

Meeting Overview

Category	Number	Percentage
Number of votable meetings	102	
Number of meetings voted	99	97.06%
Number of meetings with at least 1 vote Against, Withhold or Abstain	43	42.16%

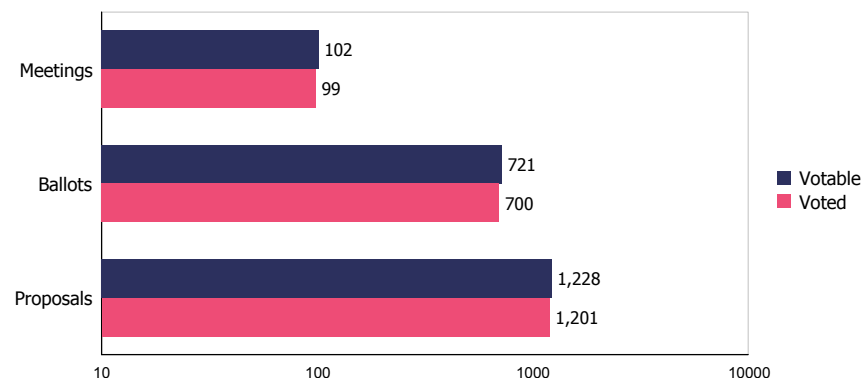
Ballot Overview

Category	Number	Percentage
Number of votable ballots	721	
Number of ballots voted	700	97.09%

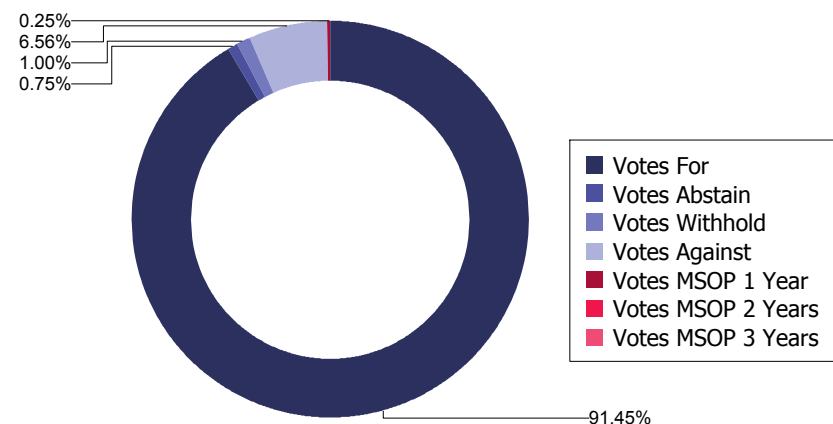
Proposal Overview

Category	Number	Percentage
Number of votable items	1,228	
Number of items voted	1,201	97.80%
Number of votes FOR	1,102	91.76%
Number of votes AGAINST	79	6.58%
Number of votes ABSTAIN	9	0.75%
Number of votes WITHHOLD	12	1.00%
Number of votes on MSOP Frequency 1 Year	3	0.25%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	1,186	98.75%
Number of votes Against Policy	15	1.25%
Number of votes With Mgmt	1,095	91.17%
Number of votes Against Mgmt	110	9.16%
Number of votes on MSOP (exclude frequency)	68	5.66%
Number of votes on Shareholder Proposals	50	4.16%

Voting Statistics

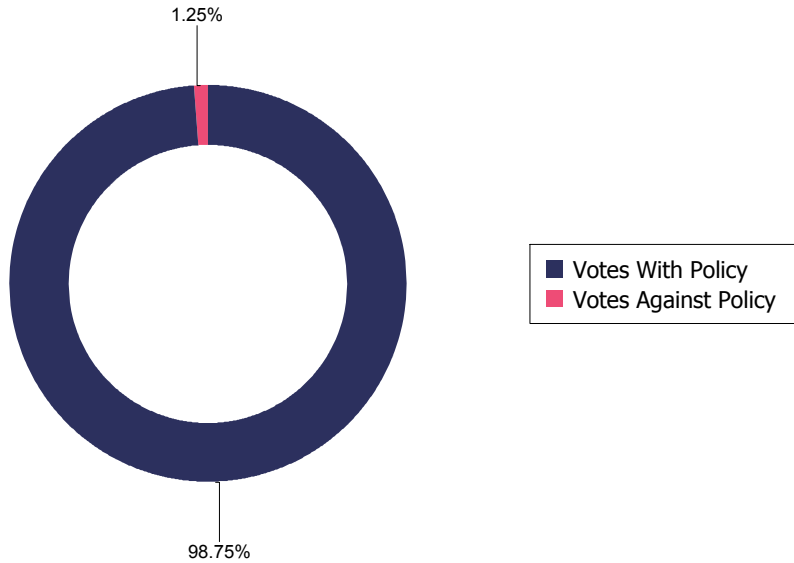


Vote Cast Statistics

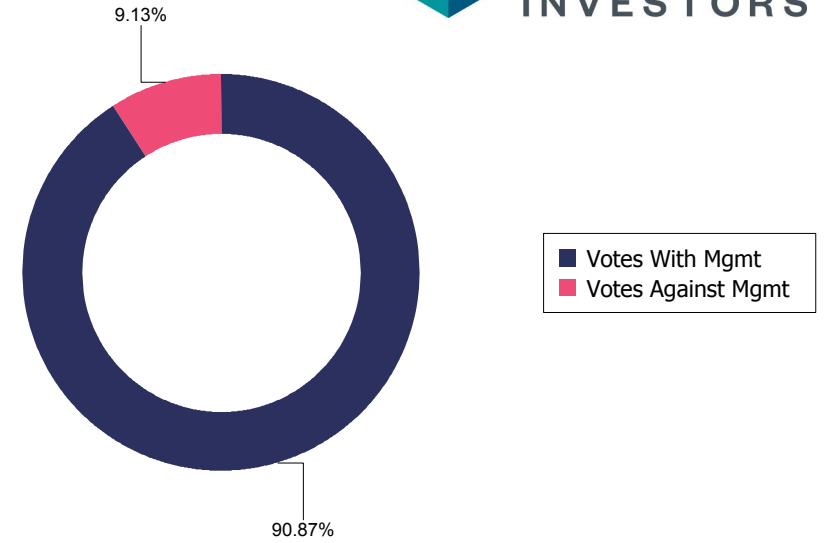


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy



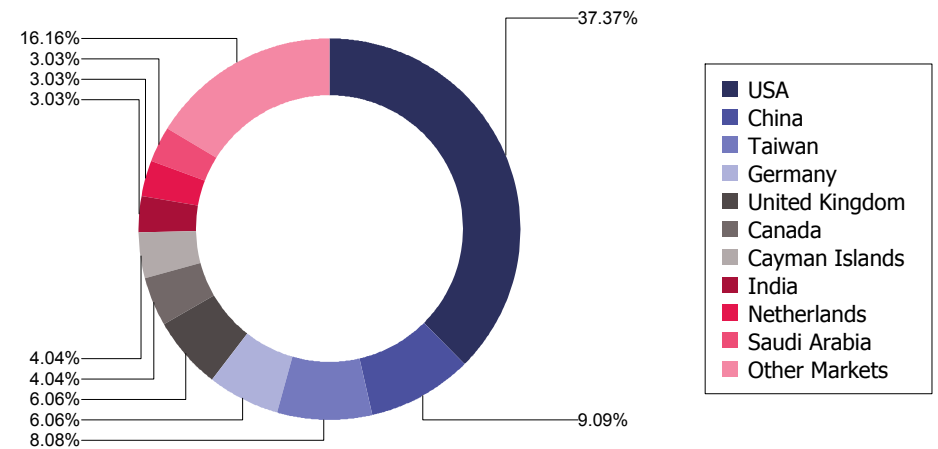
Vote Alignment with Management



Market Breakdown

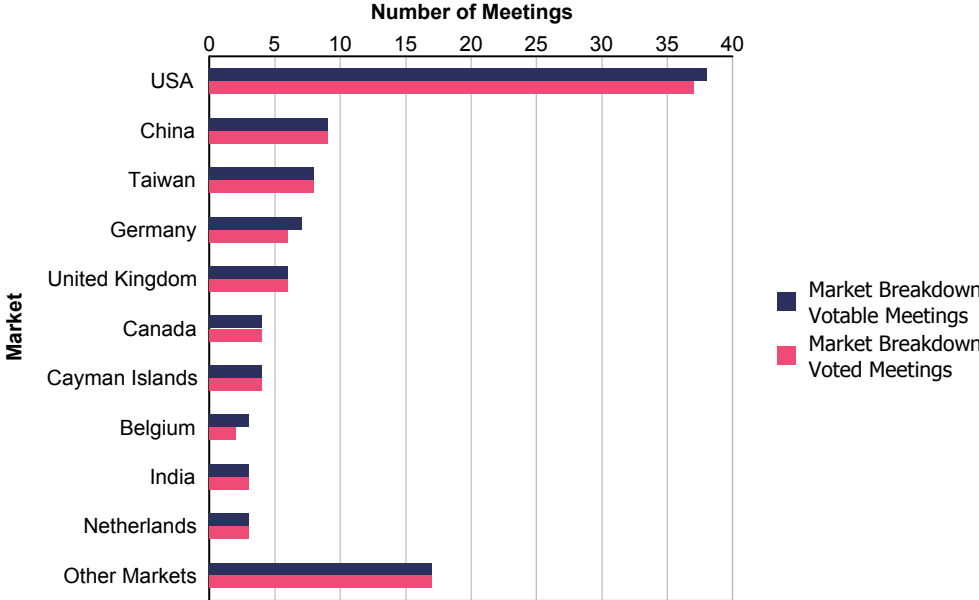
Market	Votable Meetings	Voted Meetings	Percentage
USA	38	37	97.37%
China	9	9	100.00%
Taiwan	8	8	100.00%
Germany	7	6	85.71%
United Kingdom	6	6	100.00%
Canada	4	4	100.00%
Cayman Islands	4	4	100.00%
Belgium	3	2	66.67%
India	3	3	100.00%
Netherlands	3	3	100.00%
Saudi Arabia	3	3	100.00%
France	2	2	100.00%
Japan	2	2	100.00%
Luxembourg	2	2	100.00%
Sweden	2	2	100.00%
Austria	1	1	100.00%
Brazil	1	1	100.00%
Greece	1	1	100.00%
Hong Kong	1	1	100.00%
Indonesia	1	1	100.00%

Meetings Voted by Market





Market	Votable Meetings	Voted Meetings	Percentage
Switzerland	1	1	100.00%



IDEXX Laboratories, Inc.	Annual	06-May-24	Elect Director Sam Samad	For	A vote FOR the director nominees is warranted.
IDEXX Laboratories, Inc.	Annual	06-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
IDEXX Laboratories, Inc.	Annual	06-May-24	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. There are concerns regarding the long-term
IDEXX Laboratories, Inc.	Annual	06-May-24	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Ronald Suga	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Rewathi Anandhi	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Turqi Alnowaiser	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Ursula Burns	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Robert Eckert	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Amanda Ginsberg	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Dara Khosrowshahi	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Wan Ling Martello	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director John Tsien	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director David L. Trujillo	Against	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	Elect Director Alexander Wynants	For	A vote AGAINST David Trujillo is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under
Uber Technologies, Inc.	Annual	06-May-24	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	06-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Uber Technologies, Inc.	Annual	06-May-24	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in
Uber Technologies, Inc.	Annual	06-May-24	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
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director Sherry Barrat	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director Deborah Caplan	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director Teresa Clarke	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director John Coldman	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director Pat Gallagher	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director David Johnson	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director Chris Miskel	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director Ralph Nicoletti	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Elect Director Norman Rosenthal	For	A vote FOR the director nominees is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Arthur J. Gallagher & Co.	Annual	07-May-24	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
Danaher Corporation	Annual	07-May-24	Elect Director Rainer M. Blas	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to
Danaher Corporation	Annual	07-May-24	Elect Director Ferow Dezan	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to
Danaher Corporation	Annual	07-May-24	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
Danaher Corporation	Annual	07-May-24	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
Danaher Corporation	Annual	07-May-24	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
Danaher Corporation	Annual	07-May-24	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
Danaher Corporation	Annual	07-May-24	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
Danaher Corporation	Annual	07-May-24	Elect Director PAUL C. Sabetti	For	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to
Danaher Corporation	Annual	07-May-24	Elect Director A. Shari 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
Danaher Corporation	Annual	07-May-24	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
Danaher Corporation	Annual	07-May-24	Elect Director Alan G. Spoon	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to
Danaher Corporation	Annual	07-May-24	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
Danaher Corporation	Annual	07-May-24	Elect Director Elias A. Zerhouni	Against	A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to
Danaher Corporation	Annual	07-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Danaher Corporation	Annual	07-May-24	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. Annual incentives are primarily based on financial
Danaher Corporation	Annual	07-May-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special
Finning International Inc.	Annual	07-May-24	Report on Environmental, 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
Finning International Inc.	Annual	07-May-24	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	07-May-24	Elect Director James E.C. Carter	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time
Finning International Inc.	Annual	07-May-24	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	07-May-24	Elect Director Andres Kuhlmann	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time
Finning International Inc.	Annual	07-May-24	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	07-May-24	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	07-May-24	Elect Director Kevin Parkes	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time
Finning International Inc.	Annual	07-May-24	Elect Director Michael C. Putnam	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time
Finning International Inc.	Annual	07-May-24	Elect Director John R. Rhind	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time
Finning International Inc.	Annual	07-May-24	Elect Director Charles F. Ruigrok	For	Vote FOR all proposed nominees as no significant concerns have been identified at this time
Finning International Inc.	Annual	07-May-24	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	07-May-24	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	07-May-24	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	07-May-24	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 (3 percent) were reasonable relative to total fees paid to the auditor
Finning International Inc.	Annual	07-May-24	Advisory Vote on Executive Compensation Approach	For	Vote FOR this non-binding advisory vote as there are no significant issues at this time
AAK AB	Annual	08-May-24	Open Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-24	Elect Chairman of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-24	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
AAK AB	Annual	08-May-24	Approve Agenda of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-24	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-24	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
AAK AB	Annual	08-May-24	Receive President's Report	For	These are non-voting items.
AAK AB	Annual	08-May-24	Receive Financial Statements and Statutory Reports; Receive Auditor Report on Guidelines for Remuneration of Senior Executive	For	These are non-voting items.
AAK AB	Annual	08-May-24	Accept Financial Statements and Statutory Reports	For	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	08-May-24	Approve Allocation of Income and Dividends of SEK 3.70 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposal
AAK AB	Annual	08-May-24	Approve Discharge of Patrik Andersson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Marianne Kirkegaard	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Marta Schorling Andreen	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Nils-Johan Andersson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Fabienne Saadane-Oaks	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Ian Roberts	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of David Alfredsson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Lena Nilsson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Mikael Myhre	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Annica Edvardsson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Johan Westman	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Georg Brunstam	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Gun Nilsson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Approve Discharge of Andreas Thoreson	For	A vote FOR these proposals is warranted as there is no evidence that the board of directors or CEO have not fulfilled their fiduciary duties
AAK AB	Annual	08-May-24	Determine Number of Members (6) 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	08-May-24	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chairman and SEK 465,000 for Other Directors	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees
AAK AB	Annual	08-May-24	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal
AAK AB	Annual	08-May-24	Reelect Marianne Kirkegaard as Director	For	A vote FOR candidates Marianne Kirkegaard (Item 12.3), Patrik Andersson (Item 12.3), Fabienne Saadane-Oaks (Item 12.5), Ian Roberts (Item 12.6) and Patrik
AAK AB	Annual	08-May-24	Reelect Marta Schorling Andreen as Director	Against	A vote FOR candidates Marianne Kirkegaard (Item 12.1), Patrik Andersson (Item 12.1), Patrik Andersson (Item 12.3), Fabienne Saadane-Oaks (Item 12.5), Ian Roberts (Item 12.6) and Patrik
AAK AB	Annual	08-May-24	Reelect Patrik Andersson as Director	Against	A vote FOR candidates Marianne Kirkegaard (Item 12.1), Patrik Andersson (Item 12.3), Fabienne Saadane-Oaks (Item 12.5), Ian Roberts (Item 12.6) and Patrik
AAK AB	Annual	08-May-24	Reelect Nils-Johan Andersson as Director	Against	A vote FOR candidates Marianne Kirkegaard (Item 12.1), Patrik Andersson (Item 12.3), Fabienne Saadane-Oaks (Item 12.5), Ian Roberts (Item 12.6) and Patrik
AAK AB	Annual	08-May-24	Reelect Fabienne Saadane-Oaks as Director	For	A vote FOR candidates Marianne Kirkegaard (Item 12.1), Patrik Andersson (Item 12.3), Fabienne Saadane-Oaks (Item 12.5), Ian Roberts (Item 12.6) and Patrik
AAK AB	Annual	08-May-24	Reelect Ian Roberts as Director	For	A vote FOR candidates Marianne Kirkegaard (Item 12.1), Patrik Andersson (Item 12.3), Fabienne Saadane-Oaks (Item 12.5), Ian Roberts (Item 12.6) and Patrik
AAK AB	Annual	08-May-24	Reelect Patrik Andersson as Board Chairman	For	A vote FOR this item is warranted because there are no concerns with the election of this individual as board chairman
AAK AB	Annual	08-May-24	Ratify KPMG AG as Auditors	For	Vote FOR is warranted because there are no concerns regarding this proposal
AAK AB	Annual	08-May-24	Reelect Marta Schorling Andreen (Chair), Henrik Didher, Daniel Kristiansson and Elisabet Jamal Bergstrom as Members of Nominating Committee	For	A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee
AAK AB	Annual	08-May-24	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
AAK AB	Annual	08-May-24	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive
AAK AB	Annual	08-May-24	Approve Long-Term Incentive Program 2024/2027	Against	A vote AGAINST is warranted because the performance and vesting periods are less than three years. Additionally, the performance targets have not been
AAK AB	Annual	08-May-24	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive
AAK AB	Annual	08-May-24	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	A vote FOR this proposal to repurchase and reissue company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits
AAK AB	Annual	08-May-24	Close Meeting	For	This is a non-voting formality.
MTU Aero Engines AG	Annual	08-May-24	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	For	This is a non-voting item.
MTU Aero Engines AG	Annual	08-May-24	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns
MTU Aero Engines AG	Annual	08-May-24	Approve Discharge of Management Board for Fiscal Year 2023	For	Vote FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties
MTU Aero Engines AG	Annual	08-May-24	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	Vote FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties
MTU Aero Engines AG	Annual	08-May-24	Ratify KPMG AG as Auditors for Fiscal Year 2024	For	Vote FOR these proposals are warranted because of a lack of concerns
MTU Aero Engines AG	Annual	08-May-24	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	For	Vote FOR these proposals are warranted because of a lack of concerns
MTU Aero Engines AG	Annual	08-May-24	Elect Johannes Bussmann to the Supervisory Board	For	A vote FOR the proposed nominee is warranted due to a lack of governance concerns and controversy surrounding the supervisory board
MTU Aero Engines AG	Annual	08-May-24	Approve Remuneration Report	Against	A vote AGAINST this resolution is warranted because " The proposed policy contains significant scope for the award of discretionary payments via
MTU Aero Engines AG	Annual	08-May-24	Approve Remuneration Policy	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
MTU Aero Engines AG	Annual	08-May-24	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	A vote FOR the proposed share repurchase program is warranted because this is a standard request in Germany
Novanta Inc.	Annual	08-May-24	Elect Director Lonny J. Carpenter	For	A vote FOR the director nominees is warranted.

Novanta Inc.	Annual	08-May-24	Elect Director Matthias Glastra	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	08-May-24	Elect Director Barbara B. Hult	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	08-May-24	Elect Director R. Matthew Johnson	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	08-May-24	Elect Director Maxine L. Mauricio	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	08-May-24	Elect Director Katherine A. Owen	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	08-May-24	Elect Director Thomas N. Spector	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	08-May-24	Elect Director Darlene J.S. Solomon	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	08-May-24	Elect Director Frank A. Wilson	For	A vote FOR the director nominees is warranted.
Novanta Inc.	Annual	08-May-24	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	08-May-24	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Wolters Kluwer NV	Annual	08-May-24	Open Meeting	For	No vote is required for this item.
Wolters Kluwer NV	Annual	08-May-24	Receive Report of Executive Board	For	No vote is required for this item.
Wolters Kluwer NV	Annual	08-May-24	Discussion on Company's Corporate Governance Structure	For	This is a non-voting item.
Wolters Kluwer NV	Annual	08-May-24	Receive Report of Supervisory Board	For	No vote is required for this item.
Wolters Kluwer NV	Annual	08-May-24	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
Wolters Kluwer NV	Annual	08-May-24	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	08-May-24	Receive Explanation on Company's Dividend Policy	For	This is a non-voting item.
Wolters Kluwer NV	Annual	08-May-24	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	08-May-24	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
Wolters Kluwer NV	Annual	08-May-24	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
Wolters Kluwer NV	Annual	08-May-24	Elect David Sides to Supervisory Board	For	Votes FOR the director nominees are warranted at this time
Wolters Kluwer NV	Annual	08-May-24	Reelect Jack de Krijt to Supervisory Board	For	Votes FOR the director nominees are warranted at this time
Wolters Kluwer NV	Annual	08-May-24	Reelect Sophie Vandebroek to Supervisory Board	For	Votes FOR the director nominees are warranted at this time
Wolters Kluwer NV	Annual	08-May-24	Approve Remuneration Policy of Supervisory Board	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal
Wolters Kluwer NV	Annual	08-May-24	Amend Remuneration of Supervisory Board	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal
Wolters Kluwer NV	Annual	08-May-24	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	08-May-24	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	08-May-24	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 NV	Annual	08-May-24	Approve Cancellation of Shares	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests
Wolters Kluwer NV	Annual	08-May-24	Amend Articles to Reflect Changes in Capital	For	A vote FOR is warranted as the proposed amendments to the articles of association are considered neutral to shareholders' interests
Wolters Kluwer NV	Annual	08-May-24	Other Business	For	No vote is required for this item.
Wolters Kluwer NV	Annual	08-May-24	Close Meeting	For	No vote is required for this item.
BAE Systems Plc	Annual	09-May-24	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	09-May-24	Approve Remuneration Report	For	A vote FOR this item is warranted, but is not without concern. * Certain financial targets in the bonus were set below targets and actual figures in 2022, despite
BAE Systems Plc	Annual	09-May-24	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	09-May-24	Re-elect Nicholas Anderson as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Thomas Arseneault as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Crystal Ailby as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Dianna Elizabeth Corley as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Bradley Grove as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Jane Griffiths as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Cressida Hogg as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Ewan Kirk as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Stephen Pearce as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Nicole Piseckki as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Lord Sewell as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Re-elect Charles Woodburn as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Elect Angus Cockburn as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	Reappoint Deloitte LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified
BAE Systems Plc	Annual	09-May-24	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	09-May-24	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
BAE Systems Plc	Annual	09-May-24	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	09-May-24	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	09-May-24	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	09-May-24	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	09-May-24	Elect Director Hamid R. Moghadam	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director Cristina G. Brita	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director James B. Connor	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director George L. Fotiadis	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director Lydia H. Kennard	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director Irving F. Lyons, III	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director Guy A. Metcalfe	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director Avid Modirabadi	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director David P. O'Connor	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director Olivier Piani	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Elect Director Carl B. Webb	For	A vote FOR the director nominees is warranted.
Prologis, Inc.	Annual	09-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. The compensation committee demonstrated sufficient responsiveness to last year's failed say-on-pay
Prologis, Inc.	Annual	09-May-24	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Prologis, Inc.	Annual	09-May-24	Reduce Supermajority Vote Requirement to Amend Charter	For	A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements enhances shareholder rights
Prologis, Inc.	Annual	09-May-24	Reduce Supermajority Vote Requirement to Amend Bylaws	For	A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements enhances shareholder rights
Prologis, Inc.	Annual	09-May-24	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to
Prologis, Inc. Limited	Special	10-May-24	Elect Director	For	A vote FOR this item is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics
Axis Bank Limited	Special	10-May-24	Approve Revision in Ceiling of Fixed Remuneration Granted to Non-Executive Directors (NEDs) excluding the Non-Executive (Part-time) Chairperson	For	A vote FOR this resolution is warranted, although it is not without concerns for shareholders: "The approval will be valid till perpetuity and shareholders will not
Globant SA	Annual/Special	10-May-24	Receive Board's and Auditor's Reports	For	This is a non-voting item.
Globant SA	Annual/Special	10-May-24	Approve Consolidated Financial Statements and Statutory Reports	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used
Globant SA	Annual/Special	10-May-24	Approve Financial Statements and Statutory Reports	For	A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used
Globant SA	Annual/Special	10-May-24	Approve Allocation of Income	For	A vote FOR this income allocation proposal is warranted, despite the arguable meagerness of the proposed payout ratio, because of the strategic rationale for
Globant SA	Annual/Special	10-May-24	Approve Discharge of Directors	For	A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year. However, cautionary support is warranted
Globant SA	Annual/Special	10-May-24	Approve Remuneration of Directors during the Financial Year Ending on December 31, 2023	For	A vote FOR this item is warranted because there is no sign of excessiveness concerning the board remuneration
Globant SA	Annual/Special	10-May-24	Approve Remuneration of Directors for the Financial Year Ending on December 31, 2024	For	A vote FOR this item is warranted because there is no sign of excessiveness concerning the board remuneration
Globant SA	Annual/Special	10-May-24	Appoint PricewaterhouseCoopers, Societe Cooperative as Auditor for Annual Accounts and EU IFRS Consolidated Accounts	For	A vote FOR is warranted because there are no concerns regarding this proposal
Globant SA	Annual/Special	10-May-24	Appoint Price Waterhouse & Co. SRL as Auditor for IFRS Consolidated Accounts	For	A vote FOR is warranted because there are no concerns regarding this proposal
Globant SA	Annual/Special	10-May-24	Reelect Martin Migoya as Director	Against	A vote AGAINST incumbent board chair Martin Migoya is warranted for lack of diversity on the board. A vote AGAINST the reelection of Martin Migoya, under
Globant SA	Annual/Special	10-May-24	Elect Andrew McLaughlin as Director	For	A vote AGAINST incumbent board chair Martin Migoya is warranted for lack of diversity on the board. A vote AGAINST the reelection of Martin Migoya, under
Globant SA	Annual/Special	10-May-24	Elect Alejandro Nicolas Aguzin as Director	For	A vote AGAINST incumbent board chair Martin Migoya is warranted for lack of diversity on the board. A vote AGAINST the reelection of Martin Migoya, under
Globant SA	Annual/Special	10-May-24	Approve Share Repurchase	Against	A vote AGAINST this item is warranted because the authority at this time as being in excess of normal prior limits
Globant SA	Annual/Special	10-May-24	Increase Authorized Share Capital and Amend Articles of Association	Against	A vote AGAINST is warranted as the company did not provide any disclosure regarding the proposed new LTI plan, which is part of the overall authorization
Rightmove Plc	Annual	10-May-24	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	10-May-24	Approve Remuneration Report	For	A vote FOR this resolution is warranted because there are no material concerns have been identified
Rightmove Plc	Annual	10-May-24	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	10-May-24	Reappoint Ernst & Young LLP as Auditors	For	A vote FOR this item is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	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	10-May-24	Elect Kriti Sharma as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	Re-elect Andrew Fisher as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	Re-elect Johan Svanstrom as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	Re-elect Alison Dolan as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	Re-elect Jacqueline de Rojas as Director	For	A vote FOR this resolution is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	Re-elect Andrew Findlay as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	Re-elect Amit Tiwari as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	Re-elect Lorna Tilbian as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Rightmove Plc	Annual	10-May-24	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	10-May-24	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	10-May-24	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	10-May-24	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	10-May-24	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
Rightmove Plc	Annual	10-May-24	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
Rightmove Plc	Annual	10-May-24	Approve Share Incentive Plan	For	A vote FOR this item is warranted as no significant concerns have been identified
Techtronic Industries Company Limited	Annual	10-May-24	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
Techtronic Industries Company Limited	Annual	10-May-24	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal
Techtronic Industries Company Limited	Annual	10-May-24	Elect Stephan Horst Pudwill as Director	For	A vote FOR all nominees is warranted.
Techtronic Industries Company Limited	Annual	10-May-24	Elect Peter David Sullivan as Director	For	A vote FOR all nominees is warranted.
Techtronic Industries Company Limited	Annual	10-May-24	Elect Johannes-Gerhard Hesse as Director	For	A vote FOR all nominees is warranted.
Techtronic Industries Company Limited	Annual	10-May-24	Elect Virginia Davis Wilmerding as Director	For	A vote FOR all nominees is warranted.
Techtronic Industries Company Limited	Annual	10-May-24	Elect Andrew Philip Roberts as Director	For	A vote FOR all nominees is warranted.
Techtronic Industries Company Limited	Annual	10-May-24	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

Techntron Industries Company Limited	Annual	10-May-24	Approve Deloitte Touche Tohmatsu 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
Techntron Industries Company Limited	Annual	10-May-24	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR the general share issuance mandate is warranted for the following: * The share issuance limit does not exceed 10 percent of the relevant class of the
Techntron Industries Company Limited	Annual	10-May-24	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
Tradeweb Markets Inc.	Annual	10-May-24	Elect Director Jacques Aigrain	For	WITHHOLD votes are warranted for Governance Committee members Jacques Aigrain and Paula Madoff given the board's failure to remove, or subject to a
Tradeweb Markets Inc.	Annual	10-May-24	Elect Director Babir Bakhshi	For	WITHHOLD votes are warranted for Governance Committee members Jacques Aigrain and Paula Madoff given the board's failure to remove, or subject to a
Tradeweb Markets Inc.	Annual	10-May-24	Elect Director Paula Madoff	For	WITHHOLD votes are warranted for Governance Committee members Jacques Aigrain and Paula Madoff given the board's failure to remove, or subject to a
Tradeweb Markets Inc.	Annual	10-May-24	Elect Director Thomas Pluta	For	WITHHOLD votes are warranted for Governance Committee members Jacques Aigrain and Paula Madoff given the board's failure to remove, or subject to a
Tradeweb Markets Inc.	Annual	10-May-24	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Tradeweb Markets Inc.	Annual	10-May-24	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
Tradeweb Markets Inc.	Annual	10-May-24	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
TVS Motor Company Limited	Special	10-May-24	Elect Vijay Sankar as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees
TVS Motor Company Limited	Special	10-May-24	Elect Shailesh Hanrikhita as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees
TVS Motor Company Limited	Special	10-May-24	Approve TVS Motor Company Employee Stock Option Plan to the Eligible Employees of the Company	Against	A vote AGAINST this resolution is warranted because * The Scheme permits stock options to be issued with an exercise price at a discount to the market
TVS Motor Company Limited	Special	10-May-24	Approve Acquisition of Equity Shares of TVS Motor Company Limited by TVSM Employees Stock Option Trust for Implementation of TVS Motor C	Against	A vote AGAINST this resolution is warranted because * The Scheme permits stock options to be issued with an exercise price at a discount to the market
Weichai Power Co., Ltd.	Annual	10-May-24	Approve Annual Report	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
Weichai Power Co., Ltd.	Annual	10-May-24	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
Weichai Power Co., Ltd.	Annual	10-May-24	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
Weichai Power Co., Ltd.	Annual	10-May-24	Approve Audited Financial Statements and Auditors' Report	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
Weichai Power Co., Ltd.	Annual	10-May-24	Approve Final Financial Report	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
Weichai Power Co., Ltd.	Annual	10-May-24	Approve Financial Budget Report	Against	A vote AGAINST this proposal is warranted due to lack of disclosure.
Weichai Power Co., Ltd.	Annual	10-May-24	Approve KPMG Huazhen LLP as Auditors	For	A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was
Weichai Power Co., Ltd.	Annual	10-May-24	Approve Meixi Accountants LLP as Internal Control Auditors	For	A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was
Weichai Power Co., Ltd.	Annual	10-May-24	Approve Profit Distribution Plan	For	A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China
Weichai Power Co., Ltd.	Annual	10-May-24	Approve Grant of Mandate to the Board of Directors for the Payment of Interim Dividend	For	A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China
Weichai Power Co., Ltd.	Annual	10-May-24	Amend Articles of Association	Against	A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would
Weichai Power Co., Ltd.	Annual	10-May-24	Amend Rules of Procedure for Shareholder Meetings	Against	A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would
Weichai Power Co., Ltd.	Annual	10-May-24	Amend Rules and Procedures for Board Meetings of Board of Directors	For	A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would
Weichai Power Co., Ltd.	Annual	10-May-24	Amend Rules and Procedures for Board Meetings of Board of Supervisory Committee	For	A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would
Weichai Power Co., Ltd.	Annual	10-May-24	Approve Change of Business Scope and Supplemental Amendments to the Articles of Association	For	A vote AGAINST the proposed amendments to the Articles and Shareholder Rules in Items 11 and 12 is warranted given the proposed amendments would
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Tan Xuguang as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Zhang Qun as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Ma Changhai as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Wang Decheng as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Sun Shaohun as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Yuan Hongming as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Ma Xuyao as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Zhang Liangfu as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Richard Robinson Smith as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Michael Martin Macht as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Jiang Yan as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Chi Deqiang as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Zhao Fuquan as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Xu Bing as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Tao Huan as Director	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
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Wang Yanlei And as Supervisor	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted
Weichai Power Co., Ltd.	Annual	10-May-24	Elect Wang Xuewen as Supervisor	For	In the absence of any known issues relating to the nominees, a vote FOR their election is warranted
Weichai Power Co., Ltd.	Annual	10-May-24	Amend Articles of Association	Against	A vote AGAINST these resolutions is warranted given the proposed amendments to the Articles and Shareholder Rules would include the removal of the class
Weichai Power Co., Ltd.	Special	10-May-24	Amend Rules and Procedures for General Meetings	Against	A vote AGAINST these resolutions is warranted given the proposed amendments to the Articles and Shareholder Rules would include the removal of the class
ASM International NV	Annual	19-May-24	Open Meeting	No vote	No vote is required for this item.
ASM International NV	Annual	19-May-24	Receive Report of Management Board (Non-Voting)	No vote	No vote is required for this item.
ASM International NV	Annual	19-May-24	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	No vote	This is a non-voting item.
ASM International NV	Annual	19-May-24	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure. We do note
ASM International NV	Annual	19-May-24	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	19-May-24	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
ASM International NV	Annual	19-May-24	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
ASM International NV	Annual	19-May-24	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
ASM International NV	Annual	19-May-24	Amend Remuneration Policy for Supervisory Board	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal
ASM International NV	Annual	19-May-24	Amend Remuneration of Supervisory Board	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal
ASM International NV	Annual	19-May-24	Reelect Didier Lamouche 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
ASM International NV	Annual	19-May-24	Elect Tania Micki 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
ASM International NV	Annual	19-May-24	Elect Van den Brink 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
ASM International NV	Annual	19-May-24	Ratify Ernst & Young Accountants LLP as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal
ASM International NV	Annual	19-May-24	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	19-May-24	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	19-May-24	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
ASM International NV	Annual	19-May-24	Approve Cancellation of Shares	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests
ASM International NV	Annual	19-May-24	Amend Articles Re: Indemnity for the members of the Management Board and Supervisory Board	For	A vote FOR is warranted as the proposed inclusion of an indemnity clause will not cover acts of willful, intentionally reckless or seriously culpable conduct
ASM International NV	Annual	19-May-24	Other Business (Non-Voting)	No vote	No vote is required for this item.
ASM International NV	Annual	19-May-24	Close Meeting	No vote	No vote is required for this item.
ASM International NV	Annual	19-May-24	Open Meeting	No vote	No vote is required for this item.
ASM International NV	Annual	19-May-24	Receive Report of Management Board (Non-Voting)	No vote	No vote is required for this item.
ASM International NV	Annual	19-May-24	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	No vote	This is a non-voting item.
ASM International NV	Annual	19-May-24	Approve Remuneration Report	For	A qualified vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure. We do note
ASM International NV	Annual	19-May-24	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	19-May-24	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
ASM International NV	Annual	19-May-24	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
ASM International NV	Annual	19-May-24	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
ASM International NV	Annual	19-May-24	Amend Remuneration Policy for Supervisory Board	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal
ASM International NV	Annual	19-May-24	Amend Remuneration of Supervisory Board	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal
ASM International NV	Annual	19-May-24	Reelect Didier Lamouche 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
ASM International NV	Annual	19-May-24	Elect Tania Micki 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
ASM International NV	Annual	19-May-24	Elect Van den Brink 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
ASM International NV	Annual	19-May-24	Ratify Ernst & Young Accountants LLP as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal
ASM International NV	Annual	19-May-24	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	19-May-24	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	19-May-24	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
ASM International NV	Annual	19-May-24	Approve Cancellation of Shares	For	A vote FOR is warranted because the cancellation of shares is in shareholders' interests
ASM International NV	Annual	19-May-24	Amend Articles Re: Indemnity for the members of the Management Board and Supervisory Board	For	A vote FOR is warranted as the proposed inclusion of an indemnity clause will not cover acts of willful, intentionally reckless or seriously culpable conduct
ASM International NV	Annual	19-May-24	Other Business (Non-Voting)	No vote	No vote is required for this item.
ASM International NV	Annual	19-May-24	Close Meeting	No vote	No vote is required for this item.
ASM International NV	Annual	19-May-24	Elect Director David R. Brennan	For	A vote FOR the director nominees is warranted.
ASM International NV	Annual	19-May-24	Elect Director Leo Lee	For	A vote FOR the director nominees is warranted.
ASM International NV	Annual	19-May-24	Elect Director Carol A. Schaffer	For	A vote FOR the director nominees is warranted.
ASM International NV	Annual	19-May-24	Elect Director Melvin Sharoky	For	A vote FOR the director nominees is warranted.
ASM International NV	Annual	19-May-24	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
ASM International NV	Annual	19-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
ASM International NV	Annual	19-May-24	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted
ASM International NV	Annual	14-May-24	Elect Director Michael McGovern	For	A vote FOR the director nominees is warranted.
ASM International NV	Annual	14-May-24	Elect Director John (Andy) O'Donnell	For	A vote FOR the director nominees is warranted.
ASM International NV	Annual	14-May-24	Elect Director Tym Tombar	For	A vote FOR the director nominees is warranted.
ASM International NV	Annual	14-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
ASM International NV	Annual	14-May-24	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
ASM International NV	Annual	14-May-24	Eliminate Supermajority Vote Requirement	For	A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirements enhances shareholder rights
ASM International NV	Annual	14-May-24	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing
ASM International NV	Annual	14-May-24	Amend Charter and Bylaws to Delete Waiver of Business Opportunity and Eliminate Provision that are Inoperative or No Longer in Effect	For	A vote FOR this proposal is warranted as the amendments appear administratively routine in nature, and do not raise concerns regarding shareholder rights
ASM International NV	Annual	14-May-24	Opt Into Section 203 of the Delaware General Corporation Law	Against	A vote AGAINST this proposal is warranted as opting into Section 203 of the DGCL may discourage or limit takeover attempts and insulate management from
ASM International NV	Annual	14-May-24	Amend Charter to Add Federal Forum Selection Provision	For	A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation
ASM International NV	Annual	14-May-24	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	No vote	This is a non-voting item.
ASM International NV	Annual	14-May-24	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	For	A vote FOR this proposal is warranted due to a lack of concerns
ASM International NV	Annual	14-May-24	Approve Allocation of Income and Dividends of EUR 143 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns
ASM International NV	Annual	14-May-24	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	For	Notes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not fulfilled their fiduciar
ASM International NV	Annual	14-May-24	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	Notes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not fulfilled their fiduciar
ASM International NV	Annual	14-May-24	Ratify KPMG AG as Auditors for Fiscal Year 2024	For	A vote FOR is warranted because there are no concerns regarding this proposal.
ASM International NV	Annual	14-May-24	Approve Profit Distribution Plan	For	Notes FOR these resolutions are warranted because the proposed supervisory board remuneration is in line with market practice and no significant concerns
ASM International NV	Annual	14-May-24	Approve Remuneration Policy for the Supervisory Board	For	Notes FOR these resolutions are warranted because the proposed supervisory board remuneration is in line with market practice and no significant concerns

ETS Eventim AG & Co. KGaA	Annual	14-May-24	Approve Remuneration Report	Against	A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the application of the variable incentive
OTS Eventim AG & Co. KGaA	Annual	14-May-24	Approve Remuneration Policy for the Management Board	Against	A vote AGAINST this resolution is warranted because: * The policy does not quantify or explain fixed remuneration levels, which raises concern considering the
Deutsche Boerse AG	Annual	14-May-24	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		This is a non-voting item.
Deutsche Boerse AG	Annual	14-May-24	Approve Allocation of Income and Dividends of EUR 3.80 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns
Deutsche Boerse AG	Annual	14-May-24	Approve Discharge of Management Board for Fiscal Year 2023	For	A vote FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties
Deutsche Boerse AG	Annual	14-May-24	Approve Discharge of Supervisory Board for Fiscal Year 2023	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	14-May-24	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion	For	A vote FOR the proposed authorization is warranted because the exclusion of preemptive rights is limited to 10 percent across all new and existing
Deutsche Boerse AG	Annual	14-May-24	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	A vote FOR the proposed share repurchase program is warranted because this is a standard request in Germany
Deutsche Boerse AG	Annual	14-May-24	Authorize Use of Financial Derivatives when Repurchasing Shares	For	A vote FOR this resolution is warranted due to a lack of concerns
Deutsche Boerse AG	Annual	14-May-24	Elect Andreas Gottschling to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Deutsche Boerse AG	Annual	14-May-24	Elect Martin Jetter to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Deutsche Boerse AG	Annual	14-May-24	Elect Shannan Johnson to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Deutsche Boerse AG	Annual	14-May-24	Elect Sigrid Kozminjnyk to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Deutsche Boerse AG	Annual	14-May-24	Elect Barbara Lutz to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Deutsche Boerse AG	Annual	14-May-24	Elect Charles Stonehill to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Deutsche Boerse AG	Annual	14-May-24	Elect Clara-Christina Streit to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Deutsche Boerse AG	Annual	14-May-24	Elect Chong Lee Tan to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Deutsche Boerse AG	Annual	14-May-24	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
Deutsche Boerse AG	Annual	14-May-24	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
Deutsche Boerse AG	Annual	14-May-24	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	Votes FOR are warranted because there are no concerns regarding these proposals
Deutsche Boerse AG	Annual	14-May-24	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	For	Votes FOR are warranted because there are no concerns regarding these proposals
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Review and Discuss Board Reports on Company Operations for FY 2023	For	A vote FOR the board report is warranted given the timely disclosure of the information and the absence of any significant concerns
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Review and Discuss Financial Statements and Statutory Reports for FY 2023	For	A vote FOR the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Auditors' Report on Company Financial Statements for FY 2023	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Remuneration of Directors of SAR 1,480,000 for FY 2023	For	In the absence of known concerns over directors' remuneration at Dr. Sulaiman Al-Habib Medical Services Group Co., a vote FOR this item is warranted
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2024	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Discharge of Directors for FY 2023	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	Votes FOR are warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Authorization of the Board According to Paragraph 2 of Article 27 of Companies Law Regarding the Competing Activities Stipulated in Competing Bu	For	Votes FOR are warranted given the level of disclosure provided by the company on its related party transactions and the absence of known concerns
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Ratify Auditors and Their Remuneration for Q2, Q3 and Annual Statement of FY 2024 and Q1 of FY 2025	For	A vote FOR this proposal is warranted as the absence of significant concerns
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Amend Articles of Bylaws According to the New Companies' Law and Rearranging and Renumbering the Articles of Bylaws in Accordance with the Proposed F	For	Item 10 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 8, Art.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve the Transfer of Statutory Reserve Balance of SAR 1,050,000,000 as Stated in Financial Statement of 30/12/2023 to Retained Earnings Balance	For	Since this is a standard accounting transfer, a vote FOR is warranted
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Amend Article 3 of Bylaws Re: Corporate Purposes	For	Item 10 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 8, Art.
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Amend Audit Committee Charter	For	A vote FOR the audit committee charter amendments is warranted, although it is not without concern for shareholders: * The deletion that the audit committee
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Amend Standards of Competing Business Charter	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 charter
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Amend Nomination and Remuneration Committee Charter	For	A vote FOR this item is warranted although without concerns for shareholders: * The committee's term shall be increased from a maximum of three to four
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Amend the Policies, Standards, and Procedures of Board Membership	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
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Amend Remuneration Policy of Board Members, Committees, and Executive Management	For	A vote FOR the remuneration policy amendments is warranted, although it is not without concern for shareholders: * The company significantly increased the
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions with Al Andalus Property Company Re: Partnership, Design, Development, Management, and Operation Agreement for Q1	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions with Namara Specialized for Trading Est. Re: Contract of Purchase of Electrical Tools and Supplies for Multiple Projects For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purd For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purd For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purd For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purd For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions Between Sehat Al Khajr for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purchase For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions Between Sehat Al Khajr for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purchase For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions Between Safah Al Hamra for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purchase For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Dr. Sulaiman Al-Habib Medical Services Group Co.	Annual	14-May-24	Approve Related Party Transactions Between Safah Al Hamra for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purchase For	For	These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR
Fortrea Holdings Inc.	Annual	14-May-24	Elect Director Edward Pesicka	For	A vote FOR the director nominees is warranted at this time.
Fortrea Holdings Inc.	Annual	14-May-24	Elect Director David Smith	For	A vote FOR the director nominees is warranted at this time.
Fortrea Holdings Inc.	Annual	14-May-24	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Fortrea Holdings Inc.	Annual	14-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. Though concerns exist with respect to certain one-time awards, certain factors mitigate a pay-for
Fortrea Holdings Inc.	Annual	14-May-24	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
Melexis NV	Annual	14-May-24	Receive Directors' Reports (Non-Voting)		No vote is required.
Melexis NV	Annual	14-May-24	Receive Auditors' Reports (Non-Voting)		No vote is required.
Melexis NV	Annual	14-May-24	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		This is a non-voting item.
Melexis NV	Annual	14-May-24	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.70 per Share	For	A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive
Melexis NV	Annual	14-May-24	Approve Remuneration Report	For	A vote FOR is warranted, because the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure
Melexis NV	Annual	14-May-24	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	14-May-24	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	14-May-24	Approve Auditors' Remuneration	For	A vote FOR is warranted because there are no concerns regarding this proposal
Melexis NV	Annual	14-May-24	Appoint PwC as Auditors for the Sustainability Reporting	For	A vote FOR is warranted because there are no concerns regarding this proposal
Rheinmetall AG	Annual	14-May-24	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		This is a non-voting item.
Rheinmetall AG	Annual	14-May-24	Approve Allocation of Income and Dividends of EUR 5.70 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns
Rheinmetall AG	Annual	14-May-24	Approve Discharge of Management Board for Fiscal Year 2023	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may
Rheinmetall AG	Annual	14-May-24	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may
Rheinmetall AG	Annual	14-May-24	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	For	A vote FOR is warranted because there are no concerns regarding this proposal
Rheinmetall AG	Annual	14-May-24	Elect Saori Dubourg to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Rheinmetall AG	Annual	14-May-24	Elect Marc Tuengler to the Supervisory Board	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Rheinmetall AG	Annual	14-May-24	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
Rheinmetall AG	Annual	14-May-24	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 SPD 11. However, it is not without
Rheinmetall AG	Annual	14-May-24	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	A vote FOR the proposed share repurchase program is warranted because this is a standard request in Germany
Rheinmetall AG	Annual	14-May-24	Approve Creation of EUR 22.3 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	Votes FOR the proposed authorizations are warranted due to a lack of concerns
Rheinmetall AG	Annual	14-May-24	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.4 Billi	For	Votes FOR the proposed authorizations are warranted due to a lack of concerns
Rheinmetall AG	Annual	14-May-24	Approve Affiliation Agreement with Rheinmetall Liegenschaften und Vermietung GmbH	For	A vote FOR this proposal is warranted due to a lack of concerns
Rheinmetall AG	Annual	14-May-24	Amend Articles Re: Supervisory Board Meetings	For	Votes FOR the proposed amendments are warranted due to a lack of concerns
Rheinmetall AG	Annual	14-May-24	Amend Articles Re: General Meeting Chair	For	Votes FOR the proposed amendments are warranted due to a lack of concerns
Tencent Holdings Limited	Annual	14-May-24	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
Tencent Holdings Limited	Annual	14-May-24	Approve Final Dividend	For	A vote FOR this resolution is warranted because this is a routine dividend proposal
Tencent Holdings Limited	Annual	14-May-24	Elect Charles St Ledger Searle as Director	For	A vote FOR both non-nominees is warranted given the absence of any known issues concerning the nominees
Tencent Holdings Limited	Annual	14-May-24	Elect Ke Yang as Director	For	A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees
Tencent Holdings Limited	Annual	14-May-24	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
Tencent Holdings Limited	Annual	14-May-24	Approve PricewaterhouseCoopers as 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 firm, its remuneration, and the way the audit was conducted
Tencent Holdings Limited	Annual	14-May-24	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
Tencent Holdings Limited	Annual	14-May-24	Authorize Repurchase of Issued Share Capita	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase
Tencent Holdings Limited	Annual	14-May-24	Amend Third Amended and Restated Memorandum of Association and Articles of Association and Adopt Fourth Amended and Restated Memorandum of As	For	A vote FOR this proposal is warranted given that the amendments are mainly proposed to reflect the company's current circumstances and are made on the
Elevance Health, Inc.	Annual	15-May-24	Elect Director Antwis Hay, III	For	A vote FOR the director nominees is warranted.
Elevance Health, Inc.	Annual	15-May-24	Elect Director Antonio F. Neri	For	A vote FOR the director nominees is warranted.
Elevance Health, Inc.	Annual	15-May-24	Elect Director Ramiro G. Peru	For	A vote FOR the director nominees is warranted.
Elevance Health, Inc.	Annual	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as CEO pay and performance are reasonably aligned for the year in review. Although a concern is noted about the lack
Elevance Health, Inc.	Annual	15-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Elevance Health, Inc.	Annual	15-May-24	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	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
Greggs Plc	Annual	15-May-24	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	15-May-24	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	15-May-24	Authorize Board to Fix Remuneration of Auditors	For	A vote FOR this item is warranted because there are no concerns regarding this proposal
Greggs Plc	Annual	15-May-24	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	15-May-24	Re-elect Matt Davies as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Greggs Plc	Annual	15-May-24	Re-elect Roisin Currie as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Greggs Plc	Annual	15-May-24	Re-elect Richard Hutton as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Greggs Plc	Annual	15-May-24	Re-elect Kate Ferry as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Greggs Plc	Annual	15-May-24	Re-elect Mohamed Elskary as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Greggs Plc	Annual	15-May-24	Re-elect Lynne Weedall as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Greggs Plc	Annual	15-May-24	Re-elect Nigel Mills as Director	For	A vote FOR these Directors is warranted as no significant concerns have been identified
Greggs Plc	Annual	15-May-24	Approve Remuneration Report	For	A vote FOR the remuneration report is considered warranted, as no material concerns have been identified.
Greggs Plc	Annual	15-May-24	Approve Share Option Plan	For	A vote FOR this item is warranted in the absence of any significant concerns
Greggs Plc	Annual	15-May-24	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	15-May-24	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	15-May-24	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	15-May-24	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	15-May-24	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
Merit Medical Systems, Inc.	Annual	15-May-24	Elect Director Fred P. Lampropoulos	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	15-May-24	Elect Director Stephen C. Evans	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	15-May-24	Elect Director Silvia M. Perez	For	A vote FOR the director nominees is warranted.
Merit Medical Systems, Inc.	Annual	15-May-24	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	15-May-24	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted
Merit Medical Systems, Inc.	Annual	15-May-24	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director John J. Arlotta	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director Elizabeth O. Betten	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director Elizabeth D. Bierbower	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director Barbara W. Bodem	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director Eric K. Brandt	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director Natasha Deckmann	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director David W. Golding	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director Harry M. Jansen Kraemer, Jr.	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director R. Carter Pate	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director John C. Rademacher	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director Timothy P. Sullivan	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Elect Director Norman L. Wright	For	A vote FOR the director nominees is warranted.
Option Care Health, Inc.	Annual	15-May-24	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Option Care Health, Inc.	Annual	15-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. The committee granted the CEO an outsized special award of entirely time-vesting equity. Further concerns exist
Option Care Health, Inc.	Annual	15-May-24	Amend Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted
PROS Holdings, Inc.	Annual	15-May-24	Elect Director Raja Hammoud	For	A vote FOR the director nominees is warranted.
PROS Holdings, Inc.	Annual	15-May-24	Elect Director Leland Jourdan	For	A vote FOR the director nominees is warranted.
PROS Holdings, Inc.	Annual	15-May-24	Elect Director William Russell	For	A vote FOR the director nominees is warranted.
PROS Holdings, Inc.	Annual	15-May-24	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
PROS Holdings, Inc.	Annual	15-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
SAP SE	Annual	15-May-24	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	For	This is a non-voting item.
SAP SE	Annual	15-May-24	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns
SAP SE	Annual	15-May-24	Approve Discharge of Management Board for Fiscal Year 2023	For	Notes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, shareholders should note
SAP SE	Annual	15-May-24	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	Notes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, shareholders should note
SAP SE	Annual	15-May-24	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	For	A vote FOR is warranted because there are no concerns regarding this proposal
SAP SE	Annual	15-May-24	Approve Remuneration Report	For	A vote FOR this resolution is warranted, though it is not without some concern: * During the year, discretion was applied under both the STI and LTI plans
SAP SE	Annual	15-May-24	Elect Aicha Evans to the Supervisory Board	For	A vote AGAINST incumbent nominating committee members Friederike Rotsch and Aicha Evans is warranted for lack of diversity on the board. A vote FOR
SAP SE	Annual	15-May-24	Elect Gerhard Caswald to the Supervisory Board	For	A vote AGAINST incumbent nominating committee members Friederike Rotsch and Aicha Evans is warranted for lack of diversity on the board. A vote FOR
SAP SE	Annual	15-May-24	Elect Friederike Rotsch to the Supervisory Board	For	A vote AGAINST incumbent nominating committee members Friederike Rotsch and Aicha Evans is warranted for lack of diversity on the board. A vote FOR
SAP SE	Annual	15-May-24	Elect Raff Hertrich to the Supervisory Board	For	A vote AGAINST incumbent nominating committee members Friederike Rotsch and Aicha Evans is warranted for lack of diversity on the board. A vote FOR
SAP SE	Annual	15-May-24	Elect Pekka Ala-Pietilae to the Supervisory Board	For	A vote AGAINST incumbent nominating committee members Friederike Rotsch and Aicha Evans is warranted for lack of diversity on the board. A vote FOR
SAP SE	Annual	15-May-24	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
SAP SE	Annual	15-May-24	Amend Articles Re: Proof of Entitlement	For	A vote FOR the proposed article amendment is warranted because it reflects amendments in line with German statutory requirements
Syndax Pharmaceuticals, Inc.	Annual	15-May-24	Elect Director Martin H. Huber	For	WITHHOLD votes are warranted for incumbent nominating committee member Jennifer Jarrett for lack of diversity on the board. WITHHOLD votes are
Syndax Pharmaceuticals, Inc.	Annual	15-May-24	Elect Director Jennifer Jarrett	Withhold	WITHHOLD votes are warranted for incumbent nominating committee member Jennifer Jarrett for lack of diversity on the board. WITHHOLD votes are
Syndax Pharmaceuticals, Inc.	Annual	15-May-24	Elect Director William Meury	For	WITHHOLD votes are warranted for incumbent nominating committee member Jennifer Jarrett for lack of diversity on the board. WITHHOLD votes are
Syndax Pharmaceuticals, Inc.	Annual	15-May-24	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
Syndax Pharmaceuticals, Inc.	Annual	15-May-24	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Altair Engineering, Inc.	Annual	16-May-24	Elect Director Mary Boyce	Withhold	WITHHOLD votes are warranted for Governance Committee chair Jim Anderson given the board's failure to remove, or subject to a sunset requirement, the
Altair Engineering, Inc.	Annual	16-May-24	Elect Director Jim F. Anderson	Withhold	WITHHOLD votes are warranted for Governance Committee chair Jim Anderson given the board's failure to remove, or subject to a sunset requirement, the
Altair Engineering, Inc.	Annual	16-May-24	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
Altair Engineering, Inc.	Annual	16-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Tony J. Hunt	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Karen A. Davies	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Nicolas M. Bartelemy	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Carrie Eglington Manner	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Konstantin Konstantinov	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Martin D. Madaus	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Rohin Mhatre	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Glenn P. Muir	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Elect Director Margaret A. Pax	For	A vote FOR the director nominees is warranted.
Repligen Corporation	Annual	16-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Repligen Corporation	Annual	16-May-24	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
SPS Commerce, Inc.	Annual	16-May-24	Elect Director Chad Collins	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	16-May-24	Elect Director James Ramsey	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	16-May-24	Elect Director Marty Reaume	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	16-May-24	Elect Director Tami Reller	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	16-May-24	Elect Director Philip Soran	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	16-May-24	Elect Director Anne Sempowski Ward	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	16-May-24	Elect Director Sven Wehrwein	For	A vote FOR the director nominees is warranted.
SPS Commerce, Inc.	Annual	16-May-24	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
SPS Commerce, Inc.	Annual	16-May-24	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	16-May-24	Amend Certificate of Incorporation to Provide for the 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
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director Jane Grote Abell	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director Michael A. Crawford	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director Donna E. Epps	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director Wayne L. Jones	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director Gregory N. Moore	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director Gerald L. Morgan	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director Curtis A. Warfield	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director Kathleen M. Widmer	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Elect Director James R. Zarley	For	A vote FOR the director nominees is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Texas Roadhouse, Inc.	Annual	16-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	A vote AGAINST this proposal is warranted. The company made a sizable cash severance to a NEO upon retirement, which does not appear to be involuntary.
Texas Roadhouse, Inc.	Annual	16-May-24	Eliminate Class B Common Stock	For	A vote FOR this proposal is warranted as it is primarily housekeeping in nature and would not diminish the rights of shareholders. All references to Class B
Texas Roadhouse, Inc.	Annual	16-May-24	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	For	A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing
Texas Roadhouse, Inc.	Annual	16-May-24	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	A vote FOR this proposal is warranted as a reduction in the ownership threshold for shareholders to call a special meeting would represent an improvement to
Texas Roadhouse, Inc.	Annual	16-May-24	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure on its efforts to reduce greenhouse gas emissions
The Ensign Group, Inc.	Annual	16-May-24	Elect Director Christopher R. Christensen	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	16-May-24	Elect Director Daren J. Shaw	For	A vote FOR the director nominees is warranted.
The Ensign Group, Inc.	Annual	16-May-24	Approve Increase in Size of Board from Eight to Nine	For	A vote FOR this proposal is warranted as there is no evidence suggesting that the proposal is an attempt to entrench current management
The Ensign Group, Inc.	Annual	16-May-24	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
The Ensign Group, Inc.	Annual	16-May-24	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
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Report of the Board of Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Report of the Board of Supervisors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Report of the Independent Directors	For	A vote FOR is merited for these routine resolutions because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Financial Statements and Financial Budget Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Remuneration Plan of Directors and Supervisors	Against	A vote AGAINST is warranted due to a lack of sufficient disclosure.
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Shareholder Return Plan	For	A vote FOR is merited because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Formulation of Accounting Firm Selection System	For	A vote FOR is merited because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve to Appoint Auditor	For	A vote FOR is merited because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Application of Credit Lines	For	A vote FOR is merited because the funds will be needed by the company and its subsidiaries to facilitate their daily operations and business development
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	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
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Use of Idle Raised Funds for Cash Management	For	A vote FOR this item is merited because no concerns have been identified
Eastroc Beverage (Group) Co., Ltd.	Annual	17-May-24	Approve Provision of Guarantee	For	A vote FOR is merited because no concerns have been identified
Embraer SA	Extraordinary Shareholders	17-May-24	Amend Article 3 Re: Corporate Purpose	For	A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are
Embraer SA	Extraordinary Shareholders	17-May-24	Amend Article 12	For	A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are
Embraer SA	Extraordinary Shareholders	17-May-24	Amend Article 27	For	A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are
Embraer SA	Extraordinary Shareholders	17-May-24	Remove Articles 64 and 65	For	A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are
Embraer SA	Extraordinary Shareholders	17-May-24	Consolidate Bylaws	For	A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Sharon Y. Bowen	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Shantella E. Cooper	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Duriya M. Farooqui	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director The Right Hon. the Lord Hague of Richmond	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Mark F. Mulhern	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Thomas E. Noonan	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Caroline L. Silver	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Jeffrey C. Sprecher	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Judith A. Sprieser	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	Elect Director Martha A. Timmanzi	For	A vote FOR the director nominees is warranted.
Intercontinental Exchange, Inc.	Annual	17-May-24	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

International Exchange, Inc.	Annual	17-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
International Exchange, Inc.	Annual	17-May-24	Require Independent Board Chair	For	A vote FOR this proposal is warranted given the importance of having an independent board chair
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	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-Medical Electronics Co., Ltd.	Annual	17-May-24	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-Medical Electronics Co., Ltd.	Annual	17-May-24	Approve Financial Statements	For	A vote FOR is merited for these routine resolutions because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Approve Profit Distribution	For	A vote FOR is warranted because the proposed dividend payout is considered reasonable
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Approve Authorization for the Board of Directors to Formulate an Interim Distribution Plan	For	A vote FOR is merited because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Approve Annual Report and Summary	For	A vote FOR is merited for these routine resolutions because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Approve Sustainability Report	For	A vote FOR is merited for these routine resolutions because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Approve Amendments to Articles of Association	For	A vote FOR is merited because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	A vote FOR is merited because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	A vote FOR is merited because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Amend System for Providing External Guarantees	For	A vote FOR is merited because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Amend Decision-making System for Related Party Transaction	For	A vote FOR is merited because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Amend Working System for Independent Directors	For	A vote FOR is merited because no concerns have been identified
Shenzhen Mindray Bio-Medical Electronics Co., Ltd.	Annual	17-May-24	Amend Remuneration Management System for Directors, Supervisors and Senior Management Members	For	A vote FOR is merited because no concerns have been identified
Shell Plc	Annual	21-May-24	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	21-May-24	Approve Remuneration Report	For	A vote FOR the remuneration report is warranted although it is not without concern because in the LTIP, a high proportion of the peer-relative metrics vests for
Shell Plc	Annual	21-May-24	Re-elect Dick Coar 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
Shell Plc	Annual	21-May-24	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
Shell Plc	Annual	21-May-24	Re-elect Ann Godberghere 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
Shell Plc	Annual	21-May-24	Re-elect Corina Coman 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
Shell Plc	Annual	21-May-24	Re-elect Janne 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
Shell Plc	Annual	21-May-24	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
Shell Plc	Annual	21-May-24	Re-elect Sir Andrew Mackenzie as Director	Against	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Shell Plc	Annual	21-May-24	Re-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
Shell Plc	Annual	21-May-24	Re-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
Shell Plc	Annual	21-May-24	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
Shell Plc	Annual	21-May-24	Re-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
Shell Plc	Annual	21-May-24	Re-elect Cytus 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
Shell Plc	Annual	21-May-24	Ratify Ernst & Young LLP as Auditors	For	This item is warranted as no significant concerns have been identified
Shell Plc	Annual	21-May-24	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
Shell Plc	Annual	21-May-24	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	21-May-24	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	21-May-24	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	21-May-24	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	21-May-24	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
Shell Plc	Annual	21-May-24	Approve the Shell Energy Transition Strategy	For	A vote FOR this proposal is warranted although there are several concerns: * The company's plan to continue fossil fuel exploration, particularly given its
Shell Plc	Annual	21-May-24	Advise Shareholders on Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope	For	As the company has made progress towards its medium-term Scope 1 emissions, a vote FOR this proposal is warranted as the alignment of the existing
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Discharge of Directors	Against	Given the unequal vote structure of the company and the effective distortion above 10 percentages point, a vote AGAINST the discharge is warranted
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Allocation of Income and Dividends of EUR 4.65 per Share	For	A vote FOR is warranted in the absence of any specific concerns
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Compensation Report of Corporate Officers	For	A vote FOR this remuneration report is warranted but is not without concerns given the absence of any reaction following shareholders dissent received at last
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Compensation of Pierre Pasquier, Chairman of the Board	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Compensation of Cyril Malargé, CEO	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Remuneration Policy of Chairman of the Board	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Remuneration Policy of CEO	For	A vote FOR this remuneration policy is warranted but is not without concerns as potential full post mandate vesting cannot be excluded
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Remuneration Policy of Directors	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern
Sopra Steria Group SA	Annual/Special	21-May-24	Reelect Pierre Pasquier as Director	For	Votes FOR the reelection of these independent (Item 16) and non-independent nominees (including the chairman) are warranted given the satisfactory level o
Sopra Steria Group SA	Annual/Special	21-May-24	Reelect Eric Pasquier as Director	For	Votes FOR the reelection of these independent (Item 16) and non-independent nominees (including the chairman) are warranted given the satisfactory level o
Sopra Steria Group SA	Annual/Special	21-May-24	Reelect Sopra GMT as Director	For	Votes FOR the reelection of these independent (Item 16) and non-independent nominees (including the chairman) are warranted given the satisfactory level o
Sopra Steria Group SA	Annual/Special	21-May-24	Reelect Eric Hayat as Director	For	Votes FOR the reelection of these independent (Item 16) and non-independent nominees (including the chairman) are warranted given the satisfactory level o
Sopra Steria Group SA	Annual/Special	21-May-24	Reelect Marie-Florence Rigal-Drogersy as Director	For	For the reelection of these independent (Item 16) and non-independent nominees (including the chairman) are warranted given the satisfactory level o
Sopra Steria Group SA	Annual/Special	21-May-24	Appoint KPMG SA as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal
Sopra Steria Group SA	Annual/Special	21-May-24	Appoint Aca Nexia as Authorized Sustainability Auditors	For	Votes FOR are warranted in the absence of any specific concerns
Sopra Steria Group SA	Annual/Special	21-May-24	Appoint Saint Front as Authorized Sustainability Auditors	For	Votes FOR are warranted in the absence of any specific concerns
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Repurchase of Up to 10 Percent of Issued Share Capita	For	Such share buyback programs merit a vote FOR.
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capita	For	* Votes FOR the authorizations under Items 22 to 24 and 26 to 28 are warranted as their proposed volumes respect the recommended guidelines for
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capita	For	* Votes FOR the authorizations under Items 22 to 24 and 26 to 28 are warranted as their proposed volumes respect the recommended guidelines for
Sopra Steria Group SA	Annual/Special	21-May-24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capita	For	* Votes FOR the authorizations under Items 22 to 24 and 26 to 28 are warranted as their proposed volumes respect the recommended guidelines for
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Board to Increase Capital Pursuant to Issue Authority without Preemptive Rights	For	* Votes FOR the authorizations under Items 22 to 24 and 26 to 28 are warranted as their proposed volumes respect the recommended guidelines for
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	* Votes FOR the authorizations under Items 22 to 24 and 26 to 28 are warranted as their proposed volumes respect the recommended guidelines for
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	* Votes FOR the authorizations under Items 22 to 24 and 26 to 28 are warranted as their proposed volumes respect the recommended guidelines for
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	For	* Votes FOR the authorizations under Items 22 to 24 and 26 to 28 are warranted as their proposed volumes respect the recommended guidelines for
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize up to 11 Percent of Issued Capital for Use in Restricted Stock Plans	For	A vote FOR this item is warranted because the terms of the proposed authorization are not problematic
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	A vote FOR is warranted in the absence of any specific concerns
Sopra Steria Group SA	Annual/Special	21-May-24	Amend Article 4 of Bylaws Re: Representative of Employee Shareholders to the Boar	For	Votes FOR are warranted in the absence of any specific concerns
Sopra Steria Group SA	Annual/Special	21-May-24	Amend Article 15 of Bylaws Re: Age Limit of Chairman of the Board	For	24 are warranted in the absence of any specific concerns
Sopra Steria Group SA	Annual/Special	21-May-24	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
Amazon.com, Inc.	Annual	22-May-24	Elect Director Jeffrey P. Bezos	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Andrew R. Jassy	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Keith B. Alexander	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Edith W. Cooper	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director James S. Gores	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Jamie S. Gorelick	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Daniel P. Huttenlocher	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Andrew Y. Ng	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Indra K. Nooyi	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Jonathan J. Rubinstein	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Brad D. Smith	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Patricia Q. Stonessier	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Wendell P. Weeks	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Ratify Ernst & Young LLP as Auditors	Against	A vote FOR this proposal to ratify the auditor is warranted.
Amazon.com, Inc.	Annual	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	While a pay-for-performance misalignment was identified for the year in review and certain concerns remain surrounding the company's pay program
Amazon.com, Inc.	Annual	22-May-24	Establish a Public Policy Committee	Against	A vote FOR this proposal is warranted. By establishing a dedicated Public Policy Committee, the company will have a centralized device to continue, ensure,
Amazon.com, Inc.	Annual	22-May-24	Establish a Board Committee on Corporate Financial Sustainability	Against	A vote AGAINST this resolution is warranted. The company has a board committee with responsibility to oversee operations and supply chain and
Amazon.com, Inc.	Annual	22-May-24	Report on Customer Due Diligence	Abstain	A vote FOR this resolution is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights
Amazon.com, Inc.	Annual	22-May-24	Report on Lobbying Payments and Policy	For	A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts
Amazon.com, Inc.	Annual	22-May-24	Report on Median and Adjusted Gender/Racial Pay Gaps	Against	A vote FOR this proposal is warranted. Publishing the requested pay gap statistics could increase accountability for diversity efforts and would provide
Amazon.com, Inc.	Annual	22-May-24	Report on Viewpoint Discrimination	Against	A vote AGAINST this resolution is warranted. The company's current reporting and policies regarding the handling of controversial products and contents
Amazon.com, Inc.	Annual	22-May-24	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Abstain	A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capita
Amazon.com, Inc.	Annual	22-May-24	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
Amazon.com, Inc.	Annual	22-May-24	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
Amazon.com, Inc.	Annual	22-May-24	Report on Human Rights	Against	A vote FOR this proposal is warranted. Disclosure of all material Score 3 issues would allow shareholders to evaluate the company's progress toward
Amazon.com, Inc.	Annual	22-May-24	Commission Third Party Study and Report on Risks Associated with Use of Recognition	Abstain	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights
Amazon.com, Inc.	Annual	22-May-24	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against	A vote AGAINST this proposal is warranted as the company discloses sufficient policies, procedures, and oversight to address the risks raised
Amazon.com, Inc.	Annual	22-May-24	Establish a Board Committee on Artificial Intelligence	Against	A vote FOR this proposal is warranted because: * The establishment of a board committee on artificial intelligence would serve to further strengthen the
Amazon.com, Inc.	Annual	22-May-24	Commission a Third Party Audit on Working Conditions	Abstain	A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media attention. Given the
Amazon.com, Inc.	Annual	22-May-24	Elect Director Jeffrey P. Bezos	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Andrew R. Jassy	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Keith B. Alexander	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Edith W. Cooper	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director James S. Gores	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Jamie S. Gorelick	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Daniel P. Huttenlocher	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Andrew Y. Ng	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Indra K. Nooyi	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Jonathan J. Rubinstein	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Brad D. Smith	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Patricia Q. Stonessier	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Elect Director Wendell P. Weeks	For	Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to
Amazon.com, Inc.	Annual	22-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Amazon.com, Inc.	Annual	22-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	While a pay-for-performance misalignment was identified for the year in review and certain concerns remain surrounding the company's pay program

Amazon.com, Inc.	Annual	22-May-24	Establish a Public Policy Committee	Abstain	A vote FOR this proposal is warranted. By establishing a dedicated Public Policy Committee, the company will have a centralized device to continue, ensure, and
Amazon.com, Inc.	Annual	22-May-24	Establish a Board Committee on Corporate Financial Sustainability	Against	A vote AGAINST this resolution is warranted. The company has a board committee with responsibility to oversee operations and supply chain and
Amazon.com, Inc.	Annual	22-May-24	Report on Customer Due Diligence	Abstain	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights
Amazon.com, Inc.	Annual	22-May-24	Report on Lobbying Payments and Policy	For	A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts
Amazon.com, Inc.	Annual	22-May-24	Report on Median and Adjusted Gender/Racial Pay Gaps	Against	A vote FOR this resolution is warranted. Publishing the requested pay gap statistics could increase accountability for diversity efforts and would provide
Amazon.com, Inc.	Annual	22-May-24	Report on Vendor Sustainability	Against	A vote AGAINST this resolution is warranted. The company's current reporting and policies regarding the handling of controversial products and contents
Amazon.com, Inc.	Annual	22-May-24	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Abstain	A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capita
Amazon.com, Inc.	Annual	22-May-24	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
Amazon.com, Inc.	Annual	22-May-24	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
Amazon.com, Inc.	Annual	22-May-24	Disclose All Material Scope 3 GHG Emissions	For	A vote FOR this proposal is warranted. Disclosure of all material Scope 3 emissions would allow shareholders to better evaluate the company's progress toward
Amazon.com, Inc.	Annual	22-May-24	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Abstain	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights
Amazon.com, Inc.	Annual	22-May-24	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	Against	A vote AGAINST this proposal is warranted as the company discloses sufficient policies, procedures, and oversight to address the risks raised
Amazon.com, Inc.	Annual	22-May-24	Establish a Board Committee on Artificial Intelligence	Against	A vote FOR this proposal is warranted because: "The establishment of a board committee on artificial intelligence would serve to further strengthen the
Amazon.com, Inc.	Annual	22-May-24	Commission Third Party Audit on Working Conditions	Abstain	A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media attention. Given the
Erste Group Bank AG	Annual	22-May-24	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Abstain	This is a non-voting item.
Erste Group Bank AG	Annual	22-May-24	Approve Allocation of Income and Dividends of EUR 2.70 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns
Erste Group Bank AG	Annual	22-May-24	Approve Discharge of Management Board for Fiscal Year 2023	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	22-May-24	Approve Discharge of Supervisory Board for Fiscal Year 2023	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	22-May-24	Ratify Sparkassen-Prüfungsverband and PwC Wirtschaftsprüfung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	For	Votes FOR are warranted because there are no concerns regarding these proposals
Erste Group Bank AG	Annual	22-May-24	Ratify PwC Wirtschaftsprüfung GmbH as Auditors for Fiscal Year 2025	For	Votes FOR are warranted because there are no concerns regarding these proposals
Erste Group Bank AG	Annual	22-May-24	Approve Remuneration of Supervisory Board Members	For	A vote FOR this resolution is warranted because there is no evidence of excessiveness on the part of Erste Group Bank's board in the past. However, support is
Erste Group Bank AG	Annual	22-May-24	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
Erste Group Bank AG	Annual	22-May-24	Approve Decrease in Size of Supervisory Board to 12 Members	For	A vote FOR this resolution is warranted due to a lack of concerns.
Erste Group Bank AG	Annual	22-May-24	Elect Caroline Kühnert as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Erste Group Bank AG	Annual	22-May-24	Reelect Elisabeth Krainer-Senger-Weiss as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Erste Group Bank AG	Annual	22-May-24	Reelect Michael Schuster as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Erste Group Bank AG	Annual	22-May-24	Elect Walter Schuster as Supervisory Board Member	For	Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board
Erste Group Bank AG	Annual	22-May-24	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	For	A vote FOR the proposed article amendments is warranted because: "The authorization is limited until the end of fiscal year 2028." This year's AGM is being
Erste Group Bank AG	Annual	22-May-24	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	Votes FOR these resolutions are warranted as these are standard requests in Austria, and no concerns are noted
Erste Group Bank AG	Annual	22-May-24	Authorize Reissuance of Repurchased Shares without Preemptive Rights	For	Votes FOR these resolutions are warranted as these are standard requests in Austria, and no concerns are noted
Erste Group Bank AG	Annual	22-May-24	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
Jumbo SA	Annual	22-May-24	Receive Report of Independent Non-Executive Directors	For	This is a non-voting item.
Jumbo SA	Annual	22-May-24	Receive Audit Committee's Activity Report	For	This is a non-voting item.
Jumbo SA	Annual	22-May-24	Approve Allocation of Income and Dividends	For	In the absence of governance concerns, this item warrants a vote FOR
Jumbo SA	Annual	22-May-24	Approve Management of Company and Grant Discharge to Auditors	For	A vote FOR this item is warranted due to the absence of concerns
Jumbo SA	Annual	22-May-24	Approve Director Remuneration	For	A vote FOR this item is warranted because the reported remuneration is not excessive. However, it is highlighted that: "The remuneration of Polycarpou will
Jumbo SA	Annual	22-May-24	Advisory Vote on Remuneration Report	For	A vote FOR this item is warranted because there are no concerns with the reported remuneration levels. However, it is noted that: "The fixed remuneration of
Jumbo SA	Annual	22-May-24	Approve Auditors and Fix Their Remuneration	For	A vote FOR is warranted because there are no concerns regarding this proposal. This is not without highlighting that the audit fees paid to the outgoing auditor
Partners Group Holding AG	Annual	22-May-24	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual report, and auditor's report for the fiscal year in review is warranted
Partners Group Holding AG	Annual	22-May-24	Approve Non-Financial Report	For	A vote FOR the approval of the company's non-financial report is warranted due to a lack of significant concerns
Partners Group Holding AG	Annual	22-May-24	Approve Allocation of Income and Dividends of CHF 39.00 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	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
Partners Group Holding AG	Annual	22-May-24	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	For	A vote FOR the proposed authorization is warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	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 no significant concerns
Partners Group Holding AG	Annual	22-May-24	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	For	Votes FOR these resolutions are warranted because the proposed amounts are in line with market practice
Partners Group Holding AG	Annual	22-May-24	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	For	Votes FOR these resolutions are warranted because the proposed amounts are in line with market practice
Partners Group Holding AG	Annual	22-May-24	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 19.3 Million	For	Votes FOR these resolutions are warranted because the proposed amounts are in line with market practice
Partners Group Holding AG	Annual	22-May-24	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	For	Item 6.4 A cautious vote FOR this proposal is warranted. Although a flat amount of compensation has been requested, the number of executives has
Partners Group Holding AG	Annual	22-May-24	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	For	Item 6.4 A cautious vote FOR this proposal is warranted. Although a flat amount of compensation has been requested, the number of executives has
Partners Group Holding AG	Annual	22-May-24	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	For	Item 6.4 A cautious vote FOR this proposal is warranted. Although a flat amount of compensation has been requested, the number of executives has
Partners Group Holding AG	Annual	22-May-24	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	For	Item 6.4 A cautious vote FOR this proposal is warranted. Although a flat amount of compensation has been requested, the number of executives has
Partners Group Holding AG	Annual	22-May-24	Reelect Steffen Meister as Director and Board Chair	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Reelect Marcel Erni as Director	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Reelect Alfred Gantner as Director	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Reelect Anne Lester as Director	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Reelect Gaëlle Olivier as Director	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Reelect Urs Wietlisbach as Director	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Reelect Flora Zhao as Director	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Appoint Gaëlle Olivier as Member of the Nomination and Compensation Committee	For	Board elections (Items 7.11 – 7.17) Votes FOR the independent nominees: Anne Lester, Gaëlle Olivier, and Flora Zhao are warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns
Partners Group Holding AG	Annual	22-May-24	Ratify KPMG AG as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal
Partners Group Holding AG	Annual	22-May-24	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
STMicroelectronics NV	Annual	22-May-24	Receive Report of Management Board (Non-Voting)	For	No vote is required for this item.
STMicroelectronics NV	Annual	22-May-24	Discussion on Company's Corporate Governance Structure	For	No vote is required for this item.
STMicroelectronics NV	Annual	22-May-24	Receive Report of Supervisory Board (Non-Voting)	For	No vote is required for this item.
STMicroelectronics NV	Annual	22-May-24	Approve Remuneration Report	For	A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure. However, this is not
STMicroelectronics NV	Annual	22-May-24	Approve Remuneration Policy for the Supervisory Board	For	A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal
STMicroelectronics NV	Annual	22-May-24	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	22-May-24	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
STMicroelectronics NV	Annual	22-May-24	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
STMicroelectronics NV	Annual	22-May-24	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
STMicroelectronics NV	Annual	22-May-24	Amend Articles of Association	For	A vote FOR is warranted as the proposed amendment to the articles of association do not affect shareholder interest
STMicroelectronics NV	Annual	22-May-24	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
STMicroelectronics NV	Annual	22-May-24	Reelect Jean-Marc Chery to Management Board	For	A vote FOR these elections is warranted because: "The nominee is elected for a term not exceeding four years; "The candidate appears to possess the
STMicroelectronics NV	Annual	22-May-24	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	22-May-24	Elect Lorenzo Grandi to Management Board	For	A vote FOR these elections is warranted because: "The nominee is elected for a term not exceeding four years; "The candidate appears to possess the
STMicroelectronics NV	Annual	22-May-24	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic
STMicroelectronics NV	Annual	22-May-24	Approve New Unvested Stock Award Plan for Management and Key Employees	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic
STMicroelectronics NV	Annual	22-May-24	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	For	A vote FOR is warranted because there are no concerns regarding this proposal
STMicroelectronics NV	Annual	22-May-24	Reelect Nicolas Dufourco 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
STMicroelectronics NV	Annual	22-May-24	Reelect Janet Davidson 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
STMicroelectronics NV	Annual	22-May-24	Elect Pascal Daloz 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
STMicroelectronics NV	Annual	22-May-24	Authorize Repurchase of Shares	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 NV	Annual	22-May-24	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	22-May-24	Allow Questions	For	This is a non-voting item.
Zoetis Inc.	Annual	22-May-24	Elect Director Paul M. Bisaro	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Vanessa Broadhurst	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Frank A. D'Amelio	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Gavin D.K. Hattersley	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Sanjay Khosla	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Antoinette R. Leatherberry	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Michael B. McCallister	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Gregory Norden	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Louise M. Parent	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Kristin C. Peck	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Willie M. Reed	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	Elect Director Robert W. Scully	For	A vote FOR governance committee chair Louise Parent is warranted.
Zoetis Inc.	Annual	22-May-24	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
Zoetis Inc.	Annual	22-May-24	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Zoetis Inc.	Annual	22-May-24	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	A vote FOR this proposal is warranted, as the exculpation provision permitted by the DGQL is considered to reasonably balance shareholders' interest in
Zoetis Inc.	Annual	22-May-24	Adopt Policy on Improved Majority Voting for Election of Directors	Against	A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at Zoetis that suggest the proponent's more-stringent
Acadia Healthcare Company, Inc.	Annual	23-May-24	Elect Director E. Perot Bissell	For	A vote FOR the director nominees is warranted.
Acadia Healthcare Company, Inc.	Annual	23-May-24	Elect Director Vicky B. Greig	For	A vote FOR the director nominees is warranted.
Acadia Healthcare Company, Inc.	Annual	23-May-24	Elect Director Christopher H. Hunter	For	A vote FOR the director nominees is warranted.
Acadia Healthcare Company, Inc.	Annual	23-May-24	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
Acadia Healthcare Company, Inc.	Annual	23-May-24	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 Company, Inc.	Annual	23-May-24	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Crane NXT Co.	Annual	23-May-24	Elect Director Michael Dinkins	For	A vote FOR the director nominees is warranted.
Crane NXT Co.	Annual	23-May-24	Elect Director William Grogan	For	A vote FOR the director nominees is warranted.
Crane NXT Co.	Annual	23-May-24	Elect Director Sandra Joyce	For	A vote FOR the director nominees is warranted.
Crane NXT Co.	Annual	23-May-24	Elect Director Kristin Kogel	For	A vote FOR the director nominees is warranted.
Crane NXT Co.	Annual	23-May-24	Elect Director Ellen McClain	For	A vote FOR the director nominees is warranted.
Crane NXT Co.	Annual	23-May-24	Elect Director David D. Petrats	For	A vote FOR the director nominees is warranted.

Crane NXT Co.	Annual	23-May-24	Elect Director Aaron W. Saak	For	A vote FOR the director nominees is warranted.
Crane NXT Co.	Annual	23-May-24	Elect Director John S. Stroup	For	A vote FOR the director nominees is warranted.
Crane NXT Co.	Annual	23-May-24	Elect Director James L. L. Tullis	For	A vote FOR the director nominees is warranted.
Crane NXT Co.	Annual	23-May-24	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Crane NXT Co.	Annual	23-May-24	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
Installed Building Products, Inc.	Annual	23-May-24	Elect Director Margot L. Carter	For	A vote FOR the director nominees is warranted.
Installed Building Products, Inc.	Annual	23-May-24	Elect Director David R. Meuse	For	A vote FOR the director nominees is warranted.
Installed Building Products, Inc.	Annual	23-May-24	Elect Director Michael H. Thomas	For	A vote FOR the director nominees is warranted.
Installed Building Products, Inc.	Annual	23-May-24	Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Installed Building Products, Inc.	Annual	23-May-24	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	23-May-24	Elect Director Steven J. Bensinger	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	Elect Director Teresa P. Chia	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	Elect Director Robert V. Hatcher, III	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	Elect Director Michael S. Kahoe	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	Elect Director Anne O. Kronenberg	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	Elect Director Robert Lippincott, III	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	Elect Director James J. Ritchie	Against	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	Elect Director Frederick L. Russell, Jr.	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	Elect Director Gregory M. Share	For	A vote AGAINST James Ritchie is warranted for serving as a non-independent member of a key board committee. A vote FOR the remaining director
Kinsale Capital Group, Inc.	Annual	23-May-24	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	23-May-24	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
Kinsale Capital Group, Inc.	Annual	23-May-24	Amend Certificate of Incorporation to Include Officer Exculpation	Against	A vote FOR this proposal is warranted. Although the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders
Kinsale Capital Group, Inc.	Annual	23-May-24	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Safran SA	Annual	23-May-24	Approve Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns
Safran SA	Annual	23-May-24	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns
Safran SA	Annual	23-May-24	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	A vote FOR this income allocation proposal is warranted, despite the low payout ratio, because of the losses incurred by the company in previous years
Safran SA	Annual	23-May-24	Approve Auditors' Special Report on Related-Party Transactions Regarding Two New Transactions	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns
Safran SA	Annual	23-May-24	Reelect Patricia Bellinger as Independent Director	For	For the (re)elections of these nominees are warranted in the absence of specific concerns (Items 5-7)
Safran SA	Annual	23-May-24	Elect Pascale Dodsas as Representative of Employee Shareholders to the Board	For	For the (re)elections of these nominees are warranted in the absence of specific concerns (Items 5-7)
Safran SA	Annual	23-May-24	Reelect Arine Aubert as Representative of Employee Shareholders to the Board	For	For the (re)elections of these nominees are warranted in the absence of specific concerns (Items 5-7)
Safran SA	Annual	23-May-24	Appoint Mazars as Auditor for the Sustainability Reporting	For	A vote FOR is warranted because there are no concerns regarding this proposal
Safran SA	Annual	23-May-24	Appoint Ernst & Young et Autres as Auditor for the Sustainability Reporting	For	A vote FOR is warranted because there are no concerns regarding this proposal
Safran SA	Annual	23-May-24	Approve Compensation of Ross Molines, Chairman of the Board	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern
Safran SA	Annual	23-May-24	Approve Compensation of Olivier Andries, CEO	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern
Safran SA	Annual	23-May-24	Approve Compensation Report of Corporate Officers	For	A vote FOR this remuneration report is warranted because it does not raise any significant concern
Safran SA	Annual	23-May-24	Approve Remuneration Policy of Chairman of the Board	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern
Safran SA	Annual	23-May-24	Approve Remuneration Policy of CEO	For	A vote FOR this remuneration policy is warranted but is not without concern as: * The company does not provide a fully compelling rationale for the base salary
Safran SA	Annual	23-May-24	Approve Remuneration Policy of Directors	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern
Safran SA	Annual	23-May-24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Such share buyback programs merit a vote FOR.
Safran SA	Annual	23-May-24	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Deborah Black	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Susan L. Bostrom	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Teresa Briggs	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Jonathan O. Chadwick	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Paul E. Chamberlain	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Lawrence J. Jackson, Jr.	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Frederic B. Luddy	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director William R. "Bill" McDermott	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Jeffrey A. Miller	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Joseph "Larry" Quinlan	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Anita M. Sands	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The committee sufficiently responded to shareholders' concerns following last year's failed say-on-pay vote. Disclosed design changes for FY24 will
ServiceNow, Inc.	Annual	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
ServiceNow, Inc.	Annual	23-May-24	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights
ServiceNow, Inc.	Annual	23-May-24	Elect Director Deborah Black	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Susan L. Bostrom	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Teresa Briggs	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Jonathan O. Chadwick	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Paul E. Chamberlain	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Lawrence J. Jackson, Jr.	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Frederic B. Luddy	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director William R. "Bill" McDermott	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Jeffrey A. Miller	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Joseph "Larry" Quinlan	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Anita M. Sands	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The committee sufficiently responded to shareholders' concerns following last year's failed say-on-pay vote. Disclosed design changes for FY24 will
ServiceNow, Inc.	Annual	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
ServiceNow, Inc.	Annual	23-May-24	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights
ServiceNow, Inc.	Annual	23-May-24	Elect Director Deborah Black	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Susan L. Bostrom	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Teresa Briggs	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Jonathan O. Chadwick	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Paul E. Chamberlain	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Lawrence J. Jackson, Jr.	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Frederic B. Luddy	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director William R. "Bill" McDermott	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Jeffrey A. Miller	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Joseph "Larry" Quinlan	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Anita M. Sands	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The committee sufficiently responded to shareholders' concerns following last year's failed say-on-pay vote. Disclosed design changes for FY24 will
ServiceNow, Inc.	Annual	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
ServiceNow, Inc.	Annual	23-May-24	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights
ServiceNow, Inc.	Annual	23-May-24	Elect Director Deborah Black	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Susan L. Bostrom	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Teresa Briggs	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Jonathan O. Chadwick	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Paul E. Chamberlain	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Lawrence J. Jackson, Jr.	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Frederic B. Luddy	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director William R. "Bill" McDermott	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Jeffrey A. Miller	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Joseph "Larry" Quinlan	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Elect Director Anita M. Sands	For	A vote FOR the director nominees is warranted.
ServiceNow, Inc.	Annual	23-May-24	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The committee sufficiently responded to shareholders' concerns following last year's failed say-on-pay vote. Disclosed design changes for FY24 will
ServiceNow, Inc.	Annual	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
ServiceNow, Inc.	Annual	23-May-24	Adopt Simple Majority Vote	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights
TransMedics Group, Inc.	Annual	23-May-24	Elect Director Waleed Hassanein	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	23-May-24	Elect Director James R. Tobin	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	23-May-24	Elect Director Edward M. Basile	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	23-May-24	Elect Director Thomas J. Gunderson	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	23-May-24	Elect Director Edwin M. Kania, Jr.	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	23-May-24	Elect Director Stephanie Lovell	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	23-May-24	Elect Director Marilee Raines	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	23-May-24	Elect Director David Wall	For	A vote FOR the director nominees is warranted.
TransMedics Group, Inc.	Annual	23-May-24	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
TransMedics Group, Inc.	Annual	23-May-24	Ratify PricewaterhouseCoopers LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Wingstop Inc.	Annual	23-May-24	Elect Director Kate S. Lavelle	For	WITH-HOLD votes are warranted for Michael Skipworth, Kate Lavelle, and Kilandigalu (Kay) Madati given the board's failure to remove, or subject to a sunset
Wingstop Inc.	Annual	23-May-24	Elect Director Kilandigalu (Kay) M. Madati	For	WITH-HOLD votes are warranted for Michael Skipworth, Kate Lavelle, and Kilandigalu (Kay) Madati given the board's failure to remove, or subject to a sunset
Wingstop Inc.	Annual	23-May-24	Elect Director Michael J. Skipworth	For	WITH-HOLD votes are warranted for Michael Skipworth, Kate Lavelle, and Kilandigalu (Kay) Madati given the board's failure to remove, or subject to a sunset
Wingstop Inc.	Annual	23-May-24	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Wingstop Inc.	Annual	23-May-24	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
Wingstop Inc.	Annual	23-May-24	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
Wingstop Inc.	Annual	23-May-24	Approve Omnibus Stock Plan	For	Based on the Equity Plan Scorecard evaluation (EPSO), a vote FOR this proposal is warranted
Wingstop Inc.	Annual	23-May-24	Report on GHG Emissions Reduction Targets	For	A vote FOR this proposal is warranted, as disclosing GHG emissions and setting emission reduction targets would help the company better align with its peers
Wyynn Corp.	Annual	24-May-24	Approve Business Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified
Wyynn Corp.	Annual	24-May-24	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable
Wyynn Corp.	Annual	24-May-24	Approve Issuance of New Common Shares to Participate in the Issuance of Global Depository Receipt and/or Issuance of New Shares through Public Offering	For	A vote FOR is warranted because the company has well demonstrated its needs for funds
XP Inc.	Annual	24-May-24	Accept Financial Statements and Statutory Reports	For	In the absence of any known issues concerning the company's audited accounts and financial statements, a vote FOR this resolution is warranted
XP Inc.	Annual	24-May-24	Elect Director Jose Luiz de Azevedo	For	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
XP Inc.	Annual	24-May-24	Elect Director Oscar Rodriguez Herrero	For	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
XP Inc.	Annual	24-May-24	Elect Director Joao Roberto Goncalves Teixeira	For	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
XP Inc.	Annual	24-May-24	Elect Director Melissa Werneck	For	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
XP Inc.	Annual	24-May-24	Elect Director Guilherme Dias Fernandes Benchimol	Against	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
XP Inc.	Annual	24-May-24	Elect Director Bruno Constantino Alexandre dos Santos	For	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
XP Inc.	Annual	24-May-24	Elect Director Bernardo Amaral Botelho	For	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
XP Inc.	Annual	24-May-24	Elect Director Martin Emiliano Escobari Lifchitz	For	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
XP Inc.	Annual	24-May-24	Elect Director Gabriel Kias da Rocha Leal	Against	A vote AGAINST Guilherme Dias Fernandes Benchimol and Gabriel Kias da Rocha Leal is warranted for serving as non-independent members of certain key
MediaTek, Inc.	Annual	27-May-24	Approve Business Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified
MediaTek, Inc.	Annual	27-May-24	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable

Media Tek, Inc.	Annual	27-May-24	Approve Issuance of Restricted Stocks	For	A vote FOR is warranted because: "the proposed scheme has a reasonable vesting period and contains reasonable criteria for the selection of eligible
Media Tek, Inc.	Annual	27-May-24	Elect Ming-Kai Tsai with SHAREHOLDER NO.1 as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees
Media Tek, Inc.	Annual	27-May-24	Elect Rick Tsai with SHAREHOLDER NO.374487 as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees
Media Tek, Inc.	Annual	27-May-24	Elect Joe Chen with SHAREHOLDER NO.167 as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees
Media Tek, Inc.	Annual	27-May-24	Elect Chang-Yaw Sun with SHAREHOLDER NO.109274 as Non-independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees
Media Tek, Inc.	Annual	27-May-24	Elect Chang-Yu Wu with SHAREHOLDER NO.1612 as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees
Media Tek, Inc.	Annual	27-May-24	Elect Peng-Hang Chang with SHAREHOLDER NO.A10260XXXX as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees
MediaTek, Inc.	Annual	27-May-24	Elect Syaru Shirley Lin with SHAREHOLDER NO.A22229XXXX as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees
MediaTek, Inc.	Annual	27-May-24	Elect Yao-Wen Chang with SHAREHOLDER NO.Q12127XXXX as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees
MediaTek, Inc.	Annual	27-May-24	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
Phison Electronics Corp.	Annual	45439.375	Approve Business Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Phison Electronics Corp.	Annual	45439.375	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Phison Electronics Corp.	Annual	45439.375	Elect Chih Jen Hsu with SHAREHOLDER NO.14 as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Phison Electronics Corp.	Annual	45439.375	Approve Issuance of Shares via a Private Placement	For	A vote FOR is warranted as the dilution represented is acceptable.
Phison Electronics Corp.	Annual	45439.375	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
ABC-MART, INC.	Annual	45440.4167	Approve Allocation of Income, with a Final Dividend of JPY 37	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
ABC-MART, INC.	Annual	45440.4167	Amend Articles to Increase Authorized Capital	Against	A vote AGAINST this proposal is warranted because: * The proposal seeks to more than double the authorized capital, without a disclosed
ABC-MART, INC.	Annual	45440.4167	Elect Director Noguchi, Minoru	Against	A vote AGAINST this director nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of
ABC-MART, INC.	Annual	45440.4167	Elect Director Hattori, Kiichiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45440.4167	Elect Director Katsunuma, Kiyoshi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45440.4167	Elect Director Kikuchi, Takashi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ABC-MART, INC.	Annual	45440.4167	Elect Director Ishii, Yasuo	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ACV Auctions Inc.	Annual	45441.6667	Elect Director Kirsten Castillo	Withhold	WITHHOLD votes are warranted for incumbent governance committee member Kirsten Castillo given the board's failure to remove, or subject
ACV Auctions Inc.	Annual	45441.6667	Elect Director Rene F. Jones	For	WITHHOLD votes are warranted for incumbent governance committee member Kirsten Castillo given the board's failure to remove, or subject
ACV Auctions Inc.	Annual	45441.6667	Elect Director Brian Radecki	For	WITHHOLD votes are warranted for incumbent governance committee member Kirsten Castillo given the board's failure to remove, or subject
ACV Auctions Inc.	Annual	45441.6667	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.
ACV Auctions Inc.	Annual	45441.6667	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
B&M European Value Retail SA	Ordinary Shareholders	45441.3333	Elect Nadia Shouraboura as Director	For	A vote FOR this Director is warranted as no significant concerns have been identified.
E Ink Holdings, Inc.	Annual	45441.375	Approve Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
E Ink Holdings, Inc.	Annual	45441.375	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Elite Material Co., Ltd.	Annual	45441.375	Approve Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Elite Material Co., Ltd.	Annual	45441.375	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Elite Material Co., Ltd.	Annual	45441.375	Elect James Cheng, with Shareholder No. A121778XXX, as Independent Director	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
Faraday Technology Corp.	Annual	45441.375	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Faraday Technology Corp.	Annual	45441.375	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Faraday Technology Corp.	Annual	45441.375	Elect Chia Tsung Hung, a REPRESENTATIVE of United Microelectronics Corporation, with SHAREHOLDER NO.1, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Elect Ying Sheng Shen, a REPRESENTATIVE of Limited Microelectronics Corporation, with SHAREHOLDER NO.1, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Elect Zhen Li Huang, a REPRESENTATIVE of Unimicron Technology Corp., with SHAREHOLDER NO.195937, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Elect Kuo Yung Wang, with SHAREHOLDER NO.101713, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Elect Shih Chin Lin, with SHAREHOLDER NO.203280, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Elect Wen Ju Tseng, with SHAREHOLDER NO.956, as Non-Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Elect Bing Kuan Luo, with ID NO.E122044XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Elect Wan Fen Zhou, with ID NO.D200018XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Elect Li Ying Yeh, with ID NO.A2202656XXX, as Independent Director	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Faraday Technology Corp.	Annual	45441.375	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors (Including Independent 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
FTAI Aviation Ltd.	Annual	45441.375	Elect Director A. Andrew Levison	Withhold	A WITHHOLD vote is warranted for A. Andrew Levison due to a material governance failure. One day prior to the meeting, the company
FTAI Aviation Ltd.	Annual	45441.375	Elect Director Kenneth J. Nicholson - Withdrawn Resolution	For	A WITHHOLD vote is warranted for A. Andrew Levison due to a material governance failure. One day prior to the meeting, the company
FTAI Aviation Ltd.	Annual	45441.375	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Peggy Alford	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Marc L. Andreessen	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director John Arnold	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Andrew W. Houston	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Nancy Killefer	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Robert M. Kimmitt	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Hook E. Tan	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Tracey T. Travis	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Tony Xu	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Mark Zuckerberg	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Meta Platforms, Inc.	Annual	45441.4167	Amend Certificate of Incorporation to Limit the Liability of Officers	Against	A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder
Meta Platforms, Inc.	Annual	45441.4167	Amend Omnibus Stock Plan	Against	Based on a qualitative evaluation of the proposed amendment, a vote AGAINST the proposal is warranted. The proposed amendment to allow
Meta Platforms, Inc.	Annual	45441.4167	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which
Meta Platforms, Inc.	Annual	45441.4167	Report on Generative AI Misinformation and Disinformation Risks	Against	A vote FOR this proposal is warranted. Additional disclosure on how the company intends to manage misinformation and disinformation risks
Meta Platforms, Inc.	Annual	45441.4167	Disclosure of Voting Results Based on Class of Shares	For	A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class
Meta Platforms, Inc.	Annual	45441.4167	Report on Human Rights Risks in Non-US Markets	Abstain	A vote FOR this proposal is warranted as increased transparency and disclosure would allow shareholders to better evaluate the effectiveness
Meta Platforms, Inc.	Annual	45441.4167	Amend Corporate Governance Guidelines	For	A vote FOR this proposal is warranted, as it would enhance the lead independent director duties.
Meta Platforms, Inc.	Annual	45441.4167	Report on Human Rights Impact Assessment of Targeted Advertising	Abstain	A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's
Meta Platforms, Inc.	Annual	45441.4167	Report on Child Safety and Harm Reduction	For	A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on
Meta Platforms, Inc.	Annual	45441.4167	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against	A vote AGAINST this proposal is warranted. While shareholders would likely benefit from more disclosure around the risks and benefits of a
Meta Platforms, Inc.	Annual	45441.4167	Report on Political Advertising and Election Cycle Enhanced Actions	For	A vote FOR this proposal is warranted, as additional disclosure on the impacts of political advertising on the company's platforms would allow
Meta Platforms, Inc.	Annual	45441.4167	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Abstain	A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Peggy Alford	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Marc L. Andreessen	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director John Arnold	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Andrew W. Houston	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Nancy Killefer	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Robert M. Kimmitt	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Hook E. Tan	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Tracey T. Travis	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Tony Xu	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Mark Zuckerberg	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Meta Platforms, Inc.	Annual	45441.4167	Amend Certificate of Incorporation to Limit the Liability of Officers	Against	A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder
Meta Platforms, Inc.	Annual	45441.4167	Amend Omnibus Stock Plan	Against	Based on a qualitative evaluation of the proposed amendment, a vote AGAINST the proposal is warranted. The proposed amendment to allow
Meta Platforms, Inc.	Annual	45441.4167	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which
Meta Platforms, Inc.	Annual	45441.4167	Report on Generative AI Misinformation and Disinformation Risks	Against	A vote FOR this proposal is warranted. Additional disclosure on how the company intends to manage misinformation and disinformation risks
Meta Platforms, Inc.	Annual	45441.4167	Disclosure of Voting Results Based on Class of Shares	For	A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class
Meta Platforms, Inc.	Annual	45441.4167	Report on Human Rights Risks in Non-US Markets	Abstain	A vote FOR this proposal is warranted as increased transparency and disclosure would allow shareholders to better evaluate the effectiveness
Meta Platforms, Inc.	Annual	45441.4167	Amend Corporate Governance Guidelines	For	A vote FOR this proposal is warranted, as it would enhance the lead independent director duties.
Meta Platforms, Inc.	Annual	45441.4167	Report on Human Rights Impact Assessment of Targeted Advertising	Abstain	A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's
Meta Platforms, Inc.	Annual	45441.4167	Report on Child Safety and Harm Reduction	For	A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on
Meta Platforms, Inc.	Annual	45441.4167	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against	A vote AGAINST this proposal is warranted. While shareholders would likely benefit from more disclosure around the risks and benefits of a
Meta Platforms, Inc.	Annual	45441.4167	Report on Political Advertising and Election Cycle Enhanced Actions	For	A vote FOR this proposal is warranted, as additional disclosure on the impacts of political advertising on the company's platforms would allow
Meta Platforms, Inc.	Annual	45441.4167	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Abstain	A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Peggy Alford	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Marc L. Andreessen	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director John Arnold	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Andrew W. Houston	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Nancy Killefer	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Robert M. Kimmitt	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Hook E. Tan	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Tracey T. Travis	For	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Elect Director Tony Xu	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are

Meta Platforms, Inc.	Annual	45441.4167	Elect Director Mark Zuckerberg	Withhold	WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are
Meta Platforms, Inc.	Annual	45441.4167	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Meta Platforms, Inc.	Annual	45441.4167	Amend Certificate of Incorporation to Limit the Liability of Officers	Against	A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder
Meta Platforms, Inc.	Annual	45441.4167	Amend Omnibus Stock Plan	For	Based on a qualitative evaluation of the proposed amendment, a vote AGAINST the proposal is warranted. The proposed amendment to allow
Meta Platforms, Inc.	Annual	45441.4167	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which
Meta Platforms, Inc.	Annual	45441.4167	Report on Generative AI Misinformation and Disinformation Risks	Against	A vote FOR this proposal is warranted. Additional disclosure on how the company intends to manage misinformation and disinformation risks
Meta Platforms, Inc.	Annual	45441.4167	Disclosure of Voting Results Based on Class of Shares	For	A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class
Meta Platforms, Inc.	Annual	45441.4167	Report on Human Rights Risks in Non-US Markets	Abstain	A vote FOR this proposal is warranted as increased transparency and disclosure would allow shareholders to better evaluate the effectiveness
Meta Platforms, Inc.	Annual	45441.4167	Amend Corporate Governance Guidelines	For	A vote FOR this proposal is warranted, as it would enhance the lead independent director duties.
Meta Platforms, Inc.	Annual	45441.4167	Report on Human Rights Impact Assessment of Targeted Advertising	Abstain	A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's
Meta Platforms, Inc.	Annual	45441.4167	Report on Child Safety and Harm Reduction	For	A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on
Meta Platforms, Inc.	Annual	45441.4167	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	Against	A vote AGAINST this proposal is warranted. While shareholders would likely benefit from more disclosure around the risks and benefits of a
Meta Platforms, Inc.	Annual	45441.4167	Report on Political Advertising and Election Cycle Enhanced Actions	For	A vote FOR this proposal is warranted, as additional disclosure on the impacts of political advertising on the company's platforms would allow
Meta Platforms, Inc.	Annual	45441.4167	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Abstain	A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would
Nanya Technology Corp.	Annual	45441.3958	Approve Financial Statements and Business Report	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Nanya Technology Corp.	Annual	45441.3958	Approve Deficit Compensation	For	A vote FOR is warranted because the proposal aims to declare and promote transparency of the company's losses for the current financial
Nanya Technology Corp.	Annual	45441.3958	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations.
Alchip Technologies Ltd.	Annual	45442.375	Approve Business Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
Alchip Technologies Ltd.	Annual	45442.375	Approve Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
Alchip Technologies Ltd.	Annual	45442.375	Amend Rules and Procedures Regarding Shareholder's General Meeting	For	A vote FOR is warranted given that the amendments are mostly technical in nature, to align company procedures with regulations or based on
Alchip Technologies Ltd.	Annual	45442.375	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
Alchip Technologies Ltd.	Annual	45442.375	Approve Issuance of Shares via a Private Placement	For	A vote FOR is warranted as the dilution represented is acceptable.
Rorze Corp.	Annual	45442.3958	Approve Allocation of Income, with a Final Dividend of JPY 135	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
Rorze Corp.	Annual	45442.3958	Amend Articles to Indemnify Directors - Indemnify Statutory Auditors	For	A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.
Rorze Corp.	Annual	45442.3958	Elect Director Fujishiro, Yoshiyuki	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45442.3958	Elect Director Nakamura, Hideharu	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45442.3958	Elect Director Hayasaki, Katsushi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45442.3958	Elect Director Sakiya, Fumio	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45442.3958	Elect Director Hamori, Hiroshi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45442.3958	Elect Director Morishita, Hidenori	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45442.3958	Elect Director Aoto, Nahomi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Rorze Corp.	Annual	45442.3958	Appoint Statutory Auditor Kaku, Noriko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Cadre Holdings, Inc.	Annual	45443.4167	Elect Director Warren B. Kanders	For	WITHHOLD votes are warranted for incumbent nominating committee chair Nicholas Sokolow for lack of diversity on the board. WITHHOLD
Cadre Holdings, Inc.	Annual	45443.4167	Elect Director Nicholas Sokolow	Withhold	WITHHOLD votes are warranted for incumbent nominating committee chair Nicholas Sokolow for lack of diversity on the board. WITHHOLD
Cadre Holdings, Inc.	Annual	45443.4167	Elect Director William Quigley	For	WITHHOLD votes are warranted for incumbent nominating committee chair Nicholas Sokolow for lack of diversity on the board. WITHHOLD
Cadre Holdings, Inc.	Annual	45443.4167	Elect Director Hamish Norton	For	WITHHOLD votes are warranted for incumbent nominating committee chair Nicholas Sokolow for lack of diversity on the board. WITHHOLD
Cadre Holdings, Inc.	Annual	45443.4167	Elect Director Deborah A. DeCotis	For	WITHHOLD votes are warranted for incumbent nominating committee chair Nicholas Sokolow for lack of diversity on the board. WITHHOLD
Cadre Holdings, Inc.	Annual	45443.4167	Ratify KPMG LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
King Yuan Electronics Co., Ltd.	Annual	45443.375	Approve Business Operations Report and Financial Statements	For	A vote FOR is merited for this routine resolution because no concerns have been identified.
King Yuan Electronics Co., Ltd.	Annual	45443.375	Approve Plan on Profit Distribution	For	A vote FOR is warranted because the proposed payout is considered reasonable.
King Yuan Electronics Co., Ltd.	Annual	45443.375	Elect Gauss Chang, with SHAREHOLDER NO.1010, as Non-Independent Director	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
King Yuan Electronics Co., Ltd.	Annual	45443.375	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
King Yuan Electronics Co., Ltd.	Annual	45443.375	Approve Amendments to Articles of Association	For	A vote FOR is warranted given that the amendments are mostly to align company procedures with regulations.