze Power Co., Li Annual	23-May-23	Elect Teng Weiheng as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.
China Yangtze Power Co., Li Annual	23-May-23	Elect Xu Haiyun as Supervisor	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
Shell Plc Annual	23-May-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.
Shell Plc Annual	23-May-23	Approve Remuneration Policy	For	A vote FOR the remuneration policy is warranted, as the new iteration reflects the old, in most key respects, and importantly, in quantum. However, the removal of the TSR underpin from the LTIP is highlighted as a potential concern. The removal of this underpin is not out of line with the market and it has never been invoked in practice. However, in application, it serves to guard against rewarding underperformance. This has counter-balanced, to an extent, the concern raised with the persistent practice of high vesting at threshold for peer-related targets as discussed under Item 3. With this safeguard removed the criteria and especially the threshold vesting level for future awards (i.e. from 2024 on) are likely to attract A vote FOR the remuneration report is warranted although it is not without concern because: For the relative TSR element of the LTIP, 40% materialises on ranking third in a comparator group of five. * The proportion of the award paying out at this performance level is a function of the Company having a small comparator group, the relevance of which has been justified. In addition, should the Company rank fourth or fifth in the peer group, then only 50% may pay out under the other criteria of the LTIP. Moreover, there are several other metrics deployed in the plan, which holistically should provide a balanced gauge of performance. Finally, this approach has been adopted by the Company over the long-term and been consistently supported by shareholders.
Shell Plc Annual	23-May-23	Approve Remuneration Report	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Elect Wael Sawan as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Elect Cyrus Taraporevala as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Elect Sir Charles Roxburgh as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Elect Leena Srivastava as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Re-elect Sinead Gorman as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Re-elect Dick Boer as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Re-elect Neil Carson as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Re-elect Ann Godbehere as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Re-elect Jane Lute as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Re-elect Catherine Hughes as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Re-elect Sir Andrew Mackenzie as Director	Abstain	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Re-elect Abraham Schot as Director	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Sir Andrew Mackenzie are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted
Shell Plc Annual	23-May-23	Reappoint Ernst & Young LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Shell Plc Annual	23-May-23	Authorise the Audit Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Shell Plc Annual	23-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Shell Plc Annual	23-May-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.
Shell Plc Annual	23-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Shell Plc Annual	23-May-23	Authorise Off-Market Purchase of Ordinary Shares	For	A vote FOR this item is considered warranted as no material concerns have been identified.
Shell Plc Annual	23-May-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.

Shell Plc	Annual	23-May-23	Adopt New Articles of Association	For	A vote FOR this resolution is warranted as no significant concerns have been identified.
Shell Plc	Annual	23-May-23	Approve Share Plan	For	A vote FOR this item is warranted as the terms of the plan meet market practice.
Shell Plc	Annual	23-May-23	Approve the Shell Energy Transition Progress	Against	A vote AGAINST the transition progress report is warranted. The Company's Scope 3 targets relate to intensity reduction, rather than absolute emission reduction. Additionally, there is a lack of detail on the Company's Scope 3 emissions and on how it intends to meet its associated targets. More granular and explicit disclosure should be provided to enable stakeholders to make the connection between the Company's goals and the relevant IEA net zero pathways. Furthermore, CCS (Carbon Capture and Storage) and offsets form a
Shell Plc	Annual	23-May-23	Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	For	A vote FOR this proposal is warranted as the alignment of the existing 2030 reduction target covering the greenhouse gas (GHG) emissions of the use of its energy products (Scope 3) with the goal of the Paris Climate Agreement would aid shareholders in understanding the company's assessment of how it could reduce its carbon footprint to limit global warming well below 2 degrees Celsius above pre-industrial levels and to limit the temperature increase to 1.5 degrees Celsius.
Sixt SE	Annual	23-May-23	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)		This is a non-voting item.
Sixt SE	Annual	23-May-23	Approve Allocation of Income and Dividends of EUR 4.11 and Special Dividends of EUR 2.00 per Ordinary Share; Dividends of EUR 4.13 and Special Dividends of EUR 2.00 per Preferred	For	A vote FOR this resolution is warranted.
Sixt SE	Annual	23-May-23	Approve Discharge of Management Board for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Sixt SE	Annual	23-May-23	Approve Discharge of Supervisory Board Member Erich Sixt for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Sixt SE	Annual	23-May-23	Approve Discharge of Supervisory Board Member Daniel Terberger for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Sixt SE	Annual	23-May-23	Approve Discharge of Supervisory Board Member Julian zu Putlitz for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Sixt SE	Annual	23-May-23	Approve Discharge of Supervisory Board Member Anna Kamenezky-Wetzel (from June 2, 2022) for Fiscal Year 2022	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.
Sixt SE	Annual	23-May-23	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Sixt SE	Annual	23-May-23	Approve Remuneration Report	Against	A vote AGAINST the remuneration report is warranted because: * There remains only limited ex-post disclosure under the STI, in particular with regard to the underlying calculation methods for payouts and applicable/set thresholds.
Sixt SE	Annual	23-May-23	Approve Remuneration Policy	For	A vote FOR this resolution is warranted because the company has made a number of significant improvements to its remuneration policy, and the new policy is broadly in line with SRD II. However, it is not without concerns: * The policy does not disclose the applicable caps for the variable compensation components. * There are no specific performance criteria applicable to one-third of the long-term incentive.
Sixt SE	Annual	23-May-23	Approve Virtual-Only Shareholder Meetings Until 2025	For	A vote FOR the proposed article amendment is warranted because: * The authorization is limited 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
Sixt SE	Annual	23-May-23	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	For	A vote FOR the proposed amendment is warranted because it is considered non-contentious.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Jeffrey P. Bezos	Against	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Andrew R. Jassy	For	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Keith B. Alexander	For	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Edith W. Cooper	Against	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Jamie S. Gorelick	For	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Daniel P. Huttenlocher	Against	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Judith A. McGrath	Against	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Indra K. Nooyi	For	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Jonathan J. Rubinstein	For	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Patricia Q. Stonesifer	For	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Elect Director Wendell P. Weeks	For	Votes AGAINST incumbent compensation committee members Edith Cooper, Daniel Huttenlocher, and Judith McGrath are warranted, in light of the committee's poor response to low vote support for last year's say-on-pay proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted.
Amazon.com, Inc.	Annual	24-May-23	Ratify Ratification of Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.



Amazon.com, Inc.	Annual	24-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. Following last year's low say-on-pay vote, the compensation committee engaged with shareholders, disclosed specific feedback, and provided further details surrounding the company's compensation programs and long-term strategy. However, the company did not make material changes to the compensation program to address shareholder concerns. In addition, while CEO Jassy's pay declined following the prior year's mega promotion award, consisting only of base salary and certain perquisites, a review of the pay program reveals persistent concerning features. Specifically, compensation for other NEOs consisted primarily of time-vesting restricted shares, with incentive programs lacking objective performance metrics and quantified goals. In addition, the magnitude of an NEO's recent \$41 million grant is concerning, as it comes only one year after he received an \$81 million similar grant.
Amazon.com, Inc.	Annual	24-May-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.
Amazon.com, Inc.	Annual	24-May-23	Amend Omnibus Stock Plan	For	Based on evaluation of the proposed amendment, a vote FOR this proposal is warranted. The proposal is not requesting new shares; rather, the company is seeking approval solely for the purpose of satisfy shareholder approval requirements for making certain tax-qualified awards under the 1997 Plan to its French employees.
Amazon.com, Inc.	Annual	24-May-23	Report on Climate Risk in Retirement Plan Options	Against	A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.
Amazon.com, Inc.	Annual	24-May-23	Report on Customer Due Diligence	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
Amazon.com, Inc.	Annual	24-May-23	Revise Transparency Report to Provide Greater Disclosure on Government Requests	For	A vote FOR this proposal is warranted, as shareholders could benefit from greater transparency on the company's removal of products and content, particularly in light of mounting allegations of human rights related risks in global supply chains.
Amazon.com, Inc.	Annual	24-May-23	Report on Government Take Down Requests	Against	A vote AGAINST this proposal is warranted, as it is unclear what the feasibility of implementing the proposal may be. Moreover, disclosing the name and title of the official making a takedown request, especially if the official is in a sensitive and non-public national security or law enforcement role, may be unlawful and could harm the company's reputation.
Amazon.com, Inc.	Annual	24-May-23	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	For	A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.
Amazon.com, Inc.	Annual	24-May-23	Publish a Tax Transparency Report	Against	A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.
Amazon.com, Inc.	Annual	24-May-23	Report on Climate Lobbying	For	A vote FOR this proposal is warranted at this time.
Amazon.com, Inc.	Annual	24-May-23	Report on Median and Adjusted Gender/Racial Pay Gaps	Against	A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.
Amazon.com, Inc.	Annual	24-May-23	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against	A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on the benefits of its diversity, equity, and inclusion efforts, and it is not standard industry practice for a company to disclose a detailed cost-benefit analysis of its diversity and inclusion efforts.
Amazon.com, Inc.	Annual	24-May-23	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against	A vote AGAINST this proposal is warranted. The proposal language may result in a bylaw amendment that is both overly restrictive of the board's ability to amend the bylaws, and not necessarily in the interest of shareholders. Further, there does not appear to have been any problematic bylaw amendment unilaterally adopted by the board that would suggest a need to impose the restrictions sought by this proposal.
Amazon.com, Inc.	Annual	24-May-23	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
Amazon.com, Inc.	Annual	24-May-23	Consider Pay Disparity Between Executives and Other Employees	Against	A vote AGAINST this proposal is warranted. It is not clear that the request to consider and disclose how it considered the pay grades and/or salary ranges of all classifications of company employees when setting target amounts for CEO compensation would produce meaningful information on compensation policies and practices beyond what the company already discloses in its proxy.
Amazon.com, Inc.	Annual	24-May-23	Report on Animal Welfare Standards	Against	A vote AGAINST this proposal is warranted as the company has already disclosed its animal welfare standards and practices, and the absence of verified controversy with the company's existing suppliers indicates that the company's audit procedures are adequately managing risks related to animal cruelty in its supply chain.
Amazon.com, Inc.	Annual	24-May-23	Establish a Public Policy Committee	For	By establishing a dedicated Public Policy Committee, the company will have a centralized device to continue, ensure, and promote its social and environmental policies and initiatives. The adoption of this resolution will also solidify the company's position among its peers as an industry leader in this area of environmental sustainability. As such, support FOR this proposal is warranted.
Amazon.com, Inc.	Annual	24-May-23	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	A vote FOR this proposal is warranted, as the company continues to face significant controversies related to the treatment of its employees and the proposal would give the board more options for nominating director candidates that it considers could help it in considering worker grievances, potentially reducing risks of reputational damage and protecting shareholder value in the long-term, but without being overly prescriptive. It is not asking for an employee representative on the board, but a policy to include hourly workers among the list of candidates the Nominating and Governance Committee considers for open board positions.
Amazon.com, Inc.	Annual	24-May-23	Commission a Third Party Audit on Working Conditions	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.
Amazon.com, Inc.	Annual	24-May-23	Report on Efforts to Reduce Plastic Use	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.
Amazon.com, Inc.	Annual	24-May-23	Commission Third Party Study and Report on Risks Associated with Use of Recognition	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve the Issuance of New Shares by Capitalization of Profit	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Chalease Holding Co., Ltd.	Annual	24-May-23	Amend Articles of Association	For	A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Plan for Long-term Fundraising	For	A vote FOR is warranted because the company has well demonstrated its needs for funds.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Indirect Shareholding of Malaysian Subsidiary, Plan on Initial Public Offering and Listing on Malaysian Stock Exchange	For	A vote FOR is warranted given the following: * the company has provided valid rationales for listing the subsidiary in Malaysia; * the issue price of the subsidiary's IPO will be determined in accordance with the relevant securities rules and regulations of the Malaysian securities market.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Steven Jeremy Goodman, with Shareholder No. 1959121XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Casey K. Tung, with Shareholder No. 1951121XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Ching-Shui Tsou, with Shareholder No. J01182XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Hong-Tzer Yang, with Shareholder No. R122158XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect John-Lee Koo, a Representative of Chun An Investment Co., Ltd. with Shareholder No. 93771, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Fong-Long Chen, a Representative of Chun An Investment Co., Ltd. with Shareholder No. 93771, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Chee Wee Goh, with Shareholder No. 1946102XXX, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Hsiu-Tze Cheng, a Representative of Chun An Technology Co., Ltd. with Shareholder No. 100317, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Chih-Yang Chen, a Representative of Chun An Technology Co., Ltd. with Shareholder No. 100317, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Release of Restrictions of Competitive Activities of John-Lee Koo	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Release of Restrictions of Competitive Activities of Fong-Long Chen	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Release of Restrictions of Competitive Activities of Hsiu-Tze Cheng	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Release of Restrictions of Competitive Activities of Hong-Tzer Yang	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve the Issuance of New Shares by Capitalization of Profit	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Chalease Holding Co., Ltd.	Annual	24-May-23	Amend Articles of Association	For	A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Plan for Long-term Fundraising	For	A vote FOR is warranted because the company has well demonstrated its needs for funds.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Indirect Shareholding of Malaysian Subsidiary, Plan on Initial Public Offering and Listing on Malaysian Stock Exchange	For	A vote FOR is warranted given the following: * the company has provided valid rationales for listing the subsidiary in Malaysia; * the issue price of the subsidiary's IPO will be determined in accordance with the relevant securities rules and regulations of the Malaysian securities market.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Steven Jeremy Goodman, with Shareholder No. 1959121XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Casey K. Tung, with Shareholder No. 1951121XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Ching-Shui Tsou, with Shareholder No. J01182XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Hong-Tzer Yang, with Shareholder No. R122158XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect John-Lee Koo, a Representative of Chun An Investment Co., Ltd. with Shareholder No. 93771, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.

Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Fong-Long Chen, a Representative of Chun An Investment Co., Ltd. with Shareholder No. 93771, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Chee Wee Goh, with Shareholder No.1946102XXX, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Hsiu-Tze Cheng, a Representative of Chun An Technology Co., Ltd. with Shareholder No. 100317, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Elect Chih-Yang, Chen, a Representative of Chun An Technology Co., Ltd. with Shareholder No. 100317, as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Release of Restrictions of Competitive Activities of John-Lee Koo	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Release of Restrictions of Competitive Activities of Fong-Long Chen	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Release of Restrictions of Competitive Activities of Hsiu-Tze Cheng	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
Chalease Holding Co., Ltd.	Annual	24-May-23	Approve Release of Restrictions of Competitive Activities of Hong-Tzer Yang	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
STMicroelectronics NV	Annual	24-May-23	Receive Report of Management Board (Non-Voting)		No vote is required for this item.
STMicroelectronics NV	Annual	24-May-23	Receive Report of Supervisory Board (Non-Voting)		No vote is required for this item.
STMicroelectronics NV	Annual	24-May-23	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is broadly in line with market practice. We however continue to raise concerns regarding the disclosure under the STIP and the vesting and performance periods under the LTI plans of the previous remuneration policy
STMicroelectronics NV	Annual	24-May-23	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
STMicroelectronics NV	Annual	24-May-23	Approve Dividends	For	A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.
STMicroelectronics NV	Annual	24-May-23	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
STMicroelectronics NV	Annual	24-May-23	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
STMicroelectronics NV	Annual	24-May-23	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
STMicroelectronics NV	Annual	24-May-23	Reelect Yann Delabriere to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Reelect Ana de Pro Gonzalo to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Reelect Frederic Sanchez to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Reelect Maurizio Tamagnini to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Elect Helene Vlieter-van Dort to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Elect Paolo Visca to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow STMicroelectronics to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 10 percent of the share price prior to A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
STMicroelectronics NV	Annual	24-May-23	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
STMicroelectronics NV	Annual	24-May-23	Allow Questions		This is a non-voting item.
STMicroelectronics NV	Annual	24-May-23	Receive Report of Management Board (Non-Voting)		No vote is required for this item.
STMicroelectronics NV	Annual	24-May-23	Receive Report of Supervisory Board (Non-Voting)		No vote is required for this item.
STMicroelectronics NV	Annual	24-May-23	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is broadly in line with market practice. We however continue to raise concerns regarding the disclosure under the STIP and the vesting and performance periods under the LTI plans of the previous remuneration policy
STMicroelectronics NV	Annual	24-May-23	Adopt Financial Statements and Statutory Reports	For	A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.
STMicroelectronics NV	Annual	24-May-23	Approve Dividends	For	A vote FOR the dividend proposal is warranted. Although the company proposes to grant less than 30 percent of the earnings per share, the company gives adequate explanation why this is consistent with the company's dividend policy.
STMicroelectronics NV	Annual	24-May-23	Approve Discharge of Management Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
STMicroelectronics NV	Annual	24-May-23	Approve Discharge of Supervisory Board	For	A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.
STMicroelectronics NV	Annual	24-May-23	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
STMicroelectronics NV	Annual	24-May-23	Reelect Yann Delabriere to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Reelect Ana de Pro Gonzalo to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Reelect Frederic Sanchez to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Reelect Maurizio Tamagnini to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Elect Helene Vlieter-van Dort to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Elect Paolo Visca to Supervisory Board	For	A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.
STMicroelectronics NV	Annual	24-May-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow STMicroelectronics to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 10 percent of the share price prior to A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
STMicroelectronics NV	Annual	24-May-23	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.
STMicroelectronics NV	Annual	24-May-23	Allow Questions		This is a non-voting item.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Jillian C. Evanko	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Andrew R. Cicchoci	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Paula M. Harris	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Linda A. Hartly	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Paul E. Mahoney	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Singleton B. McAllister	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Michael L. Molinari	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director David M. Sagehorn	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Spencer S. Stiles	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Elect Director Roger A. Strauch	For	A vote FOR the director nominees is warranted.
Chart Industries, Inc.	Annual	25-May-23	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Chart Industries, Inc.	Annual	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.
Chart Industries, Inc.	Annual	25-May-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.
TransMedics Group, Inc.	Annual	25-May-23	Elect Director Waleed H. Hassanein	For	A vote FOR the director nominees is warranted.

TransMedics Group, Inc.	Annual	25-May-23	Elect Director James R. Tobin	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	25-May-23	Elect Director Edward M. Basile	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	25-May-23	Elect Director Thomas J. Gunderson	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	25-May-23	Elect Director Edwin M. Kania, Jr.	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	25-May-23	Elect Director Stephanie Lovell	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	25-May-23	Elect Director Merilee Raines	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	25-May-23	Elect Director David Weill	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. In addition, the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's failed say-on-pay vote. Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.
TransMedics Group, Inc.	Annual	25-May-23	Amend Omnibus Stock Plan	For	
TransMedics Group, Inc.	Annual	25-May-23	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Fred Hu	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Joey Wat	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Peter A. Bassi	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Edouard Eteddgui	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Ruby Lu	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Zili Shao	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director William Wang	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Min (Jenny) Zhang	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Christina Xiaojing Zhu	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Ratify KPMG Huazhen LLP and KPMG as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. There are significant concerns regarding adjustments made to mid-flight annual and long-term incentives that resulted in annual incentives paid out above target and otherwise forfeited closing-cycle PSUs, which vested near target. Additional concerns are raised by the company's equity award practices, as the proportion of performance-based equity in annual-cycle awards was reduced below half and the CEO received her third special equity award in as many years. 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.
Yum China Holdings, Inc.	Annual	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Yum China Holdings, Inc.	Annual	25-May-23	Approve Issuance of Shares for a Private Placement	For	This is a routine matter for companies listed on the SEHK, and the company has no immediate plans to issue any shares pursuant to this authorization. As such, a vote FOR this proposal is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Authorize Share Repurchase Program	For	A vote FOR this proposal is warranted. Approval of this proposal would provide for equal treatment of shareholders on both the NYSE and Hong Kong exchange with regard to the company's buyback program.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Fred Hu	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Joey Wat	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Peter A. Bassi	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Edouard Eteddgui	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Ruby Lu	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Zili Shao	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director William Wang	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Min (Jenny) Zhang	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Elect Director Christina Xiaojing Zhu	For	A vote FOR the director nominees is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Ratify KPMG Huazhen LLP and KPMG as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. There are significant concerns regarding adjustments made to mid-flight annual and long-term incentives that resulted in annual incentives paid out above target and otherwise forfeited closing-cycle PSUs, which vested near target. Additional concerns are raised by the company's equity award practices, as the proportion of performance-based equity in annual-cycle awards was reduced below half and the CEO received her third special equity award in as many years. 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.
Yum China Holdings, Inc.	Annual	25-May-23	Advisory Vote on Say on Pay Frequency	One Year	
Yum China Holdings, Inc.	Annual	25-May-23	Approve Issuance of Shares for a Private Placement	For	This is a routine matter for companies listed on the SEHK, and the company has no immediate plans to issue any shares pursuant to this authorization. As such, a vote FOR this proposal is warranted.
Yum China Holdings, Inc.	Annual	25-May-23	Authorize Share Repurchase Program	For	A vote FOR this proposal is warranted. Approval of this proposal would provide for equal treatment of shareholders on both the NYSE and Hong Kong exchange with regard to the company's buyback program.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Michael P. Kehoe	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Steven J. Bensinger	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Teresa P. Chia	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Robert V. Hatcher, III	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Anne C. Kronenberg	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Robert Lippincott, III	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director James J. Ritchie	Against	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Frederick L. Russell, Jr.	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Gregory M. Share	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Kinsale Capital Group, Inc.	Annual	25-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Michael P. Kehoe	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Steven J. Bensinger	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Teresa P. Chia	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Robert V. Hatcher, III	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Anne C. Kronenberg	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Robert Lippincott, III	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director James J. Ritchie	Against	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Frederick L. Russell, Jr.	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Elect Director Gregory M. Share	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent director on the audit committee. A vote FOR the remaining director nominees is warranted.
Kinsale Capital Group, Inc.	Annual	25-May-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.
Kinsale Capital Group, Inc.	Annual	25-May-23	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Country Garden Services H	Annual	25-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
Country Garden Services H	Annual	25-May-23	Approve Final Dividend	For	A vote FOR these resolutions is warranted because these are routine dividend proposals.
Country Garden Services H	Annual	25-May-23	Approve Special Dividend	For	A vote FOR these resolutions is warranted because these are routine dividend proposals.
Country Garden Services H	Annual	25-May-23	Elect Guo Zhanjun as Director	For	A vote FOR all nominees is warranted.
Country Garden Services H	Annual	25-May-23	Elect Rui Meng as Director	For	A vote FOR all nominees is warranted.

Country Garden Services H: Annual	25-May-23	Elect Chen Weiru as Director	For	A vote FOR all nominees is warranted.
Country Garden Services H: Annual	25-May-23	Authorize Board to Fix Remuneration of Directors	For	Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is
Country Garden Services H: Annual	25-May-23	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
Country Garden Services H: Annual	25-May-23	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Country Garden Services H: Annual	25-May-23	Authorize Repurchase of Issued Share Capital	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.
Country Garden Services H: Annual	25-May-23	Authorize Reissuance of Repurchased Shares	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration
Country Garden Services H: Annual	25-May-23	Adopt the Second Amended and Restated Memorandum and Articles of Association	For	Given that the amendments would provide additional means for shareholders to participate in general meetings and are mainly proposed to reflect changes in the relevant laws and regulations and that overall, the amendments would enhance shareholders' rights, a vote FOR this proposal is warranted
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve Annual Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve Daily Related-party Transactions	For	A vote FOR is merited because no concerns have been identified.
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve Supplementary Agreement of Financial Services Agreement	Against	A vote AGAINST is warranted since the proposed financial service agreement with the group finance company may expose the company to unnecessary risks.
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Wuliangye Yibin Co., Ltd. Annual	26-May-23	Approve Comprehensive Budget	Against	A vote AGAINST is warranted due to lack of disclosure.
Keywords Studios Plc Annual	26-May-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 because no significant concerns have been identified.
Keywords Studios Plc Annual	26-May-23	Approve Remuneration Report	For	A vote FOR this resolution is warranted. In reaching this decision, the following factors have been considered: * Executive Directors' service contracts do not provide for more than twelve months' notice in the event of termination of employment; * NEDs have not been granted options or received any other performance-related pay in addition to their basic fees during the period under review; * Options have not been re-priced; and * Long-term incentive awards, granted to Executive Directors during the period under review, vest subject to the achievement of pre-set performance conditions measured over a minimum three-year performance period with no provision for re-testing
Keywords Studios Plc Annual	26-May-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.
Keywords Studios Plc Annual	26-May-23	Elect Don Robert as Director	For	Votes AGAINST incumbent nomination committee members Maria Ginman-Horrell, Marion Sears and Richard Thompson are warranted for lack of diversity on the board. Concerns are further raised regarding the re-election of Charlotta (Maria) Ginman because: * Apart from her role as SID of the Company, she also serves in various roles at other publicly listed companies, which could compromise her ability to commit sufficient time to her role in the Company. Votes FOR the remaining nominees are warranted
Keywords Studios Plc Annual	26-May-23	Re-elect Bertrand Bodson as Director	For	Votes AGAINST incumbent nomination committee members Maria Ginman-Horrell, Marion Sears and Richard Thompson are warranted for lack of diversity on the board. Concerns are further raised regarding the re-election of Charlotta (Maria) Ginman because: * Apart from her role as SID of the Company, she also serves in various roles at other publicly listed companies, which could compromise her ability to commit sufficient time to her role in the Company. Votes FOR the remaining nominees are warranted
Keywords Studios Plc Annual	26-May-23	Re-elect Georges Fornay as Director	For	Votes AGAINST incumbent nomination committee members Maria Ginman-Horrell, Marion Sears and Richard Thompson are warranted for lack of diversity on the board. Concerns are further raised regarding the re-election of Charlotta (Maria) Ginman because: * Apart from her role as SID of the Company, she also serves in various roles at other publicly listed companies, which could compromise her ability to commit sufficient time to her role in the Company. Votes FOR the remaining nominees are warranted
Keywords Studios Plc Annual	26-May-23	Re-elect Charlotta Ginman as Director	Against	Votes AGAINST incumbent nomination committee members Maria Ginman-Horrell, Marion Sears and Richard Thompson are warranted for lack of diversity on the board. Concerns are further raised regarding the re-election of Charlotta (Maria) Ginman because: * Apart from her role as SID of the Company, she also serves in various roles at other publicly listed companies, which could compromise her ability to commit sufficient time to her role in the Company. Votes FOR the remaining nominees are warranted
Keywords Studios Plc Annual	26-May-23	Re-elect Jon Hauck as Director	For	Votes AGAINST incumbent nomination committee members Maria Ginman-Horrell, Marion Sears and Richard Thompson are warranted for lack of diversity on the board. Concerns are further raised regarding the re-election of Charlotta (Maria) Ginman because: * Apart from her role as SID of the Company, she also serves in various roles at other publicly listed companies, which could compromise her ability to commit sufficient time to her role in the Company. Votes FOR the remaining nominees are warranted
Keywords Studios Plc Annual	26-May-23	Re-elect Marion Sears as Director	Against	Votes AGAINST incumbent nomination committee members Maria Ginman-Horrell, Marion Sears and Richard Thompson are warranted for lack of diversity on the board. Concerns are further raised regarding the re-election of Charlotta (Maria) Ginman because: * Apart from her role as SID of the Company, she also serves in various roles at other publicly listed companies, which could compromise her ability to commit sufficient time to her role in the Company. Votes FOR the remaining nominees are warranted
Keywords Studios Plc Annual	26-May-23	Re-elect Neil Thompson as Director	Against	Votes AGAINST incumbent nomination committee members Maria Ginman-Horrell, Marion Sears and Richard Thompson are warranted for lack of diversity on the board. Concerns are further raised regarding the re-election of Charlotta (Maria) Ginman because: * Apart from her role as SID of the Company, she also serves in various roles at other publicly listed companies, which could compromise her ability to commit sufficient time to her role in the Company. Votes FOR the remaining nominees are warranted
Keywords Studios Plc Annual	26-May-23	Reappoint BDO LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Keywords Studios Plc Annual	26-May-23	Authorise Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Keywords Studios Plc Annual	26-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Keywords Studios Plc Annual	26-May-23	Approve Increase in the Cap on Aggregate Fees Payable to Directors	For	A vote FOR this resolution is warranted because no significant concerns have been identified.
Keywords Studios Plc Annual	26-May-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.
Keywords Studios Plc Annual	26-May-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.
Keywords Studios Plc Annual	26-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
BayCurrent Consulting, Inc. Annual	26-May-23	Approve Allocation of Income, with a Final Dividend of JPY 23	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
BayCurrent Consulting, Inc. Annual	26-May-23	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Authorize Board to Determine Income Allocation	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Abe, Yoshiyuki	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Ikehira, Kentaro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Nakamura, Kosuke	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Shoji, Toshimune	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Sato, Shintaro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director and Audit Committee Member Okuyama, Yoshitaka	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director and Audit Committee Member Kasuya, Yuichiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director and Audit Committee Member Fujimoto, Tetsuya	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director and Audit Committee Member Midorikawa, Yoshie	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	A vote FOR this proposal is warranted because: * The proposal reflects the company's adoption of a board with an audit committee, which appears beneficial to shareholders.
BayCurrent Consulting, Inc. Annual	26-May-23	Approve Restricted Stock Plan	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
BayCurrent Consulting, Inc. Annual	26-May-23	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	A vote FOR this proposal is warranted because: * The proposal reflects the company's adoption of a board with an audit committee, which appears beneficial to shareholders.
BayCurrent Consulting, Inc. Annual	26-May-23	Approve Allocation of Income, with a Final Dividend of JPY 23	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
BayCurrent Consulting, Inc. Annual	26-May-23	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Authorize Board to Determine Income Allocation	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Abe, Yoshiyuki	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Ikehira, Kentaro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Nakamura, Kosuke	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Shoji, Toshimune	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director Sato, Shintaro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc. Annual	26-May-23	Elect Director and Audit Committee Member Okuyama, Yoshitaka	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director and Audit Committee Member Kasuya, Yuichiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director and Audit Committee Member Fujimoto, Tetsuya	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director and Audit Committee Member Midorikawa, Yoshie	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	A vote FOR this proposal is warranted because: * The proposal reflects the company's adoption of a board with an audit committee, which appears beneficial to shareholders.
BayCurrent Consulting, Inc.	Annual	26-May-23	Approve Restricted Stock Plan	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
BayCurrent Consulting, Inc.	Annual	26-May-23	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	A vote FOR this proposal is warranted because: * The proposal reflects the company's adoption of a board with an audit committee, which appears beneficial to shareholders.
BayCurrent Consulting, Inc.	Annual	26-May-23	Approve Allocation of Income, with a Final Dividend of JPY 23	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
BayCurrent Consulting, Inc.	Annual	26-May-23	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Authorize Board to Determine Income Allocation	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director Abe, Yoshiyuki	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director Ikehira, Kentaro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director Nakamura, Kosuke	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director Shoji, Toshimune	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director Sato, Shintaro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director and Audit Committee Member Okuyama, Yoshitaka	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director and Audit Committee Member Kasuya, Yuichiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director and Audit Committee Member Fujimoto, Tetsuya	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Elect Director and Audit Committee Member Midorikawa, Yoshie	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
BayCurrent Consulting, Inc.	Annual	26-May-23	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	A vote FOR this proposal is warranted because: * The proposal reflects the company's adoption of a board with an audit committee, which appears beneficial to shareholders.
BayCurrent Consulting, Inc.	Annual	26-May-23	Approve Restricted Stock Plan	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.
BayCurrent Consulting, Inc.	Annual	26-May-23	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	A vote FOR this proposal is warranted because: * The proposal reflects the company's adoption of a board with an audit committee, which appears beneficial to shareholders.
PagSeguro Digital Ltd.	Annual	26-May-23	Accept Financial Statements and Statutory Reports	For	In the absence of any specific concerns about the company's financial statements, a vote FOR this resolution is warranted.
PagSeguro Digital Ltd.	Annual	26-May-23	Elect Director Luis Frias	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted
PagSeguro Digital Ltd.	Annual	26-May-23	Elect Director Maria Judith de Brito	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted
PagSeguro Digital Ltd.	Annual	26-May-23	Elect Director Eduardo Alcaro	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted
PagSeguro Digital Ltd.	Annual	26-May-23	Elect Director Cleveland Prates Teixeira	For	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted
PagSeguro Digital Ltd.	Annual	26-May-23	Elect Director Marcia Nogueira de Mello	For	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted
PagSeguro Digital Ltd.	Annual	26-May-23	Elect Director Maria Carolina Lacerda	For	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a board on which a majority of the directors are independent directors and due to the company's lack of formal compensation and nominating committees. A vote FOR the remaining director nominees is warranted
PagSeguro Digital Ltd.	Annual	26-May-23	Amend Restricted Stock Plan	For	Based on an analysis of the plan amendments, a vote FOR this proposal is warranted
PagSeguro Digital Ltd.	Annual	26-May-23	Authorize Board to Ratify and Execute Approved Resolutions	For	A vote FOR this routine resolution is warranted.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Re-elect Cora Fernandez as Director	For	A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Re-elect Stan du Plessis as Director	For	A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Re-elect Piet Mouton as Director	For	A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Reappoint PricewaterhouseCoopers Inc as Auditors	For	A vote FOR these items is warranted in absence of significant concerns.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Reappoint Deloitte & Touche as Auditors	For	A vote FOR these items is warranted in absence of significant concerns.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Authorise Specific Issue of Loss Absorbent Convertible Capital Securities for Cash	For	A vote FOR this item is warranted, although it is not without concern for shareholders: * The potential issues of new ordinary shares upon the conversion of Loss Absorbent Convertible Capital Securities would result in c. 4.3% dilution or ordinary shareholders. The main reason for support is: * The provisions are a requirement of the Basel III environment and the issues of new shares would be expected to occur only in exceptional circumstances.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Authorise Board to Issue Shares for Cash	For	A vote FOR this item is warranted: * The potential dilution that shareholders would face if this authority is approved is considered acceptable.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Remuneration Policy	For	A vote FOR this item is considered warranted, although it is not without concern: * The LTI share usage limit of 10% exceeds recommended limits. The main reasons for support are: * All LTI awards vest subject to performance conditions; and * No other overriding concerns have been identified in relation to the remuneration policy
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Implementation Report of Remuneration Policy	For	A vote FOR this item is warranted: * On balance, the Company's implementation report raises no major concerns.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Non-executive Directors' Remuneration	For	A vote FOR this item is warranted: * Certain proposed fees, including the Board Chair's, represent a substantial increase over current fees. The main reason for support is: * The Company has explained its rationale and benchmarking exercise undertaken; and * The resulting fees appear to be in line with what South African banks are offering to their NEDs
Capitec Bank Holdings Ltd.	Annual	26-May-23	Authorise Repurchase of Issued Share Capital	For	A vote FOR this item is warranted: * General share buyback authorities are common agenda items at South African AGMs and no concerns have been identified.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	A vote FOR this item is warranted: * These are routine requests, proposed as a result of the implementation of the Companies Act 2008.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Financial Assistance in Respect of the Restricted Share Plan	For	A vote FOR this item is warranted as no significant concerns have been identified.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Re-elect Cora Fernandez as Director	For	A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Re-elect Stan du Plessis as Director	For	A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Re-elect Piet Mouton as Director	For	A vote FOR these items is warranted: * No issues have been identified in relation to the re-election of these Directors.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Reappoint PricewaterhouseCoopers Inc as Auditors	For	A vote FOR these items is warranted in absence of significant concerns.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Reappoint Deloitte & Touche as Auditors	For	A vote FOR these items is warranted in absence of significant concerns.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Authorise Specific Issue of Loss Absorbent Convertible Capital Securities for Cash	For	A vote FOR this item is warranted, although it is not without concern for shareholders: * The potential issues of new ordinary shares upon the conversion of Loss Absorbent Convertible Capital Securities would result in c. 4.3% dilution or ordinary shareholders. The main reason for support is: * The provisions are a requirement of the Basel III environment and the issues of new shares would be expected to occur only in exceptional circumstances.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Authorise Board to Issue Shares for Cash	For	A vote FOR this item is warranted: * The potential dilution that shareholders would face if this authority is approved is considered acceptable.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Remuneration Policy	For	A vote FOR this item is considered warranted, although it is not without concern: * The LTI share usage limit of 10% exceeds recommended limits. The main reasons for support are: * All LTI awards vest subject to performance conditions; and * No other overriding concerns have been identified in relation to the remuneration policy
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Implementation Report of Remuneration Policy	For	A vote FOR this item is warranted: * On balance, the Company's implementation report raises no major concerns.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Non-executive Directors' Remuneration	For	A vote FOR this item is warranted: * Certain proposed fees, including the Board Chair's, represent a substantial increase over current fees. The main reason for support is: * The Company has explained its rationale and benchmarking exercise undertaken; and * The resulting fees appear to be in line with what South African banks are offering to their NEDs
Capitec Bank Holdings Ltd.	Annual	26-May-23	Authorise Repurchase of Issued Share Capital	For	A vote FOR this item is warranted: * General share buyback authorities are common agenda items at South African AGMs and no concerns have been identified.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	A vote FOR this item is warranted: * These are routine requests, proposed as a result of the implementation of the Companies Act 2008.
Capitec Bank Holdings Ltd.	Annual	26-May-23	Approve Financial Assistance in Respect of the Restricted Share Plan	For	A vote FOR this item is warranted as no significant concerns have been identified.
Focus Media Information Te	Annual	26-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Focus Media Information Te	Annual	26-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Focus Media Information Te	Annual	26-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Focus Media Information Te	Annual	26-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Focus Media Information Te	Annual	26-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Focus Media Information Te	Annual	26-May-23	Approve Appointment of Auditor	For	A vote FOR is merited because no concerns have been identified.



Focus Media Information Te Annual		26-May-23	Approve Use of Idle Own Funds to Purchase Financial Products	Against	A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.
Focus Media Information Te Annual		26-May-23	Approve Provision of Guarantee	Against	A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan guarantee request.
Focus Media Information Te Annual		26-May-23	Approve Daily Related Party Transactions	For	A vote FOR is merited because no concerns have been identified.
Focus Media Information Te Annual		26-May-23	Approve Amendments to Articles of Association	Against	A vote AGAINST is warranted because the amendment might hinder the independent director's authority to oversee the board and company operation.
Focus Media Information Te Annual		26-May-23	Amend Rules and Procedures Regarding General Meetings of Shareholders	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Rules and Procedures Regarding Meetings of Board of Directors	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Management System of Raised Funds	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Management System for Providing External Investments	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Related-Party Transaction Management System	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Dividend Management System	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Focus Media Information Te Annual		26-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Focus Media Information Te Annual		26-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Focus Media Information Te Annual		26-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Focus Media Information Te Annual		26-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Focus Media Information Te Annual		26-May-23	Approve Appointment of Auditor	For	A vote FOR is merited because no concerns have been identified.
Focus Media Information Te Annual		26-May-23	Approve Use of Idle Own Funds to Purchase Financial Products	Against	A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.
Focus Media Information Te Annual		26-May-23	Approve Provision of Guarantee	Against	A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan guarantee request.
Focus Media Information Te Annual		26-May-23	Approve Daily Related Party Transactions	For	A vote FOR is merited because no concerns have been identified.
Focus Media Information Te Annual		26-May-23	Approve Amendments to Articles of Association	Against	A vote AGAINST is warranted because the amendment might hinder the independent director's authority to oversee the board and company operation.
Focus Media Information Te Annual		26-May-23	Amend Rules and Procedures Regarding General Meetings of Shareholders	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Rules and Procedures Regarding Meetings of Board of Directors	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Management System of Raised Funds	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Management System for Providing External Investments	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Related-Party Transaction Management System	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Focus Media Information Te Annual		26-May-23	Amend Dividend Management System	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
Spectris Plc Annual		26-May-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.
Spectris Plc Annual		26-May-23	Approve Remuneration Report	For	A vote FOR the remuneration report is warranted, although it is not without concern because: * The Company has proceeded with the second part of its staggered increase to the CEO base salary, which is above that given to the wider workforce. This is despite ongoing inflationary pressures and the cost-of-living crisis. The main reasons for support are: * The Company's FY2021 remuneration report, where the two-part salary increase was set out, received c.97% support from shareholders. It has performed well financially over the year under review (i.e. since the first phase of the staggered increase was implemented). * The CEO's increased salary is at the median of the FTSE 50-150 and the Company's position is currently strong. * The Company has stated that no more above-market increases will be put forward in the near future. A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Approve Final Dividend	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect Ravi Gopinath as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect Derek Harding as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect Andrew Heath as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect Alison Henwood as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect Ulf Quellmann as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect William Seeger as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect Cathy Turner as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect Kjersti Wiklund as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Re-elect Mark Williamson as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Reappoint Deloitte LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified.
Spectris Plc Annual		26-May-23	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal.
Spectris Plc Annual		26-May-23	Authorise Issue of Equity	For	A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.
Spectris Plc Annual		26-May-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.
Spectris Plc Annual		26-May-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.
Spectris Plc Annual		26-May-23	Authorise Market Purchase of Ordinary Shares	For	A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.
Spectris Plc Annual		26-May-23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	A vote FOR this resolution is warranted. No issues of concern have been identified.
Arezzo Industria e Comeroic Extraordinary Shareh		29-May-23	Approve Agreement to Acquire Calcaodos Vioenza S.A. (Vioenza)	For	A vote FOR these items is warranted because: * The company has presented a sound rationale for the transaction; * The total value of the transaction represents 2.4 percent of the company's market cap, and the total dilution of 0.7 percent appears to be reasonable; and * There are no known concerns regarding the terms of the transaction
Arezzo Industria e Comeroic Extraordinary Shareh		29-May-23	Ratify Deloitte Touche Tohmatsu Consultores Ltda. as Independent Firm to Appraise Proposed Transaction	For	A vote FOR these items is warranted because: * The company has presented a sound rationale for the transaction; * The total value of the transaction represents 2.4 percent of the company's market cap, and the total dilution of 0.7 percent appears to be reasonable; and * There are no known concerns regarding the terms of the transaction
Arezzo Industria e Comeroic Extraordinary Shareh		29-May-23	Approve Independent Firm's Appraisal	For	A vote FOR these items is warranted because: * The company has presented a sound rationale for the transaction; * The total value of the transaction represents 2.4 percent of the company's market cap, and the total dilution of 0.7 percent appears to be reasonable; and * There are no known concerns regarding the terms of the transaction
Arezzo Industria e Comeroic Extraordinary Shareh		29-May-23	Approve Acquisition of Vioenza	For	A vote FOR these items is warranted because: * The company has presented a sound rationale for the transaction; * The total value of the transaction represents 2.4 percent of the company's market cap, and the total dilution of 0.7 percent appears to be reasonable; and * There are no known concerns regarding the terms of the transaction
Arezzo Industria e Comeroic Extraordinary Shareh		29-May-23	Approve Capital Increase and Issuance of Shares in Connection with Proposed Transaction	For	A vote FOR these items is warranted because: * The company has presented a sound rationale for the transaction; * The total value of the transaction represents 2.4 percent of the company's market cap, and the total dilution of 0.7 percent appears to be reasonable; and * There are no known concerns regarding the terms of the transaction
Arezzo Industria e Comeroic Extraordinary Shareh		29-May-23	Amend Article 5 to Reflect Changes in Capital	For	A vote FOR these items is warranted because: * The company has presented a sound rationale for the transaction; * The total value of the transaction represents 2.4 percent of the company's market cap, and the total dilution of 0.7 percent appears to be reasonable; and * There are no known concerns regarding the terms of the transaction
Arezzo Industria e Comeroic Extraordinary Shareh		29-May-23	Authorize Board to Ratify and Execute Approved Resolutions	For	A vote FOR this routine formality is warranted.
Shenzhen Inovance Techno Annual		29-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Inovance Techno Annual		29-May-23	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Inovance Techno Annual		29-May-23	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Inovance Techno Annual		29-May-23	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.
Shenzhen Inovance Techno Annual		29-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable.
Shenzhen Inovance Techno Annual		29-May-23	Approve Financial Budget Report	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Inovance Techno Annual		29-May-23	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Inovance Techno Annual		29-May-23	Approve Completion of Raised Funds Investment Projects and Use of Remaining Funds to Replenish Working Capital	For	A vote FOR this item is merited because no concerns have been identified.
Shenzhen Inovance Techno Annual		29-May-23	Approve Amendments to Articles of Association	For	A vote FOR is merited because no concerns have been identified.
Shenzhen Inovance Techno Annual		29-May-23	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified.





EQT AB	Annual	30-May-23	Receive President's Report		These are non-voting items.
EQT AB	Annual	30-May-23	Receive Financial Statements and Statutory Reports		These are non-voting items.
EQT AB	Annual	30-May-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.
EQT AB	Annual	30-May-23	Approve Allocation of Income and Dividends of SEK 3 Per Share	For	A vote FOR this income allocation proposal is warranted, however, it should be noted that the proposed dividend exceeds earnings and thus the company will draw from reserves to pay out the dividend this year.
EQT AB	Annual	30-May-23	Approve Discharge of Margo Cook	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Edith Cooper	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Brooks Entwistle	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Johan Forssell	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Conni Jonsson	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Nicola Kimm	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Diony Lebot	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Gordon Orr	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Marcus Wallenberg	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of CEO Christian Sinding	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Approve Discharge of Deputy CEO Caspar Callerstrom	For	A vote FOR these proposals is warranted as there is no evidence that the board directors or the management have not fulfilled their fiduciary duties.
EQT AB	Annual	30-May-23	Determine Number of Members (7) and Deputy Members of Board (O)	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
EQT AB	Annual	30-May-23	Determine Number of Auditors (I) and Deputy Auditors (O)	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
EQT AB	Annual	30-May-23	Approve Remuneration of Directors in the Amount of EUR 295,600 for Chairman and EUR 134,640 for Other Directors; Approve Remuneration for Committee Work	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.
EQT AB	Annual	30-May-23	Approve Transfer of Shares to Board Members	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.
EQT AB	Annual	30-May-23	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
EQT AB	Annual	30-May-23	Reelect Conni Jonsson as Director	Against	A vote AGAINST candidate Marcus Wallenberg is warranted because he is considered overboarded. A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST Conni Jonsson is further warranted due to his status as executives on the audit committee and the remuneration committee. A vote FOR the remaining director nominees is warranted at this time.
EQT AB	Annual	30-May-23	Reelect Margo Cook as Director	For	A vote AGAINST candidate Marcus Wallenberg is warranted because he is considered overboarded. A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST Conni Jonsson is further warranted due to his status as executives on the audit committee and the remuneration committee. A vote FOR the remaining director nominees is warranted at this time.
EQT AB	Annual	30-May-23	Reelect Brooks Entwistle as Director	For	A vote AGAINST candidate Marcus Wallenberg is warranted because he is considered overboarded. A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST Conni Jonsson is further warranted due to his status as executives on the audit committee and the remuneration committee. A vote FOR the remaining director nominees is warranted at this time.
EQT AB	Annual	30-May-23	Reelect Johan Forssell as Director	For	A vote AGAINST candidate Marcus Wallenberg is warranted because he is considered overboarded. A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST Conni Jonsson is further warranted due to his status as executives on the audit committee and the remuneration committee. A vote FOR the remaining director nominees is warranted at this time.
EQT AB	Annual	30-May-23	Reelect Diony Lebot as Director	For	A vote AGAINST candidate Marcus Wallenberg is warranted because he is considered overboarded. A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST Conni Jonsson is further warranted due to his status as executives on the audit committee and the remuneration committee. A vote FOR the remaining director nominees is warranted at this time.
EQT AB	Annual	30-May-23	Reelect Gordon Orr as Director	For	A vote AGAINST candidate Marcus Wallenberg is warranted because he is considered overboarded. A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST Conni Jonsson is further warranted due to his status as executives on the audit committee and the remuneration committee. A vote FOR the remaining director nominees is warranted at this time.
EQT AB	Annual	30-May-23	Reelect Marcus Wallenberg as Director	Against	A vote AGAINST candidate Marcus Wallenberg is warranted because he is considered overboarded. A vote AGAINST incumbent nominating committee member Conni Jonsson is warranted for lack of diversity on the board. A vote AGAINST Conni Jonsson is further warranted due to his status as executives on the audit committee and the remuneration committee. A vote FOR the remaining director nominees is warranted at this time.
EQT AB	Annual	30-May-23	Reelect Conni Jonsson as Board Chair	Against	A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.
EQT AB	Annual	30-May-23	Ratify KPMG as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
EQT AB	Annual	30-May-23	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of including non-board members in the nominating committee.
EQT AB	Annual	30-May-23	Approve Remuneration Report	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
EQT AB	Annual	30-May-23	Approve Remuneration Policy And Other Terms of Employment For Executive	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.
EQT AB	Annual	30-May-23	Approve Issuance of Warrants without Preemptive Rights up to 10 Percent	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
EQT AB	Annual	30-May-23	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.
EQT AB	Annual	30-May-23	Amend Articles Re: Introduce Class C2 Shares	For	A vote FOR this proposal is warranted as the share class appears to only be used as temporary incentive shares and does thus not majorly impede on shareholder rights.
EQT AB	Annual	30-May-23	Approve EQT Equity Program	Against	A vote AGAINST this resolution is warranted because: * Performance metrics and targets have not been disclosed. * Performance period is less than three years.
EQT AB	Annual	30-May-23	Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	Against	A vote AGAINST is warranted as the requested funding would be used to fund a share program with an insufficiently long performance period.
EQT AB	Annual	30-May-23	Authorize Share Repurchase Program in Connection With Employee Remuneration Program	Against	A vote AGAINST is warranted as the requested funding would be used to fund a share program with an insufficiently long performance period.
EQT AB	Annual	30-May-23	Authorize Share Repurchase Program in Connection With Employee Remuneration Program	Against	A vote AGAINST is warranted as the requested funding would be used to fund a share program with an insufficiently long performance period.
EQT AB	Annual	30-May-23	Approve EQT Option Program	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
EQT AB	Annual	30-May-23	Authorize Issuance of Convertible C2 Shares in Connection With Employee Remuneration Program	For	A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.
EQT AB	Annual	30-May-23	Authorize Share Repurchase Program in Connection With Employee Remuneration Program	For	A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.
EQT AB	Annual	30-May-23	Authorize Share Repurchase Program in Connection With Employee Remuneration Program	For	A vote FOR is warranted as the proposed decision would fund equity remuneration plans that do not raise concerns.
EQT AB	Annual	30-May-23	Approve SEK 706,842,30 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
EQT AB	Annual	30-May-23	Close Meeting		This is a non-voting formality.
MediaTek, Inc.	Annual	31-May-23	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
MediaTek, Inc.	Annual	31-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
MediaTek, Inc.	Annual	31-May-23	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly technical in nature and based on operational needs.
MediaTek, Inc.	Annual	31-May-23	Elect Syaru Shirley Lin, with ID NO.A222291XXX, as Independent Director	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
MediaTek, Inc.	Annual	31-May-23	Approve Release of Restrictions of Competitive Activities of Directors	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
MediaTek, Inc.	Annual	31-May-23	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
MediaTek, Inc.	Annual	31-May-23	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
MediaTek, Inc.	Annual	31-May-23	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly technical in nature and based on operational needs.
MediaTek, Inc.	Annual	31-May-23	Elect Syaru Shirley Lin, with ID NO.A222291XXX, as Independent Director	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
MediaTek, Inc.	Annual	31-May-23	Approve Release of Restrictions of Competitive Activities of Directors	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
United Microelectronics Cor	Annual	31-May-23	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
United Microelectronics Cor	Annual	31-May-23	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Great Tree Pharmacy Co., L	Annual	31-May-23	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.

Great Tree Pharmacy Co., L. Annual		31-May-23	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Great Tree Pharmacy Co., L. Annual		31-May-23	Approve the Issuance of New Shares by Capitalization of Profit	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Great Tree Pharmacy Co., L. Annual		31-May-23	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations and based on operational needs.
Great Tree Pharmacy Co., L. Annual		31-May-23	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Against	A vote AGAINST is warranted because: * The proposed amendments, once approved, would grant chairman greater authority in making transaction decisions without any checks and balances from the board and independent directors; and * The company has failed to provide a compelling rationale for such changes
Great Tree Pharmacy Co., L. Annual		31-May-23	Approve Issuance of Common Shares or Domestic Convertible Bond via Private Placement	For	A vote FOR is warranted as the dilution represented is acceptable.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect Cheng Ming Lung, a Representative of Zhen Han Investment Co., Ltd., with SHAREHOLDER NO.00000038, as Non-independent Director	For	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect a Representative of Top Taiwan XI Venture Capital Co., Ltd., with SHAREHOLDER NO.00004469 as Non-independent Director	Against	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect Chen Hung Yi, with SHAREHOLDER NO.L120576XXX as Non-independent Director	For	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect Lu Shan Feng, with SHAREHOLDER NO.00000037 as Non-independent Director	For	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect Yeh Shih Wei, a Representative of Hao Cheng Investment Co., Ltd., with SHAREHOLDER NO.00000040, as Non-independent Director	For	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect Liu Tian Dao, with SHAREHOLDER NO.Y120413XXX as Independent Director	Against	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect Guo Dai Huang, with SHAREHOLDER NO.000000190 as Independent Director	For	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect Wang Hsing Wen, with SHAREHOLDER NO.L222768XXX as Independent Director	For	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Elect Pan Min Hsiung, with SHAREHOLDER NO.T120511XXX as Independent Director	For	A vote AGAINST the nominee under Item 7.6 is warranted because considered by the company as independent director, he is non-independent non-executive director under ISS' classification. A vote FOR other independent director nominees under Items 7.7-7.9 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the Top Taiwan XI Venture Capital Co., Ltd. under Item 7.2 is warranted since the company has failed to disclose sufficient information such as the identity of the actual individual who will serve on the board, which limits shareholders' ability to assess the quality of these representative. A vote FOR the other non-independent director nominees under Items 7.1 and 7.3-7.5 is warranted given the absence of any known issues concerning the nominees.
Great Tree Pharmacy Co., L. Annual		31-May-23	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	A vote FOR is warranted because sufficient details have been provided regarding the proposal and no significant concern relating to outside board positions has been identified.
The Saudi British Bank	Extraordinary Shareh	31-May-23	Amend Article 2 of Bylaws Re: Company's Name	For	Items 1, 2, 4-5 and 7 These proposals warrant votes FOR as: * They are deemed non-contentious; and * Will have either neutral or positive impacts from a shareholders' perspective. Item 3 This proposal warrants a vote AGAINST as the proposed amendment has negative impacts on shareholders' rights. Item 6 This item warrants a vote AGAINST as the negative provisions in these new articles outweigh any positive or neutral ones
The Saudi British Bank	Extraordinary Shareh	31-May-23	Amend Article 13 of Bylaws Re: Capital Increase	For	Items 1, 2, 4-5 and 7 These proposals warrant votes FOR as: * They are deemed non-contentious; and * Will have either neutral or positive impacts from a shareholders' perspective. Item 3 This proposal warrants a vote AGAINST as the proposed amendment has negative impacts on shareholders' rights. Item 6 This item warrants a vote AGAINST as the negative provisions in these new articles outweigh any positive or neutral ones
The Saudi British Bank	Extraordinary Shareh	31-May-23	Amend Article 16 of Bylaws Re: Issuance and Offering of Debt Instruments	Against	Items 1, 2, 4-5 and 7 These proposals warrant votes FOR as: * They are deemed non-contentious; and * Will have either neutral or positive impacts from a shareholders' perspective. Item 3 This proposal warrants a vote AGAINST as the proposed amendment has negative impacts on shareholders' rights. Item 6 This item warrants a vote AGAINST as the negative provisions in these new articles outweigh any positive or neutral ones
The Saudi British Bank	Extraordinary Shareh	31-May-23	Amend Article 22 of Bylaws Re: Authorities of Chairman, Vice-Chairman and Managing Director	For	Items 1, 2, 4-5 and 7 These proposals warrant votes FOR as: * They are deemed non-contentious; and * Will have either neutral or positive impacts from a shareholders' perspective. Item 3 This proposal warrants a vote AGAINST as the proposed amendment has negative impacts on shareholders' rights. Item 6 This item warrants a vote AGAINST as the negative provisions in these new articles outweigh any positive or neutral ones
The Saudi British Bank	Extraordinary Shareh	31-May-23	Amend Article 23 of Bylaws Re: Authorities of the Managing Director	For	Items 1, 2, 4-5 and 7 These proposals warrant votes FOR as: * They are deemed non-contentious; and * Will have either neutral or positive impacts from a shareholders' perspective. Item 3 This proposal warrants a vote AGAINST as the proposed amendment has negative impacts on shareholders' rights. Item 6 This item warrants a vote AGAINST as the negative provisions in these new articles outweigh any positive or neutral ones
The Saudi British Bank	Extraordinary Shareh	31-May-23	Amend Articles of Bylaws According to the New Companies' Law	Against	Items 1, 2, 4-5 and 7 These proposals warrant votes FOR as: * They are deemed non-contentious; and * Will have either neutral or positive impacts from a shareholders' perspective. Item 3 This proposal warrants a vote AGAINST as the proposed amendment has negative impacts on shareholders' rights. Item 6 This item warrants a vote AGAINST as the negative provisions in these new articles outweigh any positive or neutral ones
The Saudi British Bank	Extraordinary Shareh	31-May-23	Approve Rearranging and Numbering of Articles of Bylaws in Accordance to the Proposed Amendments	For	Items 1, 2, 4-5 and 7 These proposals warrant votes FOR as: * They are deemed non-contentious; and * Will have either neutral or positive impacts from a shareholders' perspective. Item 3 This proposal warrants a vote AGAINST as the proposed amendment has negative impacts on shareholders' rights. Item 6 This item warrants a vote AGAINST as the negative provisions in these new articles outweigh any positive or neutral ones
The Saudi British Bank	Extraordinary Shareh	31-May-23	Amend Audit Committee Charter	Against	A vote AGAINST this item is warranted given concerns regarding the proposed charter amendments with regards to the election of audit committee members, as they will no longer be elected by the general meeting.