VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2021 to 06/30/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): PEMBROKE INTERNATIONAL GROWTH FUND

Voting Statistics

	Total	Percent
Votable Meetings	130	
Meetings Voted	122	93.85%
Meetings with One or More Votes Against Management	64	49.23%
Votable Ballots	130	
Ballots Voted	122	93.85%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Manageme	nt Proposals	Shareholder	Proposals	All Proposals		
	Total			Percent	Total	Percent	
Votable Proposals	1516		16		1532		
Proposals Voted	1391	91.75%	16	100.00%	1407	91.84%	
FOR Votes	1227	80.94%	13	81.25%	1240	80.94%	
AGAINST Votes	141	9.30%	3	18.75%	144	9.40%	
ABSTAIN Votes	23	1.52%	0	0.00%	23	1.50%	
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%	
Votes WITH Management			16	100.00%	1275	83.22%	
Votes AGAINST Management	132	8.71%	0	0.00%	132	8.62%	

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Trainline Plc

Meeting Date: 07/01/2021 Record Date: 06/29/2021 Country: United Kingdom

Meeting Type: Annual

Primary Security ID: G8992Y119

Ticker: TRN

Voting Policy: Sustainability

Shares Voted: 281,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's rou warranted as no significant concerns have been identifi		ectors' report a	nd financial statements is					
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is co shareholders:* CEO Jody Ford has been awarded an ex with his appointment. This award appears high relative share price in connection with the health pandemic. The other LTIP awards made during the period in review, the consistent with the stakeholder experience, and that it gains.* No other material concerns have been identified	cceptional limit award under to FTSE 250 norms, partic main reasons for support the Remuneration Committe will review vesting in orde	er the LTIP at 4 cularly in the co are:* In line v ee has stated to	100% of salary in connection context of the Company's lower with the commitment for the that vesting outcomes would be					
3	Re-elect Brian McBride as Director	Mgmt	For	For	Against	For	No	Yes	No

Voting Policy Rationale: Votes AGAINST incumbent Nominating Committee chair Brian McBride are warranted for lack of gender diversity on the board. Votes FOR the remaining nominees are warranted.

Trainline Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Re-elect Duncan Tatton-Brown as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent Nom diversity on the board. Votes FOR the remaining nomined	-	Brian McBride a	re warranted for lack of gende	rr				
5	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent Nom diversity on the board.Votes FOR the remaining nomined	-	Brian McBride a	re warranted for lack of gende	pr				
6	Re-elect Shaun McCabe as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent Nom diversity on the board.Votes FOR the remaining nomined	-	Brian McBride a	re warranted for lack of gende	r				
7	Elect Andy Phillipps as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent Nom diversity on the board.Votes FOR the remaining nomined	-	Brian McBride a	re warranted for lack of gende	pr				
8	Elect Jennifer Duvalier as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent Nom diversity on the board.Votes FOR the remaining nomined	-	Brian McBride a	re warranted for lack of gende	pr				
9	Elect Jody Ford as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent Nom diversity on the board.Votes FOR the remaining nomined	-	Brian McBride a	re warranted for lack of gende	pr				
10	Appoint PwC LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is con	nsidered warranted at this	time.						
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed because there are no c	oncerns regard	ling this proposal.					
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa overtly political payments but is making this technical pr		•						
13	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	ts and durations are within					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	ts and durations are within					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	ts and durations are within					
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is warecommended limits.	rranted because the prop	osed amount a	nd duration are within					
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	rranted as no issues of co	ncern have be	en identified.					

Airtac International Group

Meeting Date: 07/05/2021 **Record Date:** 03/29/2021

Country: Cayman Islands Meeting Type: Annual

Ticker: 1590

Primary Security ID: G01408106

Voting Policy: Sustainability

Shares Voted: 49,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Business Operations Report and Consolidated Financial Statements	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for the	his routine resolution bed	cause no concerns h	ave been identified.					
2	Amend Rules and Procedures Regarding Shareholder's General Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted given operational needs.	ven that the amendment	ts are mostly technic	al in nature and are l	based on				
3	Amend Rules and Procedures for Election of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted given operational needs.	ven that the amendment	ts are mostly technic	al in nature and are l	based on				
4	Amend Procedures for Endorsement and Guarantees	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted given operational needs.	ven that the amendment	ts are mostly technic	al in nature and are l	based on				
5	Amend Trading Procedures Governing Derivatives Products	Mgmt	For	Against	Against	Against	Yes	No	No

AVEVA Group Plc

Meeting Date: 07/07/2021 **Record Date:** 07/05/2021

Country: United Kingdom Meeting Type: Annual

Ticker: AVV

Primary Security ID: G06812120

been identified.

Voting Policy: Sustainability

				Shares Voted	: 18,760				
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's rot warranted as no significant concerns have been identi		lirectors' report a	nd financial statements is					
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is of for improved reporting on LTIP targets. The main reason performance. * No other material concerns are noted of	ons for support are:* Ove	erall pay is broad	ly considered to be aligned wi	•				
3	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is v	varranted because this is	a routine item ai	nd no significant concerns ha	ve				

AVEVA Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Approve Sub-Plan for Californian-based Participants of Global Employee Share Purchase Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is v	varranted in the absence	of significant cor	ncerns.					
5	Approve Long Term Incentive Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is v	varranted in the absence	of significant con	ncerns.					
6	Approve Restricted Share Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is v	varranted in the absence	of significant con	ncerns.					
7	Re-elect Olivier Blum as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Item 7: Elect Olivier Blum as I Blum is a nominee of the controlling shareholder and a Remuneration Committee does not comply with the re 14:A vote FOR these candidates is warranted as no sig Nominating Committee chair Philip (Phil) Aiken are wa	thereby not considered to commendations of the Uf gnificant concerns have be	be independent. K Code as a resul een identified.Ite	. The composition of the It of this Director.Item 8, 10- em 9:Votes AGAINST incumbent	÷				
8	Re-elect Peter Herweck as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 7: Elect Olivier Blum as I Blum is a nominee of the controlling shareholder and a Remuneration Committee does not comply with the re 14:A vote FOR these candidates is warranted as no sig Nominating Committee chair Philip (Phil) Aiken are wa	thereby not considered to commendations of the Uf gnificant concerns have be	be independent. K Code as a resul een identified.Ite	. The composition of the It of this Director.Item 8, 10- m 9:Votes AGAINST incumbent	•				
9	Re-elect Philip Aiken as Director	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: Item 7: Elect Olivier Blum as I Blum is a nominee of the controlling shareholder and a Remuneration Committee does not comply with the re 14:A vote FOR these candidates is warranted as no sig Nominating Committee chair Philip (Phil) Aiken are wa	thereby not considered to commendations of the Uf gnificant concerns have be	be independent. K Code as a resul een identified.Ite	. The composition of the It of this Director.Item 8, 10- em 9:Votes AGAINST incumbent	•				
10	Re-elect James Kidd as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 7: Elect Olivier Blum as I Blum is a nominee of the controlling shareholder and a Remuneration Committee does not comply with the re 14:A vote FOR these candidates is warranted as no sig Nominating Committee chair Philip (Phil) Aiken are wa	thereby not considered to commendations of the Uf gnificant concerns have bo	be independent. K Code as a resul een identified.Ite	. The composition of the It of this Director.Item 8, 10- em 9:Votes AGAINST incumbent	•				
11	Re-elect Jennifer Allerton as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 7: Elect Olivier Blum as I Blum is a nominee of the controlling shareholder and I Remuneration Committee does not comply with the re 14:A vote FOR these candidates is warranted as no sig Nominating Committee chair Philip (Phil) Aiken are wa	thereby not considered to commendations of the Ul gnificant concerns have be	be independent. K Code as a resul een identified.Ite	. The composition of the It of this Director.Item 8, 10- m 9:Votes AGAINST incumbent	•				
12	Re-elect Christopher Humphrey as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 7: Elect Olivier Blum as I Blum is a nominee of the controlling shareholder and I Remuneration Committee does not comply with the re 14:A vote FOR these candidates is warranted as no sig Nominating Committee chair Philip (Phil) Aiken are wa	thereby not considered to ecommendations of the Uf gnificant concerns have be	be independent. K Code as a resul een identified.Ite	. The composition of the It of this Director.Item 8, 10- em 9:Votes AGAINST incumbent	•				
13	Re-elect Ron Mobed as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: Item 7: Elect Olivier Blum as DirectorA vote AGAINST this resolution is warranted because:* Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code as a result of this Director. Item 8, 10-14:A vote FOR these candidates is warranted as no significant concerns have been identified. Item 9: Votes AGAINST incumbent Nominating Committee chair Philip (Phil) Aiken are warranted for lack of gender diversity on the board.

AVEVA Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14	Re-elect Paula Dowdy as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 7: Elect Olivier Blum as a Blum is a nominee of the controlling shareholder and Remuneration Committee does not comply with the re 14:A vote FOR these candidates is warranted as no sign Nominating Committee chair Philip (Phil) Aiken are was	thereby not considered to ecommendations of the U gnificant concerns have b	o be independent IK Code as a resu Deen identified.Ite	. The composition of the It of this Director.Item 8, 10- em 9:Votes AGAINST incumber	nt				
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	nted as no significant con	ncerns have been	identified.					
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	nted because there are n	o concerns regard	ding this proposal.					
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is v recommended limits.	warranted because the pi	roposed amount a	and duration are within					
18	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.	is warranted because the	e proposed amoui	nts and durations are within					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.	is warranted because the	proposed amoui	nts and durations are within					
20	Adopt New Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is v	warranted as no significa	nt concerns have	been identified.					
21	Approve Reduction of Share Premium Account	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is v	warranted as no significa	nt concerns have	been identified.					
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is w	warranted. No issues of c	oncern have beer	n identified.					

Chacha Food Co., Ltd.

Meeting Date: 07/16/2021 **Record Date:** 07/09/2021

Country: China

Ticker: 002557

Meeting Type: Special

Primary Security ID: Y2000X106

Voting Policy: Sustainability

Shares Voted: 183,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Employee Share Purchase Plan (Draft) and Summary	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company.

Chacha Food Co., Ltd.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
Approve Authorization of Board to Handle All Related Matters	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted given interests of employees with that of the company.	that the zero-dilution emp	oloyee stock pu	rchase plan serves to align the	ę				
Approve Methods to Assess the Performance of Plan Participants	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted given interests of employees with that of the company.	that the zero-dilution emp	oloyee stock pu	rchase plan serves to align the	2				
Approve Amendments to Articles of Association	Mgmt	For	For	For	For	No	No	No
	Proposal Text Approve Authorization of Board to Handle All Related Matters Voting Policy Rationale: A vote FOR is warranted given interests of employees with that of the company. Approve Methods to Assess the Performance of Plan Participants Voting Policy Rationale: A vote FOR is warranted given interests of employees with that of the company. Approve Amendments to Articles of	Approve Authorization of Board to Handle All Related Matters Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution emplinterests of employees with that of the company. Approve Methods to Assess the Performance Mgmt of Plan Participants Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution emplinterests of employees with that of the company. Approve Amendments to Articles of Mgmt	Approve Authorization of Board to Handle All Mgmt For Related Matters Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purinterests of employees with that of the company. Approve Methods to Assess the Performance Mgmt For of Plan Participants Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purinterests of employees with that of the company. Approve Amendments to Articles of Mgmt For	Approve Authorization of Board to Handle All Mgmt For For Related Matters *Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company. Approve Methods to Assess the Performance Mgmt For For of Plan Participants *Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company. Approve Amendments to Articles of Mgmt For For	Approve Authorization of Board to Handle All Approve Authorization of Board to Handle All Mgmt For For For Related Matters **Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company. Approve Methods to Assess the Performance of Plan Participants **Voting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company. Approve Amendments to Articles of Mgmt For For For For	Approve Authorization of Board to Handle All Approve Approve Authorization of Board to Handle All Approve A	Proposal TextProponentMgmt RecISS RecVoting Policy RecVote InstructionAgainst MgmtApprove Authorization of Board to Handle All Related MattersMgmtForForForForForVoting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company.ForForForForForForForApprove Methods to Assess the Performance of Plan ParticipantsMgmtForForForForForNoVoting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company.ForForForForForNo	Proposal TextProponentMgmt RecISS RecVoting Policy RecVote InstructionAgainst MgmtAgainst PolicyApprove Authorization of Board to Handle All Related MattersMgmtForForForForForForVoting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company.ForForForForForNoNoApprove Methods to Assess the Performance of Plan ParticipantsMgmtForForForForForNoNoVoting Policy Rationale: A vote FOR is warranted given that the zero-dilution employee stock purchase plan serves to align the interests of employees with that of the company.ForForForForNoNo

Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.

Ryman Healthcare Limited

Meeting Date: 07/29/2021 Record Date: 07/27/2021 Country: New Zealand Meeting Type: Annual Ticker: RYM

Primary Security ID: Q8203F106

Voting Policy: Sustainability

Shares Voted: 136,719

Proposa Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.1	Elect Gregory Campbell as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: Item 2.1A vote FOR the election of Gregory Campbell is warranted. He is an independent non-executive director and his presence facilitates progress towards the composition of a majority independent board structure, and there are no corporate governance concerns identified with respect to his nomination. Item 2.2A qualified vote FOR the re-election of Geoffrey Cumming is warranted. Geoffrey Cumming is a non-independent non-executive director on a board that is not majority independent. He is a significant shareholder, owing 9.86 percent of the company's shares. When considered as a shareholder representative, his representation on the board as one of nine directors (approximately 11 percent), is not materially disproportionate to the shareholding which he represents. Although his representation on the board is not sufficient to dominate board decision making, shareholders may seek to engage with the company to signal concern for the extent of non-independence of the board as a whole. Item 2.3A vote AGAINST the re-election of Warren Bell is warranted. His presence contributes to the board not being majority independent. He is designated as the sole shareholder representative of Hickman Family Trustees Ltd (which owns 6.64 percent of the company's shares). Bell's board representation of 11 per cent is disproportionate to the shareholding which he represents. He is also a member of the audit committee, which is only 50 percent independent, and does not meet good governance expectations of many shareholders. Item 2.4A vote AGAINST the re-election of Jo Appleyard is warranted. She is classified as a non-independent director on a non-majority independent board.* She is a partner of Chapman Tripp, being a law firm used by the company, and* She has excessive 12 years' tenure on the hoard

2.2 Elect Geoffrey Cumming as Director

Mgmt

For

For

For

For

No

No

No

Voting Policy Rationale: Item 2.1A vote FOR the election of Gregory Campbell is warranted. He is an independent non-executive director and his presence facilitates progress towards the composition of a majority independent board structure, and there are no corporate governance concerns identified with respect to his nomination. Item 2.2A qualified vote FOR the re-election of Geoffrey Cumming is warranted. Geoffrey Cumming is a non-independent non-executive director on a board that is not majority independent. He is a significant shareholder, owing 9.86 percent of the company's shares. When considered as a shareholder representative, his representation on the board as one of nine directors (approximately 11 percent), is not materially disproportionate to the shareholding which he represents. Although his representation on the board is not sufficient to dominate board decision making, shareholders may seek to engage with the company to signal concern for the extent of non-independence of the board as a whole. Item 2.3A vote AGAINST the re-election of Warren Bell is warranted. His presence contributes to the board not being majority independent. He is designated as the sole shareholder representative of Hickman Family Trustees Ltd (which owns 6.64 percent of the company's shares). Bell's board representation of 11 per cent is disproportionate to the shareholding which he represents. He is also a member of the audit committee, which is only 50 percent independent, and does not meet good governance expectations of many shareholders. Item 2.4A vote AGAINST the re-election of Jo Appleyard is warranted. She is classified as a non-independent director on a non-majority independent board.* She is a partner of Chapman Tripp, being a law firm used by the company, and* She has excessive 12 years' tenure on the hoard.

Ryman Healthcare Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.3	Elect Warren Bell as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Item 2.1A vote FOR director and his presence facilitates progress no corporate governance concerns identified Geoffrey Cumming is warranted. Geoffrey Curindependent. He is a significant shareholder, representative, his representation on the boad disproportionate to the shareholding which h board decision making, shareholders may see non-independence of the board as a whole. It contributes to the board not being majority if Family Trustees Ltd (which owns 6.64 percer disproportionate to the shareholding which h percent independent, and does not meet goo re-election of Jo Appleyard is warranted. She She is a partner of Chapman Tripp, being a laboard.	towards the composition of a invith respect to his nomination of an invite section of an invite section of the control of the	majority independen Item 2.2A qualified on-executive director npany's shares. Whe proximately 11 perce esentation on the bo y to signal concern for- election of Warren Le as the sole sharehold ell's board representa- nber of the audit con many shareholders. I dent director on a no	t board structure, and vote FOR the re-election on a board that is nown considered as a sharent), is not materially and is not sufficient to or the extent of the extent of the representative of Hation of 11 per cent is nomittee, which is only streng 2.4A vote AGAINS on-majority independeng vote FOR the control of the pendengal of the control of the	there are ion of it majority reholder dominate presence lickman ST the nt board.*				
2.4	Elect Jo Appleyard as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Item 2.1A vote FOR director and his presence facilitates progress no corporate governance concerns identified Geoffrey Cumming is warranted. Geoffrey Curindependent. He is a significant shareholder, representative, his representation on the board disproportionate to the shareholders which his board decision making, shareholders may see the board decision making.	towards the composition of a i with respect to his nomination mming is a non-independent no owing 9.86 percent of the con ord as one of nine directors (ap, e represents.Although his repro- ek to engage with the company	majority independen .Item 2.2A qualified on-executive directon npany's shares. Whe proximately 11 perce esentation on the bo y to signal concern fo	t board structure, and vote FOR the re-election on a board that is nown on considered as a share ent), is not materially ard is not sufficient to or the extent of	there are ion of t majority reholder dominate				

No

No

No

No

No

No

director and his presence facilitates progress towards the composition of a majority independent board structure, and there are no corporate governance concerns identified with respect to his nomination. Item 2.2A qualified vote FOR the re-election of Geoffrey Cumming is warranted. Geoffrey Cumming is a non-independent non-executive director on a board that is not majority independent. He is a significant shareholder, owing 9.86 percent of the company's shares. When considered as a shareholder representative, his representation on the board as one of nine directors (approximately 11 percent), is not materially disproportionate to the shareholding which he represents. Although his representation on the board is not sufficient to dominate board decision making, shareholders may seek to engage with the company to signal concern for the extent of non-independence of the board as a whole. Item 2.3A vote AGAINST the re-election of Warren Bell is warranted. His presence contributes to the board not being majority independent. He is designated as the sole shareholder representative of Hickman Family Trustees Ltd (which owns 6.64 percent of the company's shares). Bell's board representation of 11 per cent is disproportionate to the shareholding which he represents. He is also a member of the audit committee, which is only 50 percent independent, and does not meet good governance expectations of many shareholders. Item 2.4A vote AGAINST the re-election of Jo Appleyard is warranted. She is classified as a non-independent director on a non-majority independent board.* She is a partner of Chapman Tripp, being a law firm used by the company, and* She has excessive 12 years' tenure on the board.

3 Authorize Board to Fix Remuneration of the Mgmt For For For For Auditors

Voting Policy Rationale: A vote FOR this resolution is warranted because no material corporate governance concerns have been identified in relation to fees paid to the auditor.

Approve the Increase in Maximum Aggregate Mgmt For For For For For Remuneration of Directors

Voting Policy Rationale: A qualified vote FOR this resolution is warranted.* The predominant need for the increase in the fee cap is due to an increase in the number of directors on the board.* Otherwise, the current NED and chair fees are not in excess of market capitalisation peers, and below the average of fees in the NZ\$5 billion to NZ\$18 billion market cap range.* The company discloses its intention to adopt a Fixed Trading Plan for directors, where they will allocate for 35 percent of their total director's fees towards acquiring Ryman shares via on-market purchases. This mechanism aligns directors' interests with the interests of shareholders. Some shareholders may have concerns for the excessive increase to the chairman's fees, which would put the new chair fee of around \$303,000 to be well above the average of market capitalization peers of around \$253,000.

Westwing Group AG

 Meeting Date: 08/05/2021
 Country: Germany
 Ticker: WEW

 Record Date: 07/14/2021
 Meeting Type: Annual

Primary Security ID: D9663Z107

Voting Policy: Sustainability

Shares Voted: 32,167

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
2	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR these proposals are their fiduciary duties.	warranted as there is no o	evidence that t	the boards have not fulfilled					
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR these proposals are their fiduciary duties.	warranted as there is no o	evidence that t	the boards have not fulfilled					
4.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR are warranted becau	ise there are no concerns	regarding the	se proposals.					
4.2	Ratify PricewaterhouseCoopers GmbH as Auditors for a Possible Review of Additional Financial Information for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR are warranted becau	ise there are no concerns	regarding the	se proposals.					
4.3	Ratify PricewaterhouseCoopers GmbH as Auditors for a Possible Review of Additional Financial Information for Fiscal Year 2022 until the Next AGM	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR are warranted becau	ise there are no concerns	regarding the	se proposals.					
5	Approve Increase in Size of Board to Five Members	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan	ranted.							
6	Elect Mareike Waechter to the Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomine Antonella Mei-Pochtler, are warranted. A vote AGAINST would be an overboarded director.		-		he				
7	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed remul practice and does not give rise to significant concerns.	neration policy is warrante	ed as it is broa	dly in line with market best					
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed chang warranted.	ne in the remuneration scl	hedule for supe	ervisory board members is					
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed share	repurchase program is w	varranted.						
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war	ranted.							

Westwing Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11	Change of Corporate Form to Societas Europaea (SE)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	rranted.							
12.1	Elect Christoph Barchewitz to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin Antonella Mei-Pochtler, are warranted.A vote AGAINST would be an overboarded director.	•	-		e				
12.2	Elect Thomas Harding to the Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin Antonella Mei-Pochtler, are warranted.A vote AGAINST would be an overboarded director.			·	e				
12.3	Elect Michael Hoffmann to the Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin Antonella Mei-Pochtler, are warranted.A vote AGAINST would be an overboarded director.	•	5,	•	e				
12.4	Elect Antonella Mei-Pochtler to the Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin Antonella Mei-Pochtler, are warranted.A vote AGAINST would be an overboarded director.	,	5.	•	e				
12.5	Elect Mareike Waechter to the Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin	ees, Mareike Waechter, Th	homas Harding,	Michael Hoffmann, and					

Antonella Mei-Pochtler, are warranted. A vote AGAINST Christoph Barchewitz is warranted because, if elected as board chair, he would be an overboarded director.

Cellink AB

Meeting Date: 08/06/2021

Country: Sweden

Ticker: CLNK.B

Record Date: 07/29/2021

Meeting Type: Extraordinary

Shareholders

Primary Security ID: W2R45B104

Voting Policy: Sustainability

Shares Voted: 3,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	palities.							
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Votina Policy Rationale: These are routine meeting form	nalities.							

Cellink AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting in	formalities.							
6	Amend Articles Re: Change Company Name to BICO AB; Amend Corporate Purpose	Mgmt	For	For	For	For	No	No	No
	Voting Policy Pationals: A vote EOP this proposal is	warranted because the	proposed changes a	ro noutral in torms	of.				

Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.

Aavas Financiers Limited

Meeting Date: 08/10/2021 Record Date: 08/03/2021 Country: India
Meeting Type: Annual

Ticker: 541988

Primary Security ID: Y0R7TT104

Voting Policy: Sustainability

Shares Voted: 28,138

					Silares votea. 20,130				
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: While the auditors' report vote FOR this resolution is warranted.	includes an emphasis of n	matter, their opinion	remains unqualified.	As such, a				
2	Reelect Nishant Sharma as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all these nominominees and the company's board and committee	-	he absence of any k	nown issues concerni	ing the				
3	Reelect Vivek Vig as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all these nominominees and the company's board and committee	-	he absence of any ki	nown issues concerni	ing the				
4	Reelect Kalpana Iyer as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all these nominominees and the company's board and committee	-	he absence of any k	nown issues concerni	ing the				
5	Approve Increase in Borrowing Powers	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution company's current financial position and the procedurements.	_	•		v of the				
6	Approve Pledging of Assets for Debt	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution company's current financial position and the procedurements.	_	•		v of the				
7	Authorize Issuance of Non-Convertible	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR these resolutions is warranted given the requests are deemed reasonable in view of the company's current financial position and the proceeds would help facilitate fund requirements and maintain capital requirements.

Aavas Financiers Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	Approve Equity Stock Option Plan For Employees 2021 (ESOP-2021) and Grant of Options to Eligible Employees of the Company	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The scheme permits stock options to be issued with an exercise price at a deep discount to the market price at the date of grant.* The exact performance targets for vesting								

Arezzo Industria e Comercio SA

Meeting Date: 08/12/2021

Country: Brazil

Record Date:

Meeting Type: Extraordinary

Shareholders

Primary Security ID: P04508100

have not been disclosed.

Voting Policy: Sustainability

Ticker: ARZZ3

Shares Voted: 107,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Stock Option Plan	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this req align the interests of its beneficiaries and those of		the proposed plan	does not appear to ade	quately				
2	Amend Article 4 Re: Corporate Purpose	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these request proposed amendments; and* The proposed chair								
3	Amend Article 12	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these request proposed amendments; and* The proposed chair				the				
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this routine formality is warranted.

Chacha Food Co., Ltd.

Meeting Date: 08/16/2021 **Record Date:** 08/09/2021

Country: China Meeting Type: Special Ticker: 002557

Primary Security ID: Y2000X106

Voting Policy: Sustainability

Shares Voted: 183,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Amend Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.								
2	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.

Chacha Food Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
3	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.

AU Small Finance Bank Limited

Meeting Date: 08/17/2021 Record Date: 08/10/2021 Country: India
Meeting Type: Annual

Ticker: 540611

Primary Security ID: Y0R772123

Voting Policy: Sustainability

Shares Voted: 191,569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: While the auditors' report in vote FOR this resolution is warranted.	cludes an emphasis of	matter, their opinion	remains unqualified	d. As such, a				
2	Reelect Uttam Tibrewal as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the nominee is	warranted given the ab	sence of any known	issues concerning th	he nominee.				
3	Approve Deloitte Haskins and Sells, Chartered Accountants and G. M. Kapadia & Co., Chartered Accountants as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is	warranted given the ab	sence of any significa	ant concerns.					
4	Approve Issuance of Debt Securities/Bonds/Other Permissible Instruments	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is company's current financial position and because the requirements, and partially repay existing debt.	-	•						
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns were identified.

Lagercrantz Group AB

Meeting Date: 08/24/2021 **Record Date:** 08/16/2021

Country: Sweden **Meeting Type:** Annual

Ticker: LAGR.B

Primary Security ID: W5303A147

Voting Policy: Sustainability

Shares Voted: 88,829

						Vote	Vote	Vote
Proposal				Voting	Vote	Against	Against	Against
Number Proposal Text	Proponent	Mgmt Rec	ISS Rec	Policy Rec	Instruction	Mgmt	Policy	ISS

Open Meeting Mgmt

Voting Policy Rationale: These are routine meeting formalities.

Lagercrantz Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
3	Prepare and Approve List of Shareholders	Mgmt							
	Voting Policy Rationale: These are routine meeting form	nalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
5	Designate Inspector(s) of Minutes of Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting form	nalities.							
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
7.a	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine, non-voting in	tems.							
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt							
	Voting Policy Rationale: These are routine, non-voting in	tems.							
8	Receive President's Report	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warrai	nted due to a la	ack of concern regarding the					
9.b	Approve Allocation of Income and Dividends of SEK 1.00 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation proposed dividend.	on proposal is warranted o	due to a lack of	controversy surrounding the					
9.c1	Approve Discharge of Board Chairman Anders Borjesson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v have not fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board or the management					
9.c2	Approve Discharge of Board Member Anna Almlof	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v have not fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board or the management					
9.c3	Approve Discharge of Board Member Fredrik Borjesson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v have not fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board or the management					
9.c4	Approve Discharge of Board Member Anna Marsell	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v	warranted as there is no e	vidence that th	e board or the management					

Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.

Lagercrantz Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.c5	Approve Discharge of Board Member Anders Claeson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board or the management					
9.c6	Approve Discharge of Board Member Ulf Sodergren	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board or the management					
9.c7	Approve Discharge of Board Member and President Jorgen Wigh	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board or the management					
10	Approve Principles for the Work of the Nomination Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the due to the local market practice of including non-board of the local market practice of including non-board of the local market practice.			inating committee is warrante	d				
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is ward board.	ranted because of a lack o	f controversy o	concerning the size of the					
12.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 2.5 Million	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is wal relation to comparable domestic peers.	rranted, as the proposed o	director fees ca	n be considered excessive in					
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se there are no concerns re	egarding this p	roposal.					
13.1	Reelect Anna Almlof as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
13.2	Reelect Fredrik Borjesson as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ling the composition of the					
13.3	Reelect Anna Marsell as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ling the composition of the					
13.4	Reelect Ulf Sodergren as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
13.5	Reelect Anders Claeson as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
13.6	Reelect Jorgen Wigh as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
14	Elect Fredrik Borjesson as Board Chair	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed because there are no co	oncerns with th	he election of Fredrik Borjesso	n				

Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns with the election of Fredrik Borjesson as board chairman.

Lagercrantz Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15	Ratify KPMG as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	e there are no concerns re	egarding this p	roposal.					
16	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante does not contravene Swedish remuneration practice. Cor targets for variable pay earned in 2020.			•					
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to repudisclosed volume limit, because:* There are acceptable lof repurchase authorities.		•						
18	Approve Stock Option Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed because the terms of th	ne proposed eq	uity plan are not problematic.					
19	Approve Issuance of up to 10 Percent of Issued Number of Class B Shares without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance author excessive.	ization is warranted becau	ise the potentia	al share capital increase is not					
20	Other Business	Mgmt							
	Voting Policy Rationale: This is a routine, non-voting item	n.							
21	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality.								

Addtech AB

Meeting Date: 08/26/2021 Record Date: 08/18/2021 Country: Sweden

Meeting Type: Annual

Primary Security ID: W4260L147

Ticker: ADDT.B

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Voting Policy: Sustainability

Shares Voted: 171,081

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt			<u> </u>				
	Voting Policy Rationale: These are routine meeting form	nalities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							

Addtech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
7	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	tems.							
8	Receive President's Report	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	tems.							
9.a1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warrar	nted due to a la	ack of concern regarding the					
9.a2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warrar	nted due to a la	ack of concern regarding the					
9.b	Approve Allocation of Income and Dividends of SEK 1.20 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation proposed dividend.	on proposal is warranted o	lue to a lack of	controversy surrounding the					
9.c1	Approve Discharge of Board Chairman Johan Sjo	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is whave not fulfilled their fiduciary duties.	varranted as there is no e	vidence that the	e board or the management					
9.c2	Approve Discharge of Board Member Eva Elmstedt	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is whave not fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board or the management					
9.c3	Approve Discharge of Board Member Kenth Eriksson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is whave not fulfilled their fiduciary duties.	varranted as there is no e	vidence that the	e board or the management					
9.c4	Approve Discharge of Board Member Henrik Hedelius	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is whave not fulfilled their fiduciary duties.	varranted as there is no e	vidence that the	e board or the management					
9.c5	Approve Discharge of Board Member Ulf Mattsson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is whave not fulfilled their fiduciary duties.	varranted as there is no e	vidence that the	e board or the management					
9.c6	Approve Discharge of Board Member Malin Nordesjo	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is whave not fulfilled their fiduciary duties.	varranted as there is no el	vidence that the	e board or the management					
9.c7	Approve Discharge of Board Member Niklas Stenberg (for the Period 28 August 2020 to 31 march 2021)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w	varranted as there is no e	vidence that the	e board or the management					

Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.

Addtech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.c8	Approve Discharge of CEO Niklas Stenberg	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is have not fulfilled their fiduciary duties.	s warranted as there is i	no evidence that th	e board or the managemen	t				
10	Receive Report on Nomination Committee's Work	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is w board.	varranted because of a la	ack of controversy	concerning the size of the					
12.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 3.1 Million	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	n proposal is warranted i	because of a lack o	f concern regarding the					
12.b	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted beca	ause there are no conce	rns regarding this p	proposal.					
13.a	Reelect Kenth Eriksson as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	s warranted due to a lac	ck of concern regar	ding the composition of the					
13.b	Reelect Henrik Hedelius as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	s warranted due to a lac	ck of concern regar	ding the composition of the					
13.c	Reelect Ulf Mattsson as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	s warranted due to a lac	ck of concern regar	ding the composition of the					
13.d	Reelect Malin Nordesjo as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	s warranted due to a lac	ck of concern regar	ding the composition of the					
13.e	Reelect Niklas Stenberg as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	s warranted due to a lac	ck of concern regar	ding the composition of the					
13.f	Elect Annikki Schaeferdiek as New Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	s warranted due to a lac	ck of concern regar	ding the composition of the					
13.g	Elect Kenth Eriksson as New Board Chairman	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warra board chairman.	nted because there are	no concerns with t	he election of Kenth Eriksso.	n as				
14	Ratify KPMG as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted beca	ause there are no conce	rns regarding this p	proposal.					
15	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is uperformance criteria for the STIP.	warranted as the compa	ny has failed to dis	close the weights of each					
16	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warra	nted because the terms	of the proposed e	quity plan are not problemat	tic.				

Addtech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to rep disclosed volume limit, because:* There are acceptable of repurchase authorities.	•	•	· · ·					
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance author excessive.	rization is warranted beca	use the potenti	ial share capital increase is no	t				
19	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality.								

Info Edge (India) Limited

Meeting Date: 08/27/2021 Record Date: 08/20/2021 Country: India
Meeting Type: Annual

Ticker: 532777

Primary Security ID: Y40353107

Voting Policy: Sustainability

Shares Voted: 22,682

							,			
Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this resolution is w company's financial statements.	arranted given the absend	ce of any knowi	n issues surrounding the						
2	Confirm Interim Dividend	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this resolution is w	varranted because this is a	a routine divider	nd proposal.						
3	Reelect Hitesh Oberoi as Director	Mgmt	For	For	For	For	No	No	No	
Reelect Hitesh Oberoi as Director Mgmt For For For For No										
4	Approve Branch Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this proposal is wa firm, its remuneration, and the way the audit was cond	-	e of any known	issues concerning the audit						
5	Reelect Ashish Gupta as Director	Mgmt	For	For	For	For	No	No	No	

Voting Policy Rationale: Item 3:A vote FOR the nominee is warranted although it is not without concern:* The board independence norms are not met (based on Sustainability Advisory Services reclassification), and Hitesh Oberoi is a non-independent director nominee. The main reason for support is:* Hitesh Oberoi is the company's CEO and removing him from the board would likely have a material negative impact on shareholder value. Item 5:A vote FOR the reelection of Ashish Gupta is warranted given the absence of any known issues. Item 6:A vote AGAINST the re-election of Bala Deshpande as non-independent director is warranted because the board independence norms are not met (based on Sustainability Advisory Services reclassification).

Info Edge (India) Limited

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
6	Approve Bala C Deshpande to Continue Office as Non-Executive Director	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: Item 3:A vote FOR the nominee is warranted although it is not without concern:* The board independence norms are not met (based on Sustainability Advisory Services reclassification), and Hitesh Oberoi is a non-independent director nominee. The main reason for support is:* Hitesh Oberoi is the company's CEO and removing him from the board would likely have a material negative impact on shareholder value. Item 5:A vote FOR the reelection of Ashish Gupta is warranted given the absence of any known issues. Item 6:A vote AGAINST the re-election of Bala Deshpande as non-independent director is warranted because the board independence norms are not met (based on Sustainability Advisory Services reclassification).

IndiaMART InterMESH Limited

Meeting Date: 08/31/2021 Country: India Ticker: 542726

Record Date: 08/24/2021 Meeting Type: Annual

Primary Security ID: Y39213106

Voting Policy: Sustainability

Shares Voted: 9,532

Proposal Number	Proposal Text	Proponent	Mgmt Red	: ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
2	Approve Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution	on is warranted because th	is is a routine divid	lend proposal.					
	Reelect Dhruy Prakash as Director	Mgmt	For	Against	Against	Against	Yes	No	No

Indian Energy Exchange Limited

Meeting Date: 09/02/2021 Country: India Ticker: 540750

Record Date: 08/26/2021 Meeting Type: Annual

Primary Security ID: Y39237139

nominee.

Voting Policy: Sustainability

Shares Voted: 31,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1a	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution company's financial statements.	ns is warranted given th	e absence of any kn	own issues surroundi	ing the				
1b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.

Indian Energy Exchange Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
2a	Confirm Interim Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is	warranted because this is	a routine divid	lend proposal.					
2b	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is	warranted because this is	a routine divid	lend proposal.					
3	Reelect Amit Garg as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR nominee is warrant the company's board and committee dynamics.	ed given the absence of ar	ny known issue	es concerning the nominee and	1				
4	Approve Appointment and Remuneration of Satyanarayan Goel as Chairman cum Managing Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	erranted given the absence	of any known	issues.					
5	Approve Payment of Additional One Time Lumpsum Honorarium to Satyanarayan Goel as Non-Executive Chairman	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa payment.	nrranted in the absence of	any known issi	ues regarding the proposed					

IPCA Laboratories Limited

Meeting Date: 09/02/2021 **Record Date:** 08/27/2021

Country: India

Ticker: 524494

Meeting Type: Annual

Primary Security ID: Y4175R146

Voting Policy: Sustainability

Shares Voted: 74,516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is we company's financial statements.								
2	Confirm Interim Dividend as Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is we								
3	Reelect Prashant Godha as Director	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: Item 3: Re-election of Prashant Premchand Godha as directorA vote AGAINST this resolution is warranted because:* The board independence norms are not met (after reclassification) and Prashant Premchand Godha is a non-independent director nominee* Despite being an executive director, Prashant Godha serves on the audit committee. Item 4: Re-election of Premchand Gigalal Godha as directorA vote FOR this resolution is warranted, although it is not without concern:* The board independence norms are not met (after reclassification) and Premchand Gigalal Godha is a non-independent director nominee. The main reason for support is:* Given Premchand Gigalal Godha is the company's CEO and executive chair, removing him from the board would likely have a material negative impact on shareholder value. As such, qualified support is considered warranted.

IPCA Laboratories Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Reelect Premchand Godha as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3: Re-election of Prashant warranted because:* The board independence norms ar non-independent director nominee* Despite being an ex 4: Re-election of Premchand Gigalal Godha as directorA concern:* The board independence norms are not met (non-independent director nominee. The main reason for executive chair, removing him from the board would like qualified support is considered warranted.	e not met (after reclassific ecutive director, Prashant vote FOR this resolution is after reclassification) and support is:* Given Premcl	cation) and Pra Godha serves warranted, al Premchand Gig nand Gigalal Go	shant Premchand Godha is a on the audit committee.Item though it is not without galal Godha is a odha is the company's CEO and	1				
5	Approve Reappointment and Remuneration of Prashant Godha as Executive Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this resolution who also serves as a member of the audit committee, an Sustainability Advisory Services classification).			•					
6	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is warr auditor, the remuneration, and the way the cost audit w	-	of any known is	ssues concerning the cost					

Proya Cosmetics Co., Ltd.

Meeting Date: 09/09/2021

Country: China

Ticker: 603605

Record Date: 09/02/2021

Meeting Type: Special

Primary Security ID: Y7S88X100

Voting Policy: Sustainability

Shares Voted: 46,997

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Changes in Registered Capital and Amend Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited becathe Articles.	nuse the amendments are	e meant to update ti	he company's share st	tructure in				
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt							
2.1	Elect Hou Juncheng as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nominees is nominees.	warranted given the abs	sence of any known	issues concerning the					
2.2	Elect Fang Yuyou as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nominees is nominees.	warranted given the abs	sence of any known	issues concerning the					
2.3	- '	warranted given the abs	sence of any known . For	issues concerning the For	For	For	No	No	No
2.3	nominees.	Mgmt	For	For	For	For	No	No	No
2.3	nominees. Elect Hou Yameng as Director Voting Policy Rationale: A vote FOR all nominees is	Mgmt	For	For	For	For	No	No	No

nominees.

Proya Cosmetics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.2	Elect Ge Weijun as Director	SH	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nominees is nominees.	warranted given the abser	nce of any known	issues concerning the					
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt							
4.1	Elect Hou Luting as Supervisor	SH	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR both nominees nominees.	is warranted given the abs	sence of any knov	vn issues concerning the					
4.2	Elect Hu Lina as Supervisor	SH	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR both nominees nominees.	is warranted given the abs	sence of any knov	vn issues concerning the					

Changzhou Xingyu Automotive Lighting Systems Co. Ltd.

Meeting Date: 09/17/2021

Country: China

Ticker: 601799

Record Date: 09/13/2021

Meeting Type: Special

Primary Security ID: Y1297L106

Voting Policy: Sustainability

Shares Voted: 27,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Use of Funds for Cash Management	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is merite	d because no concerns ha	ve been identifi	ed.					
2	Approve Amendments to Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	e no concerns have been id	dentified.						
3	Approve Increase in Registered Capital and Amend Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	e no concerns have been id	dentified.						

Motherson Sumi Systems Limited

Meeting Date: 09/17/2021

Country: India

Ticker: 517334

Record Date: 09/10/2021

Meeting Type: Annual

Primary Security ID: Y6139B141

Voting Policy: Sustainability

Shares Voted: 1,163,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.

Motherson Sumi Systems Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	rranted because this is a	routine dividen	d proposal.					
3	Reelect Pankaj Mital as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3: Reelect Pankaj Mital as although it is not without concerns:* The board indepen- reclassification) and Pankaj Mital is a non-independent of Operating Officer and the only executive director and re- shareholder value. Item 4: Reelect Takeshi Fujimi as Dira- because:* The board independence norms are not met Fujimi is a non-independent director nominee.* Takesh recent two fiscal years, without a satisfactory explanation Rekha Sethi is warranted given the absence of any known	ndence norms are not met director nominee.Main reas moving him from the boar ectorA vote AGAINST the (based on Sustainability A i Fujimi has failed to atter nn.Item 5: Elect Rekha Sel	(after Sustaina son for support ord might have a re-election of to dvisory Service ord at least 75% thi as DirectorA	ability Advisory Services t:* Pankaj Mital is the Chief an adverse impact on the nominee is warranted as reclassification), and Takesha of board meetings in the mos					
4	Reelect Takeshi Fujimi as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Item 3: Reelect Pankaj Mital as although it is not without concerns:* The board indeper reclassification) and Pankaj Mital is a non-independent of Operating Officer and the only executive director and re shareholder value. Item 4: Reelect Takeshi Fujimi as Dire because:* The board independence norms are not met Fujimi is a non- independent director nominee.* Takesh recent two fiscal years, without a satisfactory explanation Rekha Sethi is warranted given the absence of any known	ndence norms are not met director nominee.Main reas moving him from the boar ectorA vote AGAINST the (based on Sustainability A i Fujimi has failed to atter nn.Item 5: Elect Rekha Sel	(after Sustaina son for support ord might have a re-election of to dvisory Service ord at least 75% thi as DirectorA	ability Advisory Services t:* Pankaj Mital is the Chief an adverse impact on he nominee is warranted is reclassification), and Takeshi of board meetings in the mos					
5	Elect Rekha Sethi as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3: Reelect Pankaj Mital as although it is not without concerns:* The board independent of the processification of the processification of the only executive director and respondent value. Item 4: Reelect Takeshi Fujimi as Director and the because:* The board independence norms are not met Fujimi is a non- independent director nominee.* Takeshi recent two fiscal years, without a satisfactory explanation Rekha Sethi is warranted given the absence of any known	ndence norms are not met director nominee.Main reas moving him from the boar ectorA vote AGAINST the (based on Sustainability A i Fujimi has failed to atter nn.Item 5: Elect Rekha Sel	(after Sustaina son for support ord might have a re-election of to dvisory Service ord at least 75% thi as DirectorA	ability Advisory Services t:* Pankaj Mital is the Chief an adverse impact on the nominee is warranted as reclassification), and Takesha of board meetings in the mos					
6	Approve Reappointment and Remuneration of Pankaj Mital as Whole-Time Director Designated as Chief Operating Officer	Mgmt	For	For	For	For	No	No	No
-	Voting Policy Rationale: A vote FOR this resolution is wa disclosed the quantum of bonus which Pankaj Mital will incentive would be based. This could lead to discretiona judicious in making performance linked incentive payme trend in future.* His estimated pay is deemed to be in l	be entitled to receive or ti ry payouts.The main reaso onts to him in the past and	he performance ons for support	e metrics on which such tare:* The company has been					
7	Approve Loans, Guarantees, Securities and/or Investments to Any Person or Other Body Corporate	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	rranted as no significant o	concerns were	identified.					
8	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan auditor, the remuneration, and the way the cost audit w	-	of any known i	issues concerning the cost					

Affle (India) Ltd.

Meeting Date: 09/23/2021Country: IndiaTicker: 542752Record Date: 09/16/2021Meeting Type: Annual

Primary Security ID: Y0R1P9113

Voting Policy: Sustainability

Shares Voted: 10,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: While the auditors' report in vote FOR this resolution is warranted.	ncludes an emphasis of	matter, their opinion	remains unqualified.	As such, a				
2	Reelect Mei Theng Leong as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR nominee is war the company's board and committee dynamics.	ranted given the absend	ce of any known issue	es concerning the no	minee and				
3	Approve Affle (India) Limited Employee Stock Option Scheme - 2021 and Grant of Employee Stock Options to the Eligible Employees of the Company	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST these reso with an exercise price at a discount to the current n		rause the scheme pe	rmits stock options to	be issued				
4	Approve Grant of Employee Stock Options to the Employees of the Holding Company and Subsidiary Company(ies) under Affle (India) Limited Employee Stock Option Scheme - 2021	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST these reso		cause the scheme pe	rmits stock options to	be issued				
	with an exercise price at a discount to the current n	narket price.							
5	Approve Acquisition of Equity Shares by Way of Secondary Acquisition under Affle (India) Limited Employee Stock Option Scheme - 2021	Mgmt	For	Against	Against	Against	Yes	No	No
5	of Secondary Acquisition under Affle (India) Limited Employee Stock Option Scheme -	lutions is warranted bed				Against	Yes	No	No
5	of Secondary Acquisition under Affle (India) Limited Employee Stock Option Scheme - 2021 Voting Policy Rationale: A vote AGAINST these reso	lutions is warranted bed				Against	Yes	No No	No No
	of Secondary Acquisition under Affle (India) Limited Employee Stock Option Scheme - 2021 Voting Policy Rationale: A vote AGAINST these reso with an exercise price at a discount to the current n	lutions is warranted bed narket price. Mgmt ns is warranted given th	rause the scheme per For e proposals may imp	rmits stock options to For rove the marketabilit	o be issued For				
	of Secondary Acquisition under Affle (India) Limited Employee Stock Option Scheme - 2021 Voting Policy Rationale: A vote AGAINST these reso with an exercise price at a discount to the current in Approve Sub-Division of Equity Shares Voting Policy Rationale: A vote FOR these resolution	lutions is warranted bed narket price. Mgmt ns is warranted given th	rause the scheme per For e proposals may imp	rmits stock options to For rove the marketabilit	o be issued For				
6	of Secondary Acquisition under Affle (India) Limited Employee Stock Option Scheme - 2021 Voting Policy Rationale: A vote AGAINST these reso with an exercise price at a discount to the current in Approve Sub-Division of Equity Shares Voting Policy Rationale: A vote FOR these resolution liquidity of the company's shares and would have not Amend Capital Clause of the Memorandum	Jutions is warranted bed narket price. Mgmt Is is warranted given the o material economic imp Mgmt Is is warranted given the	For e proposals may impoact on shareholders. For e proposals may impoact on shareholders.	For For For For For For For For	o be issued For y and For	For	No	No	No
6	of Secondary Acquisition under Affle (India) Limited Employee Stock Option Scheme - 2021 Voting Policy Rationale: A vote AGAINST these reso with an exercise price at a discount to the current in Approve Sub-Division of Equity Shares Voting Policy Rationale: A vote FOR these resolution liquidity of the company's shares and would have no Amend Capital Clause of the Memorandum of Association Voting Policy Rationale: A vote FOR these resolution	Jutions is warranted bed narket price. Mgmt Is is warranted given the o material economic imp Mgmt Is is warranted given the	For e proposals may impoact on shareholders. For e proposals may impoact on shareholders.	For For For For For For For For	o be issued For y and For	For	No	No	No
6	of Secondary Acquisition under Affle (India) Limited Employee Stock Option Scheme - 2021 Voting Policy Rationale: A vote AGAINST these reso with an exercise price at a discount to the current in Approve Sub-Division of Equity Shares Voting Policy Rationale: A vote FOR these resolution liquidity of the company's shares and would have no Amend Capital Clause of the Memorandum of Association Voting Policy Rationale: A vote FOR these resolution liquidity of the company's shares and would have no Approve Shifting of Registered Office of the Company and Amend Memorandum of	lutions is warranted bed narket price. Mgmt Ins is warranted given the ormaterial economic implication Mgmt Ins is warranted given the ormaterial economic implication Mgmt Mgmt	For e proposals may impoact on shareholders. For e proposals may impoact on shareholders. For For For For	For	o be issued For y and For	For	No No	No No	No No

Moonpig Group Plc

updated and ensure compliance with the prevailing laws.

Meeting Date: 09/28/2021 Record Date: 09/24/2021 Primary Security ID: G6225S107 **Country:** United Kingdom

Meeting Type: Annual

Ticker: MOON

Voting Policy: Sustainability

Shares Voted: 71,372

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's rout warranted as no significant concerns have been identifi		ctors' report a	nd financial statements is					
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is conside Concerns have been identified with the lack of disclosur FY2021. The main reasons for support:* This is the Con reports will be kept under review.* There is no material	re on the non-financial targ npany's first year as a liste	gets attached t d company. Di	o the annual bonus paid in sclosure in future remuneration	7				
3	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the remuneration p	policy is warranted in the a	bsence of any	material concerns.					
4	Elect Kate Swann as Director	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: Item 4Votes AGAINST incumbe lack of gender diversity on the board. Items 5-10A vote identified.	5	,	, ,	or				
5	Elect Nickyl Raithatha as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4Votes AGAINST incumbe lack of gender diversity on the board. Items 5-10A vote identified.	-	,	' '	or				
6	Elect Andy MacKinnon as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4Votes AGAINST incumbe lack of gender diversity on the board. Items 5-10A vote identified.	-	,	' '	or				
7	Elect David Keens as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4Votes AGAINST incumbe lack of gender diversity on the board. Items 5-10A vote identified.	-	,	' '	or				
8	Elect Susan Hooper as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4Votes AGAINST incumbe lack of gender diversity on the board. Items 5-10A vote identified.	_			or				
9	Elect Niall Wass as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4Votes AGAINST incumbe lack of gender diversity on the board. Items 5-10A vote identified.	_			or				
10	Elect Simon Davidson as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4Votes AGAINST incumbe lack of gender diversity on the board. Items 5-10A vote identified.	-		-	or				
11	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ted as no significant conce	rns have been	identified.					
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ted because there are no c	concerns regard	ding this proposal.					

Moonpig Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.	is warranted because the	proposed amoui	nts and durations are within					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.	is warranted because the	proposed amoui	nts and durations are within					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.	is warranted because the	proposed amou	nts and durations are within					
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is recommended limits.	warranted because the pr	roposed amount a	and duration are within					
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is	warranted. No issues of co	oncern have bee	n identified.					
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is overtly political payments but is making this technica		, ,						

TechnoPro Holdings, Inc.

Meeting Date: 09/29/2021 Record Date: 06/30/2021 Country: Japan

Meeting Type: Annual

Primary Security ID: J82251109

Voting Policy: Sustainability

Ticker: 6028

Shares Voted: 33,100

D					Madin a	Wata	Vote	Vote	Vote
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 135	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is we proposed dividend.	arranted because:* There	e are no particula	r concerns with the level of th	e				
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is we change to the articles.	arranted because:* There	e are no particula	r concerns resulting from the					
3.1	Elect Director Nishio, Yasuji	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is w	arranted because:* There	are no particula	or concerns about the nominee	2,				
3.2	Elect Director Yagi, Takeshi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is w	arranted because:* There	e are no particula	or concerns about the nominee	2,				
3.3	Elect Director Shimaoka, Gaku	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is w	arranted because:* There	e are no particula	or concerns about the nominee	2,				

TechnoPro Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.4	Elect Director Asai, Koichiro	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There a	are no particula	r concerns about the nominee					
3.5	Elect Director Hagiwara, Toshihiro	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There a	are no particula	r concerns about the nominee					
3.6	Elect Director Watabe, Tsunehiro	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There a	are no particula	r concerns about the nominee					
3.7	Elect Director Yamada, Kazuhiko	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There a	are no particula	r concerns about the nominee					
3.8	Elect Director Sakamoto, Harumi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There a	are no particula	r concerns about the nominee					
3.9	Elect Director Takase, Shoko	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There a	are no particula	r concerns about the nominee					
4	Appoint Statutory Auditor Takao, Mitsutoshi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There a	are no particula	r concerns about the nominee					
5	Appoint Alternate Statutory Auditor Kitaarai, Yoshio	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There a	are no particula	r concerns about the nominee					
6	Approve Performance Share Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is washare price performance and align their interests more	,	,	elp sharpen recipients' focus o	η				

Vitrolife AB

Meeting Date: 10/20/2021 **Record Date:** 10/12/2021

Country: Sweden

Meeting Type: Extraordinary

Shareholders

Primary Security ID: W98218147

Ticker: VITR

Voting Policy: Sustainability

Shares Voted: 69,340

						Snares voted	: 69,3 4 0		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting for	rmalities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	rmalities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	rmalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	rmalities.							

Vitrolife AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: These are routine meeting for	ormalities.							
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: These are routine meeting for	ormalities.							
7	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is v board.	varranted because of a	lack of controversy	concerning the size of t	the				
8	Elect Vesa Koskinen as New Director; Approve Remuneration of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this candidate is individual in particular.	warranted due to a lac	ck of concern regard	ing the suitability of this	5				
9	Approve Issuance of Shares for a Private Placement in Connection with Acquisition of Mendel Holdco S.L. and New Genetics.S.L.	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is v rationale. Concerns are, however, noted with the lac			ted by compelling strat	regic				
10	Close Meeting	Mgmt							
,	Voting Policy Rationale: This is a non-voting formalit	у.							

Ideagen Plc

Meeting Date: 10/27/2021

Country: United Kingdom Meeting Type: Annual

Ticker: IDEA

Record Date: 10/25/2021

Primary Security ID: G2757D105

Voting Policy: Sustainability

Shares Voted: 231,431

						Shares vote	ai 231, 131		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company warranted because no significant concerns have be		he directors' report	and financial statement	s is				
2	Re-elect Tony Rodriguez as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the re-election significant concerns have been identified.	n/election of Tony Rodrig	uez and Julian Clou	gh is warranted because	e no				
3	Elect Julian Clough as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the re-election significant concerns have been identified.	n/election of Tony Rodrig	uez and Julian Clou	gh is warranted because	e no				
	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: A vote AGAINST this resolution is warranted because:* The long-term incentive award granted to the CFO during the year allows for the retesting of performance conditions throughout the performance period, and which conditions are subject solely to absolute share price targets.

Ideagen Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Appoint KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is we explained the rationale behind the change in auditors a			nd the Company has clearly					
6	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is we been identified.	arranted because this is a	routine item ar	nd no significant concerns have	e				
7	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the p	roposed amour	nts and durations are within					
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the p	roposed amour	nts and durations are within					

Netwealth Group Limited

Meeting Date: 10/27/2021

Country: Australia

Ticker: NWL

Record Date: 10/25/2021

Meeting Type: Annual

Primary Security ID: Q6625S102

Voting Policy: Sustainability

Shares Voted: 79,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is performance and shareholder interests. Some key fa peers, and there was no increase from the prior year disclosure continues to be poor and inferior to marke	ctors are as follows:* F ;;* STIs are not excess	Fixed remuneration ive or misaligned w	is not excessive, consi					
3	Approve Grant of Options and Performance Rights to Matthew Heine	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warn practice and shareholder interests, with a three-year measures. Concern is raised that a portion of the aw	performance period ar	nd relative TSR and	,					
4	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is director fee pool to appoint another director which n				vecutive				
	Elect Kate Temby as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR the election of Kate Temby is warranted. No material issues have been identified regarding her nomination in respect of board and committee composition, nor any wider corporate governance issues.

Locaweb Servicos de Internet SA

Meeting Date: 10/29/2021

Country: Brazil

Ticker: LWSA3

Record Date:

Meeting Type: Extraordinary

Shareholders

 $\textbf{Primary Security ID:} \ P6S00R100$

Voting Policy: Sustainability

Shares Voted: 165,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Agreement to Absorb Social Miner Internet Ltda. (Social Miner)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is w subsidiary;* The absorption will not result in any tra presented reasonable rationale for the transaction; a	nsfer of cash or shares	away from the comp	oany;* The company ha					
2	Ratify Apsis Consultoria e Avaliacoes Ltda. as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is w subsidiary;* The absorption will not result in any tra presented reasonable rationale for the transaction; a	nsfer of cash or shares	away from the comp	oany;* The company ha					
3	Approve Independent Firm's Appraisal	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is w subsidiary;* The absorption will not result in any tra presented reasonable rationale for the transaction; a	nsfer of cash or shares	away from the comp	pany;* The company ha					
4	Approve Absorption of Social Miner Internet Ltda. (Social Miner)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is w subsidiary;* The absorption will not result in any tra presented reasonable rationale for the transaction; a	nsfer of cash or shares	away from the comp	oany;* The company ha					
5	Amend Article 5 to Reflect Changes in Capital and Consolidate Bylaws	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this request is v proposed amendment;* The change in share capita option plan; and* The underlying issuance represen	is the result of the iss	uance of shares to se	ervice the company's sto	ock				
6	Authorize Executives to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this routine form	nality is warranted.							
7	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second	Mgmt	None	For	For	For	No	No	No

Bico Group AB

Meeting Date: 11/17/2021

Country: Sweden

Ticker: BICO

Record Date: 11/09/2021

Meeting Type: Extraordinary

Shareholders

Primary Security ID: W2R45B104

Voting Policy: Sustainability

Shares Voted: 56,201

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: These are routine meeting formalities.

Bico Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting t	formalities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting f	formalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting f	formalities.							
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting f	formalities.							
6	Determine Number of Members (7) and Deputy Members (0) of Board; Elect Susan Tousi as New Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warn particular.	ranted due to a lack of o	concern regarding th	e suitability of this in	ndividual in				
7	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this issuand	ce authorization is warr	anted because the p	otential share capita	l increase is				

Nanosonics Limited

Meeting Date: 11/19/2021 Record Date: 11/17/2021

excessive.

Country: Australia
Meeting Type: Annual

Ticker: NAN

Primary Security ID: Q6499K102

Voting Policy: Sustainability

Shares Voted: 210,382

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect David Fisher as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A qualified vote FOR non-independent director serving on the Auch non-independent under ISS Australian Policy concerns regarding the structure of the Auch directors. A vote FOR the re-election of Geofaregarding board and committee composition	dit Committee, the board is may due to his excessive tenure on it Committee as it does not con f Wilson (Item 2) is warranted	njority independent. I n the board (>12 yea nprise entirely of ind as no material conce	Mr Fisher is classified as ars). The qualification is lependent non-executive	s based e				
2	Elect Geoff Wilson as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A qualified vote FOR the re-election of David Fisher (Item 1) is warranted because, although he is a non-independent director serving on the Audit Committee, the board is majority independent. Mr Fisher is classified as non-independent under ISS Australian Policy due to his excessive tenure on the board (>12 years). The qualification is based concerns regarding the structure of the Audit Committee as it does not comprise entirely of independent non-executive directors. A vote FOR the re-election of Geoff Wilson (Item 2) is warranted as no material concerns have been identified regarding board and committee composition resulting from their nomination.

Nanosonics Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A qualified vote FOR the remare not excessive, fixed remuneration and STI bonus appear to be materially misaligned with company per continued lack of disclosure of specific and quantified assess performance against pre-determined targets; given that PBT decreased by 11.8 percent over the p quantum of the LTI grant is higher than the market p	are in line with market p formance.However, share I STI performance hurdles * The company disclosed rior year, shareholders m	eers, and 100 per cholders should be s, diminishing sha that PBT exceede	cent of FY17 LTT vesting do no e concerned that:* There is a reholders' ability to adequately ed the stretch hurdle. Howevel	ot '				
4	Approve Issuance of Service Rights to Michael Kavanagh	Mgmt	For	For	For	For	No	No	No
5	Voting Policy Rationale: A vote FOR the grant of serv deferred component of the CEO's FY21 STI which act of performance rights and SARs to the CEO as his LT. broadly aligned with shareholders' outcome and man Approve Issuance of Share Appreciation Rights and Performance Rights to Michael	hieves alignment longer-te I (Item 5) is warranted on	erm shareholder i	nterests.A vote FOR the grant	For	For	No	No	No
	Kavanagh Voting Policy Rationale: A vote FOR the grant of serv deferred component of the CEO's FY21 STI which act of performance rights and SARs to the CEO as his LT broadly aligned with shareholders' outcome and man	hieves alignment longer-to I (Item 5) is warranted on	erm shareholder i	nterests.A vote FOR the grant					
6	Adopt New Constitution	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is amendments are not contentious.	warranted as no material	concerns have be	een identified and the					
7	Approve Proportional Takeover Provisions in Constitution	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is shareholders will have an ability to vote to accept or disadvantages that may arise from such a constitutio	reject a proportional take			t				

Pro Medicus Limited

Meeting Date: 11/23/2021

Country: Australia

Ticker: PME

Record Date: 11/21/2021

Meeting Type: Annual

Primary Security ID: Q77301101

Voting Policy: Sustainability

Shares Voted: 51.381

						Shares Voted	: 51,381		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution of director and CEO is not deemed excessive as it is so addition, the STI and LTI framework for the other elevel of disclosure of performance metrics, weightin four-year vesting period and STI and LTI outcomes returns.	plely composed of a fixe executives appears suffice gs, targets, and achieve	ed pay component, wa ciently aligned with sa ement levels. Furthen	hich is not excessive hareholder interests, more, the LTI is sub	e. In s, with some oject to a				
3.1	Elect Alice Williams as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR the election of independent director Alice Williams (Item 3.1) is warranted as no material issues have been identified regarding board and committee composition resulting from her nomination. A qualified vote FOR Chair Peter Kempen (Item 3.2) is warranted because, although he is classified as a non-independent director serving on Audit and Risk Management Committee, the board and its key committees are majority independent.

Pro Medicus Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.2	Elect Peter Kempen as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the election of issues have been identified regarding board and chair Peter Kempen (Item 3.2) is warranted because and Risk Management Committee, the board and the control of the c	ommittee composition re. ıse, although he is classii	sulting from her nom. Tied as a non-indepen	, ination.A qualified vo	ote FOR				
4	Approve Pro Medicus Limited Long Term Incentive Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution	is warranted. The plan e	establishes the broade	er framework for equ	iity				

incentives to a wider range of the company's employees and the performance metrics selected for the plan appear appropriate. In addition, shareholders will be able to vote on the LTI grant made under the plan to executive directors.

CVS Group Plc

Meeting Date: 11/24/2021

Country: United Kingdom

Ticker: CVSG

Record Date: 11/22/2021

Meeting Type: Annual Primary Security ID: G27234106

Voting Policy: Sustainability

Shares Voted: 90,929

						Silaies voteu	1. 30,323		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company warranted because no significant concerns have b		e directors' report a	nd financial statements	s is				
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution considered:* Executive Directors' service contracts termination of employment;* NEDs have not been their basic fees during the period under review;* to Executive Directors during the period under rev measured over a minimum three-year performance.	s do not provide for more granted options or receiv Options have not been re- iew, vest subject to the ac	than twelve months red any other perfort priced; and* Long-to chievement of pre-so	' notice in the event of mance-related pay in a erm incentive awards,	e addition to granted				
3	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution been identified.	is warranted because thi	s is a routine item a	nd no significant conce	erns have				
4	Re-elect Richard Connell as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the election/re Richard Fairman, Benjamin Jacklin and Robin Alfon			**					
5	Re-elect Deborah Kemp as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the election/re Richard Fairman, Benjamin Jacklin and Robin Alfoi			**					
	raciala i all'inari, berijarilir sacialir ana rabili i liroi								
6	Re-elect Richard Gray as Director	Mgmt	For	For	For	For	No	No	No
6		e-election of Richard Conn	ell, Deborah Kemp,	Richard Gray, David W	(ilton,	For	No	No	No

Voting Policy Rationale: A vote FOR the election/re-election of Richard Connell, Deborah Kemp, Richard Gray, David Wilton, Richard Fairman, Benjamin Jacklin and Robin Alfonso is warranted because no significant concerns have been identified.

CVS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS			
8	Re-elect Richard Fairman as Director	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR the election/re-election of Richard Connell, Deborah Kemp, Richard Gray, David Wilton, Richard Fairman, Benjamin Jacklin and Robin Alfonso is warranted because no significant concerns have been identified.											
9	Re-elect Ben Jacklin as Director	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR the election/re-e Richard Fairman, Benjamin Jacklin and Robin Alfonso											
10	Re-elect Robin Alfonso as Director	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR the election/re-e Richard Fairman, Benjamin Jacklin and Robin Alfonso											
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR this resolution is warranted because:* This is a routine item and no significant concerns have been identified.											
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.											
13	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.											
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.											
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.											
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.											
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No			
	Voting Policy Rationale: A vote FOR this resolution is	warranted. No issues of	concern have been	n identified.								

Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.

Renishaw Plc

Meeting Date: 11/24/2021 **Record Date:** 11/22/2021

Country: United Kingdom

Meeting Type: Annual

Primary Security ID: G75006117

Ticker: RSW

Voting Policy: Sustainability

Shares Voted: 19,852

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No

Renishaw Plc

Remaidw Fic									
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.								
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is warranted although it is not without concerns:* The Remuneration Committee awarded CEO, William Lee, an increment of 20% in his base salary for FY2022, which is higher than that awarded to the wider workforce (+2.1%).* CEO William Lee's and FD Allen Roberts' shareholdings in the Company remain below 200% of salary, which is the minimum recommended requirement as per Sustainability Advisory Services UK & Ireland Guidelines. The main reasons for support are:* The increase in William Lee's base salary was a planned decision, in line with the Company's stated intention (as disclosed in previous years' annual report).* The increment is backed by an improved overall performance during the year and takes into account his increased experience in the role.* The Company does not have an operable LTIP plan in place and therefore the multiplier effect is not excessive.* The overall pay outcomes are considered to be broadly aligned with performance.								
3	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is we been identified.	varranted because this is a	n routine item a	nd no significant concerns have	2				
4	Re-elect Sir David McMurtry as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board. Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because:* Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review. Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.								
5	Re-elect John Deer as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board. Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because:* Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review. Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.								
6	Re-elect Will Lee as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board. Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because:* Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review. Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.								
7	Re-elect Allen Roberts as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4:Votes AGAINST incumblack of gender diversity on the board. Items 4 and 5:A (Item 5) is warranted because:* Both, David McMurtry into a relationship agreement containing certain indepagreements are intended to provide a degree of additicentrolling shareholders to comply remains a matter of	vote AGAINST the re-elect v and John Deer who are c endence provisions, as req ional protection for minorit	tion of David Mo controlling share quired under the ty shareholders,	cMurtry (Item 4) and John Dee Pholders, have refused to enter Pure UK Listing Rules. These and therefore the refusal of the					

controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review. Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.

Renishaw Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	Re-elect Carol Chesney as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board. Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because:* Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review. Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.								
9	Re-elect Catherine Glickman as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board. Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because:* Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review. Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.								
10	Re-elect Sir David Grant as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board. Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because:* Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review. Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.								
11	Re-elect John Jeans as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4:Votes AGAINST incumbent Nominating Committee chair Sir David McMurtry are warranted for lack of gender diversity on the board. Items 4 and 5:A vote AGAINST the re-election of David McMurtry (Item 4) and John Deer (Item 5) is warranted because:* Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.* The UK Code recommends that board chairs should, in general, serve a maximum of nine years in the role. However, David McMurtry has served on the Board for 46 years and there is no stated intention to put a succession plan in place, as well as adhere with the guidelines of the Hampton-Alexander review. Items 6-11:A vote FOR these Directors is warranted as no significant concerns have been identified.								
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war	ranted as no significant	concerns have been	identified.					
13	Authorise the Audit Committee of the Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war								
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is recommended limits.	s warranted because the	e proposed amount a	and duration are within					

Indian Energy Exchange Limited

Meeting Date: 11/25/2021 Record Date: 10/22/2021 Country: India

Ticker: 540750

Primary Security ID: Y39237139

Meeting Type: Special

Voting Policy: Sustainability

Shares V	oted:	144,863
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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Postal Ballot	Mgmt							
1	Approve Issuance of Bonus Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution company's shares.	is warranted given the b	onus issue would ind	crease the liquidity of	f the				
2	Increase Authorized Share Capital and Amend Capital Clause in the Memorandum of Association	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this resolution is warranted given the capital increase is within a reasonable range.

Jins Holdings, Inc.

Meeting Date: 11/25/2021

Country: Japan

Ticker: 3046

Record Date: 08/31/2021

Meeting Type: Annual

Primary Security ID: J2888H105

Voting Policy: Sustainability

Shares Voted: 34,900

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this proposal is proposed dividend.	warranted because:* Ti	here are no particula	ar concerns with the l	level of the						
2.1	Elect Director Tanaka, Ryo	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this nominee is	warranted because:* Ti	here are no particula	ar concerns about the	e nominee.						
2.2	Elect Director Hayashi, Chiaki	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this nominee is	warranted because:* Ti	here are no particula	ar concerns about the	e nominee.						
3.1	Appoint Statutory Auditor Oi, Tetsuya	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this nominee is	warranted because:* Ti	here are no particula	ar concerns about the	e nominee.						
3.2	Appoint Statutory Auditor Ota, Tsuguya	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this nominee is	warranted because:* Ti	here are no particula	ar concerns about the	e nominee.						
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this proposal is warranted because:* Financial performance does not imply that the company has failed to conduct business in the interests of shareholders.* The size of the proposed ceiling cannot be regarded as excessively high.										
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this proposal is	warranted because:* Ti	he size of the propos	sed ceiling cannot be	regarded						

Voting Policy Rationale: A vote FOR this proposal is warranted because:* The size of the proposed ceiling cannot be regarded as high.



Meeting Date: 11/26/2021 Record Date: 08/31/2021 Country: Japan
Meeting Type: Annual

Ticker: 3697

Primary Security ID: J7167W103

Voting Policy: Sustainability

Shares Voted: 10,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this proposal is hold virtual only meetings using temporary regulatory is proposal will authorize the company to hold virtual only even after the current health crisis is resolved.* The proposal will be held, raising concerns that meaningful exchange in controversial situations such as when shareholder proccurs.	elief (without amending a meetings permanently, v oposed language fails to s between the company a	nrticles) for two without further specify situation and shareholders	years, but the passage of this need to consult shareholders, ns under which virtual meetings s could be hindered, especially					
2.1	Elect Director Tange, Masaru	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is was	rranted because:* There a	are no particula	r concerns about the nominee.					
2.2	Elect Director Sasaki, Michio	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is was	rranted because:* There a	are no particula	r concerns about the nominee.					
2.3	Elect Director Kobayashi, Motoya	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wan	rranted because:* There a	are no particula	r concerns about the nominee.					
2.4	Elect Director Hattori, Taichi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wai	rranted because:* There	are no particula	or concerns about the nominee.					
2.5	Elect Director Murakami, Takafumi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is was	rranted because:* There a	are no particula	r concerns about the nominee.					
2.6	Elect Director Motoya, Fumiko	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is was	rranted because:* There a	are no particula	r concerns about the nominee.					
3.1	Elect Director and Audit Committee Member Arai, Yusuke	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this director note an audit committee member lacks independence.	ominee is warranted beca	nuse:* This outs	side director candidate who wili	,				
3.2	Elect Director and Audit Committee Member Chishiki, Kenji	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wan	rranted because:* There a	are no particula	r concerns about the nominee.					
4	Elect Alternate Director and Audit Committee Member Fukuyama, Yoshito	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is was	rranted because:* There a	are no particula	or concerns about the nominee.					
5	Approve Restricted Stock Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war share price performance and align their interests more	,	,	elp sharpen recipients' focus on	1				
6	Approve Restricted Stock Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war share price performance and align their interests more	•	•	elp sharpen recipients' focus on	1				
7	Approve Capital Reduction	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war	rranted because:* There a	are no particula	er concerns about the proposal.					

Aavas Financiers Limited

Meeting Date: 12/02/2021 **Record Date:** 10/29/2021

Country: India Meeting Type: Special Ticker: 541988

Primary Security ID: Y0R7TT104

Voting Policy: Sustainability

Shares Voted: 45,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Postal Ballot	Mgmt							
1	Approve Walker Chandiok & Co LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any significant concerns.

Motherson Sumi Systems Limited

Meeting Date: 12/02/2021

Country: India

Ticker: 517334

Record Date: 11/29/2021

Meeting Type: Special

Primary Security ID: Y6139B141

Voting Policy: Sustainability

Shares Voted: 1,163,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Postal Ballot	Mgmt							
1	Approve Loans, Guarantees, Securities and/or Investments in Other Body Corporate	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns were identified.

Softcat Plc

Meeting Date: 12/15/2021

Country: United Kingdom Meeting Type: Annual

Ticker: SCT

Record Date: 12/13/2021

Primary Security ID: G8251T108

Voting Policy: Sustainability

Shares Voted: 160,637

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.								
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR the remuneration report is warranted, although it is not without concerns: * The Executive Directors' salaries will be increased by 10% for FY2022.* Also for FY2022, the normal LTIP award levels have been increased to 150% of salary for both executives. The main reasons for support are:* The resulting salaries and increased LTIP normal award levels are not out of line with similar-sized companies in the FTSE 250 Index.* It is noted that the additional stretch has been added to the performance measures attached to the FY2022 LTIP awards in line with the increase in award level.* No further material concerns have been identified.

Softcat Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wan been identified.	rranted because this is a r	routine item an	d no significant concerns have	•				
4	Approve Special Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	rranted because there hav	ve been no sigr	nificant concerns identified.					
5	Re-elect Graeme Watt as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Items 5, 7 and 9-10A vote FOR identified. Item 6A vote FOR the re-election of Martin Hel. Martin Hellawell has now served on the Board for 15 year remain in post beyond nine years from the date of first a further material issues in regard to the Company's corpo. Company's succession planning will be kept under review it is not without concerns on account of:* In addition to publicly listed companies, which could compromise her a reason for support is:* Two of the other boards on which stage. Demands on her time will be kept under strict review.								
6	Re-elect Martin Hellawell as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Items 5, 7 and 9-10A vote FOR identified. Item 6A vote FOR the re-election of Martin Hel. Martin Hellawell has now served on the Board for 15 year remain in post beyond nine years from the date of first a further material issues in regard to the Company's corpor Company's succession planning will be kept under review it is not without concerns on account of:* In addition to publicly listed companies, which could compromise her a reason for support is:* Two of the other boards on which stage. Demands on her time will be kept under strict rev								
7	Re-elect Graham Charlton as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Items 5, 7 and 9-10A vote FOR identified. Item 6A vote FOR the re-election of Martin Hel. Martin Hellawell has now served on the Board for 15 year remain in post beyond nine years from the date of first a further material issues in regard to the Company's corpor Company's succession planning will be kept under review it is not without concerns on account of:* In addition to publicly listed companies, which could compromise her a reason for support is:* Two of the other boards on which stage. Demands on her time will be kept under strict rev								
8	Re-elect Vin Murria as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: Items 5, 7 and 9-10A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6A vote FOR the re-election of Martin Hellawell is warranted, although it is not without concerns on account of:* Martin Hellawell has now served on the Board for 15 years. The UK Code recommendations state that the chair should not remain in post beyond nine years from the date of first appointment to the Board. The main reasons for support are:* No further material issues in regard to the Company's corporate governance have been identified. Martin Hellawell's tenure and the Company's succession planning will be kept under review. Item 8A vote FOR the re-election of Vin Murria is warranted, although it is not without concerns on account of:* In addition to her role as NED at Softcat, she also serves in various roles at other publicly listed companies, which could compromise her ability to commit sufficient time to her role in the Company. The main reason for support is:* Two of the other boards on which she is a director are at smaller and non-complex companies at this stage. Demands on her time will be kept under strict review going forward.

Softcat Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9	Re-elect Robyn Perriss as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Items 5, 7 and 9-10A vote FOR identified. Item 6A vote FOR the re-election of Martin Hel Martin Hellawell has now served on the Board for 15 year remain in post beyond nine years from the date of first a further material issues in regard to the Company's corpo Company's succession planning will be kept under review it is not without concerns on account of:* In addition to publicly listed companies, which could compromise her a reason for support is:* Two of the other boards on which stage. Demands on her time will be kept under strict review.	llawell is warranted, althours. The UK Code recommand of the Board or the Board or the Board or the Board or the Board of the Robert of the Ro	nugh it is not whe whendations state. The main reasen identified. Meelection of Vist, she also send time to her ro	ithout concerns on account of: e that the chair should not ons for support are:* No Nartin Hellawell's tenure and th n Murria is warranted, althoug ves in various roles at other le in the Company.The main	ne				
10	Re-elect Karen Slatford as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Items 5, 7 and 9-10A vote FOR I identified. Item 6A vote FOR the re-election of Martin Hel Martin Hellawell has now served on the Board for 15 year remain in post beyond nine years from the date of first a further material issues in regard to the Company's corpo Company's succession planning will be kept under review it is not without concerns on account of:* In addition to publicly listed companies, which could compromise her a reason for support is:* Two of the other boards on which stage. Demands on her time will be kept under strict review.								
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed as no significant conce	rns have been	identified.					
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed because there are no c	concerns regard	ling this proposal.					
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is war overtly political payments but is making this technical pro								
14	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	ts and durations are within					
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is vecommended limits.	warranted because the pr	roposed amoun	ts and durations are within					
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	ts and durations are within					
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wal recommended limits.	rranted because the prop	osed amount a	nd duration are within					
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is war	rranted. No issues of cond	cern have been	identified.					

Pet Center Comercio e Participacoes SA

Meeting Date: 12/16/2021

Record Date:

Country: Brazil

Meeting Type: Extraordinary

Shareholders

Primary Security ID: P7S11L108

Ticker: PETZ3

Voting Policy: Sustainability

Shares Voted: 449,125

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Agreement to Acquire Zee Dog S.A. (Zee.Dog)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these requests is we rationale for the acquisition;* There are no known concorresponds to 8.1 percent of the company's market cap percent to current shareholders.	erns regarding the terms o	of the transacti	ion; and* The acquisition					
2	Ratify PricewaterhouseCoopers Servicos Profissionais Ltda. as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these requests is we rationale for the acquisition;* There are no known concerns corresponds to 8.1 percent of the company's market cap percent to current shareholders.	erns regarding the terms o	of the transacti	ion; and* The acquisition					
3	Approve Independent Firm's Appraisal	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these requests is we rationale for the acquisition;* There are no known concorresponds to 8.1 percent of the company's market cap percent to current shareholders.	erns regarding the terms of	of the transacti	ion; and* The acquisition					
4	Approve Acquisition of Zee Dog S.A. (Zee.Dog)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these requests is we rationale for the acquisition;* There are no known concorresponds to 8.1 percent of the company's market cap percent to current shareholders.	erns regarding the terms o	of the transacti	ion; and* The acquisition					
5	Approve Capital Increase in Connection with the Transaction and Amend Article 4 Accordingly	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these requests is we rationale for the acquisition;* There are no known concorresponds to 8.1 percent of the company's market cap percent to current shareholders.	erns regarding the terms of	of the transacti	ion; and* The acquisition					
6	Ratify Irlau Machado Filho and Ricardo Dias Mieskalo Silva as Directors	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is wa requirement of the Novo Mercado listing segment of the of independence fails to meet the expectations of institu directors under a single item, preventing shareholders for	e Sao Paulo Stock Exchang utional investors; and* The	ne (B3), the pro e company has	oposed board's 29 percent level bundled the election of	el				
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No

Bengo4.com, Inc.

Meeting Date: 12/17/2021 Record Date: 10/31/2021 Primary Security ID: J0429S101 Country: Japan

Meeting Type: Special

Voting Policy Rationale: A vote FOR this routine formality is warranted.

Ticker: 6027

Shares Voted: 18,800

Propo		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Director Motoe, Taichiro	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

PLAID, Inc. (Japan)

Meeting Date: 12/21/2021 Record Date: 09/30/2021 Country: Japan

Meeting Type: Annual

Primary Security ID: J6386E100

Ticker: 4165

Voting Policy: Sustainability

Shares Voted: 42,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.1	Elect Director Kurahashi, Kenta	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this director not for the firm's board composition; and* The nominee is a diversity on the board.		•						
1.2	Elect Director Shibayama, Naoki	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	rranted because:* There a	re no particula	r concerns about the nominee					
1.3	Elect Director Takayanagi, Keitaro	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because:* There a	re no particula	r concerns about the nominee					
1.4	Elect Director Hirano, Masao	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war								
2	Approve Restricted Stock Plan and Performance Share Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war	ranted because:* The res	tricted stock pla	an and performance share pla	n				

Voting Policy Rationale: A vote FOR this proposal is warranted because:* The restricted stock plan and performance share plan are likely to help sharpen recipients' focus on share price performance and align their interests more closely with those of shareholders.

dotDigital Group Plc

Meeting Date: 12/22/2021 Record Date: 12/20/2021 **Country:** United Kingdom **Meeting Type:** Annual

United Kingdom Ticker: DOTD

Primary Security ID: G2897D106

Voting Policy: Sustainability

Shares Voted: 746,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted, although it is not without concern for shareholders for the following reason:* There were errors identified in the prior year's financial statements, although these have been restated and resolved during the year.

dotDigital Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wan considered:* Executive Directors' service contracts do no termination of employment;* NEDs have not been grant their basic fees during the period under review;* Option to Executive Directors during the period under review, vo measured over a minimum three-year performance period	ot provide for more than to ed options or received any s have not been re-priced, est subject to the achievel	welve months' y other perforn ; and* Long-te ment of pre-se	notice in the event of nance-related pay in addition t rrm incentive awards, granted	to				
3	Re-elect Milan Patel as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the re-election of Mi identified.	ilan Patel is warranted bed	cause no signifi	icant concerns have been					
4	Appoint Moore Kingston Smith as Auditors and Authorise Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante rationale behind the change in auditors and the selection		tine item and t	the Company has explained the	е				
5	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wan been identified.	rranted because this is a r	routine item an	nd no significant concerns have	2				
6	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pro	oposed amoun	ts and durations are within					
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pro	oposed amoun	ts and durations are within					
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pro	oposed amoun	ts and durations are within					
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is war recommended limits.	rranted because the propo	osed amount a	nd duration are within					

Grupo Aeroportuario del Centro Norte SAB de CV

Meeting Date: 12/22/2021

Country: Mexico

Ticker: OMAB

Record Date: 12/14/2021

Meeting Type: Extraordinary

Shareholders

Primary Security ID: P49530101

Voting Policy: Sustainability

Shares Voted: 473,400

						Vote	Vote	Vote
Proposal				Voting	Vote	Against	Against	Against
Number Proposal Text	Proponent	Mgmt Rec	ISS Rec	Policy Rec	Instruction	Mgmt	Policy	ISS

Extraordinary Business

Mgmt

Grupo Aeroportuario del Centro Norte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
1	Amend Numeral Twenty Five, Section b), Subsection (ii) of Article 18 Re: Board of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war amendment;* The company has provided a sound i proposed change, which is neutral to shareholder v	rationale for the request;	, ,		, ,				
2	Appoint Legal Representatives	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war	ranted because the desig	gnation of a shareho	older representative is	s a routine				

Grupo Aeroportuario del Centro Norte SAB de CV

Meeting Date: 12/22/2021 Country: Mexico Ticker: OMAB

Record Date: 12/14/2021 **Meeting Type:** Ordinary Shareholders

formality that does not affect shareholder value.

Primary Security ID: P49530101

Voting Policy: Sustainability

Shares Voted: 473,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt							
1	Approve Special Dividends of up to MXN 4.37 Billion	Mgmt	For	For	For	For	No	No	No
2	Appoint Legal Representatives	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this item is warranted because the designation of a shareholder representative is a routine formality that does not affect shareholder value.

FOOD & LIFE COMPANIES LTD.

Meeting Date: 12/23/2021 Country: Japan Ticker: 3563

Record Date: 09/30/2021 Meeting Type: Annual

Primary Security ID: J1358G100

Voting Policy: Sustainability

Shares Voted: 68,500

							Vote	Vote	Vote
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 22.5	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wa proposed dividend.	nrranted because:* There	are no particula	r concerns with the level of th	he				
2.1	Elect Director Mizutome, Koichi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	arranted because:* There	are no particula	r concerns about the nomined	e.				
2.2	Elect Director Kondo, Akira	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this nominee is warranted because:* The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful because outside directors are not required in the category of "directors who are not audit committee members."

FOOD & LIFE COMPANIES LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Against Policy	vote Against ISS
2.3	Elect Director Takaoka, Kozo	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa even though the individual cannot be regarded as inde required in the category of "directors who are not audi	pendent, still appears mea							
2.4	Elect Director Miyake, Minesaburo	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	rranted because:* There a	re no particula	r concerns about the nominee.					
2.5	Elect Director Kanise, Reiko	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	rranted because:* There a	re no particula	r concerns about the nominee.					
2.6	Elect Director Sato, Koki	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	rranted because:* There a	re no particula	r concerns about the nominee.					
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wa size of the proposed ceiling cannot be regarded as inap		o-ceiling for out	rside directors is raised.* The					

HENNGE KK

Meeting Date: 12/23/2021

Country: Japan

Ticker: 4475

Record Date: 09/30/2021

Primary Security ID: J20457107

Meeting Type: Annual

Voting Policy: Sustainability

Shares Voted: 17,600

	Proposal Text	Proponent	Mgmt Red	ISS Rec	Policy Rec	Instruction	Mgmt	Policy	ISS
1.1 E	Elect Director Takaoka, Mio	Mgmt	For	For	For	For	No	No	No
ev	Voting Policy Rationale: A vote FOR this nominee is warranted because:* The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.								
1.2 E	Elect Director Kato, Michiko	Mgmt	For	For	For	For	No	No	No
V	oting Policy Rationale: A vote FOR this nomi	nee is warranted because:* 7	There are no partic	ular concerns about th	ne nominee.				
2 /	Approve Restricted Stock Plan	Mgmt	For	For	For	For	No	No	No

Fortnox AB

Meeting Date: 12/27/2021 **Record Date:** 12/16/2021

Country: Sweden

Meeting Type: Extraordinary

Shareholders

Primary Security ID: W3841J233

Ticker: FNOX

Shares Voted: 10,981

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
6	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is board.	warranted because of a	a lack of controversy	concerning the siz	ze of the				
7	Approve Remuneration of New Elected Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remunerate proposed fees.	ion proposal is warrante	d because of a lack o	of concern regardi	ing the				
8.1	Elect Per Bertland as New Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Per concern regarding the suitability of these individual.		Lena Glader (item 8	3.2) is warranted d	lue to a lack of				
8.2	Elect Lena Glader as New Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Per concern regarding the suitability of these individual		Lena Glader (item 8	3.2) is warranted d	lue to a lack of				
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war does not contravene good European executive rem		posed remuneration	policy is well desc	ribed and				
10	Approve 10:1 Stock Split; Amend Articles Accordingly	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war bring.	rranted due to the increa	ased liquidity that the	e proposed share s	split would				
11	Amend Articles	Mgmt	For	For	For	For	No	No	No

Arezzo Industria e Comercio SA

shareholder value and rights.

Meeting Date: 12/31/2021

Country: Brazil

Ticker: ARZZ3

Record Date:

Meeting Type: Extraordinary

Shareholders

Primary Security ID: P04508100

Shares Voted: 107,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Agreement to Absorb Vamoquevamo Empreendimentos e Participacoes SA, Partial Spin-Off of Tiferet Comercio de Roupas Ltda. and Absorption of Partial Spun-Off Assets	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warra assets and liabilities to be absorbed;* The company has approved by its board of directors and fiscal council; an away from the company.	provided a reasonable ra	tionale for the	transaction, which was					
2	Ratify Apsis Consultoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transactions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warra assets and liabilities to be absorbed;* The company has approved by its board of directors and fiscal council; an away from the company.	provided a reasonable ra	tionale for the	transaction, which was					
3	Approve Independent Firm's Appraisal Re: Vamoquevamo Empreendimentos e Participacoes SA	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warra assets and liabilities to be absorbed;* The company has approved by its board of directors and fiscal council; an away from the company.	provided a reasonable ra	tionale for the	transaction, which was					
4	Approve Independent Firm's Appraisal Re: Tiferet Comercio de Roupas Ltda.	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warra assets and liabilities to be absorbed;* The company has approved by its board of directors and fiscal council; an away from the company.	provided a reasonable ra	tionale for the	transaction, which was					
5	Approve Absorption of Vamoquevamo Empreendimentos e Participacoes SA	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warra assets and liabilities to be absorbed;* The company has approved by its board of directors and fiscal council; an away from the company.	provided a reasonable ra	tionale for the	transaction, which was					
6	Approve Partial Spin-Off of Tiferet Comercio de Roupas Ltda. and Absorption of Partial Spun-Off Assets	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warra assets and liabilities to be absorbed;* The company has approved by its board of directors and fiscal council; an away from the company.	provided a reasonable ra	tionale for the	transaction, which was					
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No

Diploma Plc

Meeting Date: 01/19/2022 **Record Date:** 01/17/2022

Primary Security ID: G27664112

Country: United Kingdom

Meeting Type: Annual

Voting Policy Rationale: A vote FOR this routine formality is warranted.

Ticker: DPLM

Shares Voted: 45,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's rou warranted as no significant concerns have been identifi		ectors' report a	nd financial statements is					
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa been identified.	arranted because this is a	routine item a	nd no significant concerns have	e				
3	Elect David Lowden as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3A vote FOR the election because:* Apart from his role as Non-executive Chair a publicly listed companies, which could compromise his the main reason for support is:* David Lowden intends before its 2022 AGM. Nonetheless, his external board n of Johnny Thomson, Barbara Gibbes, Andy Smith, Anne have been identified. Item 9A vote FOR the election of Lattended less than 75% of Board and Committee meeti reasons for support are:* Dean Finch was appointed to the first year that attendance concerns have been raise time.* There are no other concerns identified in relation	lesignate of the Company, ability to commit sufficien to step down from the Pa nandates will be kept undo Thorburn, and Geraldine Dean Finch is warranted, a ings he was eligible to atto the Board towards the end, and there is no evidency	t time to his rounged from the last serves to the last serves. It was all though it is not and during the last of the financial the last serves the last serves are last serves and of the financial the last serves the last serves are last serves to his serves the last se	in various roles at other le in the Company.Mitigating, pard as its Non-Executive Chais s 4-8A vote FOR the re-election inted as no significant concerns of without concern because:* i year under review. The main ital year under review. This is	7				
	Re-elect Johnny Thomson as Director Voting Policy Rationale: Item 3A vote FOR the election because:* Apart from his role as Non-executive Chair a publicly listed companies, which could compromise his the main reason for support is:* David Lowden intends before its 2022 AGM. Nonetheless, his external board in of Johnny Thomson, Barbara Gibbes, Andy Smith, Anne have been identified. Item 9A vote FOR the election of Lattended less than 75% of Board and Committee meeti reasons for support are:* Dean Finch was appointed to the first year that attendance concerns have been raise time.* There are no other concerns identified in relation	lesignate of the Company, ability to commit sufficien. to step down from the Panandates will be kept under Thorburn, and Geraldine Dean Finch is warranted, a tings he was eligible to atte to the Board towards the end, and there is no evidence.	t time to his round to his roun	in various roles at other le in the Company.Mitigating, pard as its Non-Executive Chais s 4-8A vote FOR the re-election inted as no significant concerns of without concern because:* i year under review.The main ital year under review. This is	7	For	No	No	No
5	Re-elect Barbara Gibbes as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: Item 3A vote FOR the election of David Lowden is warranted, although it is not without concern because:* Apart from his role as Non-executive Chair designate of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company. Mitigating, the main reason for support is:* David Lowden intends to step down from the PageGroup plc board as its Non-Executive Chair before its 2022 AGM. Nonetheless, his external board mandates will be kept under review. Items 4-8A vote FOR the re-election of Johnny Thomson, Barbara Gibbes, Andy Smith, Anne Thorburn, and Geraldine Huse is warranted as no significant concerns have been identified. Item 9A vote FOR the election of Dean Finch is warranted, although it is not without concern because:* He attended less than 75% of Board and Committee meetings he was eligible to attend during the year under review. The main reasons for support are:* Dean Finch was appointed to the Board towards the end of the financial year under review. This is the first year that attendance concerns have been raised, and there is no evidence of a longer-term attendance issue at this time.* There are no other concerns identified in relation to his election.

Diploma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6	Re-elect Andy Smith as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3A vote FOR the election because:* Apart from his role as Non-executive Chair of publicly listed companies, which could compromise his the main reason for support is:* David Lowden intendible before its 2022 AGM. Nonetheless, his external board of Johnny Thomson, Barbara Gibbes, Andy Smith, Annothave been identified. Item 9A vote FOR the election of attended less than 75% of Board and Committee meet reasons for support are:* Dean Finch was appointed to the first year that attendance concerns have been raisitime.* There are no other concerns identified in relations.	designate of the Company ability to commit sufficier to step down from the P mandates will be kept und e Thorburn, and Geralding Dean Finch is warranted, tings he was eligible to att o the Board towards the e ed, and there is no eviden	n, he also serves nt time to his ron PageGroup plc but der review.Items e Huse is warran although it is no tend during the end of the finance	in various roles at other le in the Company.Mitigating, pard as its Non-Executive Chais s 4-8A vote FOR the re-election inted as no significant concerns of without concern because:* I year under review.The main ital year under review. This is	1				
7	Re-elect Anne Thorburn as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3A vote FOR the election because:* Apart from his role as Non-executive Chair of publicly listed companies, which could compromise his the main reason for support is:* David Lowden intends before its 2022 AGM. Nonetheless, his external board of Johnny Thomson, Barbara Gibbes, Andy Smith, Ann have been identified. Item 9A vote FOR the election of attended less than 75% of Board and Committee meet reasons for support are:* Dean Finch was appointed to the first year that attendance concerns have been raisitime.* There are no other concerns identified in relations.	designate of the Company ability to commit sufficier is to step down from the P mandates will be kept und e Thorburn, and Geralding Dean Finch is warranted, tings he was eligible to att o the Board towards the e ed, and there is no eviden	n, he also serves nt time to his ron PageGroup plc but der review.Items e Huse is warran although it is no tend during the end of the finance	in various roles at other le in the Company.Mitigating, pard as its Non-Executive Chais s 4-8A vote FOR the re-election inted as no significant concerns of without concern because:* I year under review.The main tial year under review. This is	1				
8	Re-elect Geraldine Huse as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3A vote FOR the election because:* Apart from his role as Non-executive Chair of publicly listed companies, which could compromise his the main reason for support is:* David Lowden intends before its 2022 AGM. Nonetheless, his external board of Johnny Thomson, Barbara Gibbes, Andy Smith, Ann have been identified. Item 9A vote FOR the election of attended less than 75% of Board and Committee meet reasons for support are:* Dean Finch was appointed to the first year that attendance concerns have been raisotime.* There are no other concerns identified in relations.	designate of the Company ability to commit sufficier to step down from the P mandates will be kept und e Thorburn, and Geralding Dean Finch is warranted, tings he was eligible to att o the Board towards the e ed, and there is no eviden	of, he also serves on time to his room to his room of the review. Items on the hough it is not the finance of t	in various roles at other le in the Company.Mitigating, pard as its Non-Executive Chais s 4-8A vote FOR the re-election inted as no significant concerns of without concern because:* I year under review.The main tial year under review. This is	1				
9	Elect Dean Finch as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3A vote FOR the election because:* Apart from his role as Non-executive Chair of publicly listed companies, which could compromise his the main reason for support is:* David Lowden intends before its 2022 AGM. Nonetheless, his external board of Johnny Thomson, Barbara Gibbes, Andy Smith, Ann have been identified. Item 9A vote FOR the election of attended less than 75% of Board and Committee meet reasons for support are:* Dean Finch was appointed to the first year that attendance concerns have been raisitime.* There are no other concerns identified in relations.	designate of the Company ability to commit sufficier to step down from the P mandates will be kept und e Thorburn, and Geralding Dean Finch is warranted, tings he was eligible to att o the Board towards the e ed, and there is no eviden	n, he also serves nt time to his ron PageGroup plc but der review.Items e Huse is warran although it is no tend during the end of the finance	in various roles at other le in the Company.Mitigating, pard as its Non-Executive Chais s 4-8A vote FOR the re-election inted as no significant concerns of without concern because:* I year under review.The main ital year under review. This is	1				
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	ted as no significant conc	erns have been	identified.					
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	ted because there are no	significant cond	erns regarding this proposal.					

Diploma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the remuneration for the FY2022 PSP awards was reduced to 12% from size of the award.* The CFO received a 7.4% increase general workforce. Similar increases are planned for Chair is c. 79.3% higher compared to his predecessor reference to its strategy in achieving the performance performance period, are noted. It is also noted that the CFO and the fee for the incoming Board Chair do shareholder experience for the year under review and	m 14% in the previous yea se in salary, which is above her salary in the following or. The main reasons for sup the targets, and the factors is there is an ROATCE underp on not raise significant conce	rs' awards, and to the 4% rate of two years.* The oport:* The Com that may affect E oin on the EPS m	there was no reduction in the increase for the Company's fee for the incoming Board pany's explanation with PS growth over the three-year etric.* The resultant salary of					
13	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	s is warranted because the	proposed amou	nts and durations are within					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	s is warranted because the	proposed amoul	nts and durations are within					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions recommended limits.	s is warranted because the	proposed amou	nts and durations are within					
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is recommended limits.	warranted because the pr	oposed amount a	and duration are within					
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is	warranted. No issues of co	oncern have bee	n identified.					

Clicks Group Ltd.

Meeting Date: 01/26/2022

Country: South Africa

Ticker: CLS

Record Date: 01/21/2022

Meeting Type: Annual

Primary Security ID: S17249111

Voting Policy: Sustainability

Shares Voted: 102,980

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 August 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warra	anted:* This is a routine	e, non-contentious r	request.					
2	Reappoint Ernst & Young Inc as Auditors with Anthony Cadman as the Individual Registered Auditor	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this item is warranted, as no significant concerns have been identified.

Clicks Group Ltd.

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Elect Penelope Moumakwa as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3: Elect Penelope Moconcern for shareholders:* She attended less than for support is:* This is her first year of election, at Sango NtsalubaA vote FOR this Director is warrant of these Directors. Item 5: Re-Elect David NurekA shareholders:* He is a non-independent member of NED membership, and a member of the Remunera independent NEDs. The main reason for support is changes to Executive Directorship. Further, the Coover the next three years and has appointed two in	75% of Board meetings and no long-term concerns ed:* No issues have bee vote FOR this Director is of a Board which does no ation and Nomination Con * The Board may benefi mpany has identified a s	held during the year s on attendance have on identified in relation warranted, although of comprise a majority mmittees which do no it from the Chair's inv nuccession plan for loi	under review.The main reasc been identified.Item 4: Elect in to the election or re-election it is not without concern for y of independent NEDs among of comprise a majority of colvement in light of recent ing-tenured NEDs to step down	st				
4	Elect Sango Ntsaluba as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3: Elect Penelope Moconcern for shareholders:* She attended less than for support is:* This is her first year of election, at Sango NtsalubaA vote FOR this Director is warrant of these Directors. Item 5: Re-Elect David NurekA washareholders:* He is a non-independent member of NED membership, and a member of the Remuneral independent NEDs. The main reason for support is changes to Executive Directorship. Further, the Coover the next three years and has appointed two in	75% of Board meetings and no long-term concerns ted:* No issues have bee yote FOR this Director is of a Board which does no ation and Nomination Con * The Board may benefi mpany has identified a s	held during the year s on attendance have an identified in relation warranted, although of comprise a majority mmittees which do no it from the Chair's inv nuccession plan for loi	under review. The main reason been identified. Item 4: Elect in to the election or re-election it is not without concern for y of independent NEDs among of comprise a majority of colvement in light of recent ing-tenured NEDs to step down	st				
5	Re-elect David Nurek as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3: Elect Penelope Mc concern for shareholders:* She attended less than for support is:* This is her first year of election, at Sango NtsalubaA vote FOR this Director is warrant of these Directors. Item 5: Re-Elect David NurekA shareholders:* He is a non-independent member of NED membership, and a member of the Remuneral independent NEDs. The main reason for support is changes to Executive Directorship. Further, the Coover the next three years and has appointed two in								
6.1	Re-elect John Bester as Member of the Audit and Risk Committee	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Item 6.1A vote AGAINST to Committee is not considered independent. This is 6.3A vote FOR these Directors is warranted:* Mful	not in line with the recon	mmended best practic	ce in South Africa.Item 6.2 –	s				
6.2	Re-elect Mfundiso Njeke as Member of the Audit and Risk Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 6.1A vote AGAINST to Committee is not considered independent. This is 6.3A vote FOR these Directors is warranted:* Mfull	not in line with the recon	mmended best practic	ce in South Africa.Item 6.2 –	s				
6.3	Elect Sango Ntsaluba as Member of the Audit and Risk Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 6.1A vote AGAINST to Committee is not considered independent. This is 6.3A vote FOR these Directors is warranted:* Mfull	not in line with the recon	mmended best practic	ce in South Africa.Item 6.2 –	s				
7	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wa to maximum of five times the annual guaranteed p	-			1				

Voting Policy Rationale: A vote FOR this item is warranted although not without concerns:* The LTIP grant quantum is limited to maximum of five times the annual guaranteed pay for scheme participants, which may be regarded as relatively high.* Although malus and clawback has been incorporated into the policy, the trigger events have not been disclosed. The main reasons for support:* To assess overall variable pay opportunity, bonus payments appears to be capped.* No overriding concerns have been identified with the alignment of pay and performance.

Clicks Group Ltd.

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
Approve Remuneration Implementation Report	Mgmt	For	Against	Against	Against	Yes	No	No
target performance relatively generously.* The following	rmer CEO received an abo							
Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	For	No	No	No
		buyback authoritie	s are common agenda i	items at				
Approve Directors' Fees	Mgmt	For	For	For	For	No	No	No
increased significantly. The main reason for support	t is:* The proposed fees	appear to be in line						
Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For	For	No	No	No
	Approve Remuneration Implementation Report Voting Policy Rationale: A vote AGAINST this item target performance relatively generously.* The for in a row, with benchmarking provided as the preventation of the preventation of the preventation of the preventation of the provided as the preventation of t	Approve Remuneration Implementation Mgmt Report Voting Policy Rationale: A vote AGAINST this item is warranted although not target performance relatively generously.* The former CEO received an about in a row, with benchmarking provided as the prevalent rationale. Authorise Repurchase of Issued Share Mgmt Capital Voting Policy Rationale: A vote FOR this item is warranted:* General share South African AGMs and no concerns have been identified. Approve Directors' Fees Mgmt Voting Policy Rationale: A vote FOR this item is warranted, although it is no increased significantly. The main reason for support is:* The proposed fees African companies are offering to their NEDs. No major concerns are raised. Approve Financial Assistance in Terms of Mgmt	Approve Remuneration Implementation Mgmt For Report Voting Policy Rationale: A vote AGAINST this item is warranted although not without concerns target performance relatively generously.* The former CEO received an above-inflationary incl in a row, with benchmarking provided as the prevalent rationale. Authorise Repurchase of Issued Share Mgmt For Capital Voting Policy Rationale: A vote FOR this item is warranted:* General share buyback authoritie South African AGMs and no concerns have been identified. Approve Directors' Fees Mgmt For Voting Policy Rationale: A vote FOR this item is warranted, although it is not without concern increased significantly. The main reason for support is:* The proposed fees appear to be in line African companies are offering to their NEDs. No major concerns are raised. Approve Financial Assistance in Terms of Mgmt For	Approve Remuneration Implementation Mgmt For Against Report Voting Policy Rationale: A vote AGAINST this item is warranted although not without concerns:* The LTIP award rew target performance relatively generously.* The former CEO received an above-inflationary increase to salary for a sec in a row, with benchmarking provided as the prevalent rationale. Authorise Repurchase of Issued Share Mgmt For For Capital Voting Policy Rationale: A vote FOR this item is warranted:* General share buyback authorities are common agenda of South African AGMs and no concerns have been identified. Approve Directors' Fees Mgmt For For Voting Policy Rationale: A vote FOR this item is warranted, although it is not without concern for shareholders:* Som increased significantly. The main reason for support is:* The proposed fees appear to be in line with what comparable African companies are offering to their NEDs. No major concerns are raised. Approve Financial Assistance in Terms of Mgmt For For	Approve Remuneration Implementation Mgmt For Against Against Voting Policy Rationale: A vote AGAINST this item is warranted although not without concerns:* The LTIP award rewards target performance relatively generously.* The former CEO received an above-inflationary increase to salary for a second year in a row, with benchmarking provided as the prevalent rationale. Authorise Repurchase of Issued Share Mgmt For For For For For Capital Voting Policy Rationale: A vote FOR this item is warranted:* General share buyback authorities are common agenda items at South African AGMs and no concerns have been identified. Approve Directors' Fees Mgmt For For For For For For African Companies are offering to their NEDs. No major concerns are raised. Approve Financial Assistance in Terms of Mgmt For For For For For	Approve Remuneration Implementation Mgmt For Against Against Against Against Report **Voting Policy Rationale: A vote AGAINST this item is warranted although not without concerns:* The LTIP award rewards target performance relatively generously.* The former CEO received an above-inflationary increase to salary for a second year in a row, with benchmarking provided as the prevalent rationale. **Authorise Repurchase of Issued Share** Mgmt For For For For For Approve Directors' Fees Mgmt For	Approve Remuneration Implementation Mgmt For Against Against Against Against Voting Policy Rationale: A vote AGAINST this item is warranted although not without concerns:* The LTIP award rewards target performance relatively generously.* The former CEO received an above-inflationary increase to salary for a second year in a row, with benchmarking provided as the prevalent rationale. Authorise Repurchase of Issued Share Mgmt For For For For For For For Por Por Por Por Por Por Por Por Por P	Approve Remuneration Implementation Mgmt For Against A

Musti Group Oyj

Meeting Date: 01/27/2022

Record Date: 01/17/2022

Country: Finland

Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the

Ticker: MUSTI

Record Date: 01/17/2022 Meeting Type: Annual

accounts presented or audit procedures used.

implementation of the Companies Act 2008.

Primary Security ID: X5S9LB122

Voting Policy: Sustainability

Shares Voted: 54,113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting for	ormalities.							
2	Call the Meeting to Order	Mgmt							
	Voting Policy Rationale: These are routine meeting for	ormalities.							
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	ormalities.							
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	ormalities.							
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	ormalities.							
6	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: This is a routine, non-voting	item.							
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No

Musti Group Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.a	Approve Allocation of Income and Approve Repayment of Capital of EUR 0.44 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the omission of div. controversy surrounding the proposed repayment of ca		apital is warrar	nted, due to a lack of					
8.b	Demand Minority Dividend	Mgmt	Abstain	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: A vote ABSTAIN for this propose repayment of capital proposed under item 8.a.	sal is warranted due to a la	ack of controve	ersy surrounding the proposed					
9	Approve Discharge of Board and President	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan not fulfilled their fiduciary duties.	rranted as there is no evid	dence that the L	board or the management have	е				
10	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant does not contravene good European executive remunel		remuneration	report is well described and					
11	Approve Remuneration of Directors in the Amount of EUR 65,000 for Chairman and EUR 35,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	proposal is warranted beca	ause of a lack o	of concern regarding the					
12	Fix Number of Directors at 5	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wal board .	rranted because of a lack	of controversy	concerning the size of the					
13	Reelect Jeffrey David, Ingrid Jonasson Blank and Ilkka Laurila as Directors; Elect Inka Mero and Johan Dettel as New Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war or its committees.	rranted due to a lack of co	oncern regardin	g the composition of the board	d				
14	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau	se there are no concerns	regarding this p	proposal.					
15	Renew Appointment of Ernst & Young Ltd as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau	se there are no concerns	regarding this p	proposal.					
16	Authorize Share Repurchase Program	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to repacceptable holding, volume, and duration limits.	ourchase company shares	is warranted, a	s the proposal includes					
17	Approve Issuance of up to 3.2 Million Shares without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance authoexcessive.	prization is warranted beca	nuse the potent	ial share capital increase is no	t				
18	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality.								

Minda Industries Limited

Meeting Date: 02/16/2022 Country: India Ticker: 532539

Record Date: 01/07/2022 **Meeting Type:** Court

Primary Security ID: Y6S358119

Shares Voted: 159,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Court-Ordered Meeting for Equity Shareholders	Mgmt							
1	Approve Scheme of Amalgamation	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concerns:* The company's share									

Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concerns:* The company's share price has increased significantly since the valuation reference date (February 2020). In light of the price appreciation, the absence of an updated valuation report is a concern. The main reasons for support are:* The proposal is accompanied with a compelling rationale.* The current implied valuation of MICPL is broadly in the range of its peer set.* The change in the shareholding pattern of the company pursuant to the proposed scheme, is deemed insignificant.

Integrafin Holdings Plc

Meeting Date: 02/24/2022 **Record Date:** 02/22/2022

Country: United Kingdom **Meeting Type:** Annual

Ticker: IHP

Primary Security ID: G4796T109

Voting Policy: Sustainability

Shares Voted: 349,149

					Silares voteu	5 Voted: 519,119			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's warranted as no significant concerns have been ide		ne directors' report a	nd financial statemen	nts is				
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is con There is scope for more robust disclosures and targ marginally improved its disclosure of the performar assessing the appropriateness of the bonus outcom alignment of pay and performance.* The overall qu company.* No other overriding concerns were iden	get-setting under the ann nce parameters in respon ne.The reasons for suppo nantum of remuneration	nual bonus framewon nse to investor feedb ort are:* There are n	rk. While the Compan ack, they remain insu o material issues with	ny has ufficient for h the				
3	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is con. The Company has kept its annual bonus framework annual bonus plan, and as such relies on Remuners of bonus payouts will be linked with financial performance the incentive framework only measures performance the remuneration package is relatively modest as crequirement for its EDs in line the UK Code and the shareholder alignment.	k unchanged. The policy ation Committee discretion rmance conditions.* The ce over one year. The ma compared to FTSE 250 no	specifically states the con. As such, there is Company does not in reasons for supports.* The Company	at no targets will app no assurance that th operate a LTIP and a ort are:* The overall o v has introduced a sha	oly to the ne majority necordingly quantum of areholding				
4	Re-elect Richard Cranfield as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	s is warranted as no sign	ificant concerns have	e been identified.					
5	Re-elect Alexander Scott as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	s is warranted as no sign.	ificant concerns have	e been identified.					
6	Re-elect Jonathan Gunby as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	s is warranted as no sign	ificant concerns have	e been identified.					

Integrafin Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	Re-elect Michael Howard as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is w	arranted as no significant	concerns have	been identified.					
8	Re-elect Caroline Banszky as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is w	arranted as no significant	concerns have	been identified.					
9	Re-elect Victoria Cochrane as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is w	arranted as no significant	concerns have	been identified.					
10	Elect Rita Dhut as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is w	arranted as no significant	concerns have	been identified.					
11	Re-elect Charles Robert Lister as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is w	arranted as no significant	concerns have	been identified.					
12	Re-elect Christopher Munro as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is w	arranted as no significant	concerns have	been identified.					
13	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed as no significant concei	rns have been	identified.					
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed because there are no c	oncerns regard	ding this proposal.					
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa overtly political payments but is making this technical pr		•						
16	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	nts and durations are within					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	nts and durations are within					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	nts and durations are within					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is warecommended limits.	nrranted because the prop	osed amount a	nd duration are within					
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	nrranted. No issues of cond	cern have been	identified.					

AU Small Finance Bank Limited

Meeting Date: 03/09/2022 Record Date: 02/04/2022 Country: India
Meeting Type: Special

Ticker: 540611

Primary Security ID: Y0R772123

Voting Policy: Sustainability

Shares Voted: 188,567

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Postal Ballot	Mgmt							
1	Elect Harun Rasid Khan as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the nominee is wa	rranted given the absen	nce of any known	issues concerning the nominee	2,				
2	Approve Revision in Fixed Remuneration of Non-Executive Directors Excluding Part-Time Chairman (Independent Director)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is specified tenure for these proposals. The main reasons requirement and putting out an end date for the proposal Payment per non-executive director is deemed reasonal aligned with the Bank's performance.	for support are:* The research	elevant RBI circula to be in deviation	ar does not specify any tenure from the legal framework.*					
3	Approve Revision of Honararium Payable to Raj Vikash Verma as Part-Time Chairman(Independent Director)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is specified tenure for these proposals. The main reasons requirement and putting out an end date for the proportagment per non-executive director is deemed reasonal aligned with the Bank's performance.	for support are:* The results for support are:*	elevant RBI circula to be in deviation	ar does not specify any tenure from the legal framework.*					
4	Approve Remuneration of Sanjay Agarwal as Managing Director & CEO	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions in nominee and his remuneration.	is warranted given the a	bsence of any kno	own issues concerning the					
5	Approve Reappointment of Sanjay Agarwal as Managing Director & CEO	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is nominee and his remuneration.	is warranted given the a	bsence of any kno	own issues concerning the					
6	Approve Remuneration of Uttam Tibrewal as Whole Time Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions in nominee and his remuneration.	is warranted given the a	bsence of any kno	own issues concerning the					
7	Approve Reappointment of Uttam Tibrewal as Whole Time Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is	s warranted given the a	bsence of any kno	own issues concerning the					

Safestore Holdings Plc

nominee and his remuneration.

Meeting Date: 03/16/2022 Record Date: 03/14/2022 Primary Security ID: G77733106 Country: United Kingdom

Meeting Type: Annual

Ticker: SAFE

Shares Voted: 170,334

						Snares voted	1: 1/0,334		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's row warranted as no significant concerns have been iden		he directors' report a	nd financial statements	is is				
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is consibase salaries are increased by c. 5% for FY2022 with substantially, attributed to the vesting of two-thirds continuous committee faced shareholder dissent care: * The difference between the Executives' salary is substantial; and * There are no concerns raised with the overall link of pay and performance.	nout compelling rational of the 2017 LTIP award due to the changes to increase compared to a	ale; and* Overall rem d. At the time these a award framework.Th average workforce in	nuneration for FY2021 in nawards were made, the ne main reasons for sup ncrease (c. 4.2%) is not	increased e opport t				
3	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warra	anted as no significant	concerns have been	identified.					
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warra	anted because there ar	re no concerns regar	ding this proposal.					
5	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is been identified.	warranted because th	is is a routine item a	nd no significant conce	rns have				
6	Elect Laure Duhot as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent N diversity on the board.Votes FOR the remaining direc	-		re warranted due to lac	ck of				
7	Elect Delphine Mousseau as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent N diversity on the board.Votes FOR the remaining direc	-		re warranted due to lac	ck of				
8	Re-elect David Hearn as Director	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: Votes AGAINST incumbent N diversity on the board.Votes FOR the remaining direc	-		re warranted due to lac	ck of				
9	Re-elect Frederic Vecchioli as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent N diversity on the board.Votes FOR the remaining direc	-		re warranted due to lac	ck of				
10	Re-elect Andy Jones as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent N diversity on the board.Votes FOR the remaining direc	-		re warranted due to lac	ck of				
11	Re-elect Gert van de Weerdhof as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent N diversity on the board.Votes FOR the remaining direc	-		re warranted due to lac	ck of				
12	Re-elect Ian Krieger as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent N diversity on the board.Votes FOR the remaining direc	-		re warranted due to lac	ck of				
13	Re-elect Claire Balmforth as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent N	lominating Committee	Chair David Hearn a	re warranted due to lad	ck of				

Voting Policy Rationale: Votes AGAINST incumbent Nominating Committee Chair David Hearn are warranted due to lack of diversity on the board. Votes FOR the remaining director nominees are warranted.

Safestore Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolutio overtly political payments but is making this tech		, ,						
15	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolut recommended limits.	ions is warranted because	e the proposed amoui	nts and durations are	within				
16	Adopt New Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution	n is warranted as no signi	ificant concerns have	been identified.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolut recommended limits.	ions is warranted because	e the proposed amoui	nts and durations are	within				
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution recommended limits.	n is warranted because th	ne proposed amount a	and duration are withi	in				
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution	n is warranted. No issues	of concern have been	n identified.					

Meeting Date: 03/22/2022 Record Date: 03/10/2022

Valmet Corp.

Country: Finland

Ticker: VALMT

d Date: 03/10/2022 Meeting Type: Annual

Primary Security ID: X96478114

Voting Policy: Sustainability

Shares Voted: 19,906

Sides to						Silai es voteu	. 15,500		
	Proponent	Mgmt Rec	ISS Rec	Votio Polic	ng cy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Mgmt								
tine meeting fo	ormalities.								
	Mgmt								
tine meeting fo	ormalities.								
ng	Mgmt								
tine meeting fo	ormalities.								
eeting	Mgmt								
tine meeting fo	ormalities.								
ders	Mgmt								
tine meeting fo	ormalities.								
tutory	Mgmt								
		e, non-voting item.		· · · · · ·	<u> </u>	<u> </u>	· · · · · · · · · · · · · · · · · · ·		

Valmet Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of taccounts presented or audit procedures used.	he annual accounts is	warranted due to a i	ack of concern regard	ding the				
8	Approve Allocation of Income and Dividends of EUR 1.20 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income alloc proposed dividend.	ation proposal is warra	anted due to a lack o	f controversy surrour	nding the				
9	Approve Discharge of Board and President	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is v not fulfilled their fiduciary duties.	varranted as there is no	o evidence that the i	board or the manage	ment have				
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is period of less than three years.	warranted because a n	najority of long-term	awards have a perfo	ormance				
11	Approve Remuneration of Directors in the Amount of EUR 145,000 for Chairman, EUR 80,000 for Vice Chairman and EUR 64,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	n proposal is warranted	d because of a lack of	of concern regarding	the				
12	Fix Number of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is v board .	varranted because of a	lack of controversy	concerning the size o	of the				
13	Reelect Aaro Cantell (Vice Chair), Pekka Kemppainen, Monika Maurer, Mikael Makinen (Chair), Eriikka Soderstrom and Per Lindberg as Directors; Approve Conditional Election of Jaakko Eskola and Anu Hamalainen	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals in board or its committees.	is warranted due to a la	ack of concern regar	rding the composition	of the				
14	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted bed	ause there are no cond	cerns regarding this	proposal.					
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted bed	ause there are no cond	cerns regarding this	proposal.					
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to i includes acceptable holding, volume, and duration lin		company shares is	warranted, as the pro	oposal				
17	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance aut excessive.	horization is warranted	because the potent	ial share capital incre	ease is not				
18	Approve Amendment to the Charter of the Nomination Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is w nomination board composition is in line with market p		sed amendment is u	ncontroversial and th	ne				
19	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality	,							

Voting Policy Rationale: This is a non-voting formality.

BASE, Inc. (Japan)

Meeting Date: 03/23/2022 **Record Date:** 12/31/2021

Country: Japan **Meeting Type:** Annual Ticker: 4477

Primary Security ID: J0433G101

Voting Policy: Sustainability

Shares Voted: 118,900

ounting Transfers Rationale: A vote FOR this proposal is we es to Disclose Shareholder erials on Internet - Allow Virtual older Meetings Rationale: A vote FOR this proposal is we articles. Tsuruoka, Yuta Rationale: A vote FOR this nominee is we	Mgmt arranted because:* The Mgmt	For	For	For	For	No No	No No	No No
es to Disclose Shareholder erials on Internet - Allow Virtual elder Meetings Rationale: A vote FOR this proposal is wa articles. Tsuruoka, Yuta Rationale: A vote FOR this nominee is wa	Mgmt arranted because:* The Mgmt	For For ere are no particula	For	For	For	No	No	No
erials on Internet - Allow Virtual older Meetings Rationale: A vote FOR this proposal is was articles. Tsuruoka, Yuta Rationale: A vote FOR this nominee is was	arranted because:* The	ere are no particula			For	No	No	No
articles. · Tsuruoka, Yuta · Rationale: A vote FOR this nominee is wa	Mgmt	•	ar concerns resulting fr	rom the				
Rationale: A vote FOR this nominee is we		For						
	arranted because:* The		For	For	For	No	No	No
		ere are no particula	ar concerns about the I	nominee.				
Harada, Ken	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this nominee is wa	arranted because:* The	ere are no particula	ar concerns about the I	nominee.				
Shimura, Masayuki	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this nominee is wa	arranted because:* The	ere are no particula	ar concerns about the I	nominee.				
· Iijima, Michi	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this nominee is wa he individual cannot be regarded as inde ually increasing management dominance	ependent, still appears	, ,		,				
Matsuzaki, Misa	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this nominee is wa	arranted because:* The	ere are no particula	ar concerns about the I	nominee.				
itory Auditor Hoshi, Chie	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this nominee is wa	arranted because:* The	ere are no particula	ar concerns about the I	nominee.				
	Mgmt	For	For	For	For	No	No	No
?¿	ntionale: A vote FOR this nominee is wa	nationale: A vote FOR this nominee is warranted because: * The cory Auditor Hoshi, Chie Mgmt attionale: A vote FOR this nominee is warranted because: * The corporation Ceiling for Statutory Mgmt	ationale: A vote FOR this nominee is warranted because:* There are no particular ory Auditor Hoshi, Chie Mgmt For ationale: A vote FOR this nominee is warranted because:* There are no particular or	ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the ory Auditor Hoshi, Chie Mgmt For For ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the	ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee. For For ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.	ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee. For For For ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.	Ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee. For For For No Ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee. Densation Ceiling for Statutory Mgmt For For For No	ationale: A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee. No No No No entionale: A vote FOR this nominee is warranted because:* There are no particular concerns about the nominee.

Gjensidige Forsikring ASA

Meeting Date: 03/24/2022 **Record Date:** 03/23/2022

Country: Norway **Meeting Type:** Annual

Mgmt

Ticker: GJF

Primary Security ID: R2763X101

Open Meeting

Voting Policy: Sustainability

Shares Voted: 0

Proposal Voting Vote Against Against Against Number Proposal Text Proponent Mgmt Rec ISS Rec Policy Rec Instruction Mgmt Policy ISS	•	Proponent	Mgmt Rec	ISS Rec			-	•	-
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Voting Policy Rationale: These are routine meeting formalities.

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Elect Chairman of Meeting	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
3	Registration of Attending Shareholders and Proxies	Mgmt							
	Voting Policy Rationale: These are routine meeting form	palities.							
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 7.70 Per Share	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war proposed allocation of income.	ranted due to a lack of co	ncern regardin	g the financial statements or					
7	Approve Remuneration Statement	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant does not contravene good European executive remuner not disclosed, the vote is qualified.				e				
8	Approve Remuneration Guidelines For Executive Management	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant does not contravene good European executive remuner		remuneration p	policy is well described and					
9.a	Authorize the Board to Decide on Distribution of Dividends	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war shareholders while being subject to reasonable limitatio		the board to re	turn capital more effectively to)				
9.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR is warranted as the raise concerns.	proposed decision would	fund equity rei	muneration plans that do not					
9.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to rep includes acceptable holding, volume, and duration limits		any shares is v	warranted, as the proposal					
9.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this issuance author excessive.	rization is warranted beca	use the potenti	ial share capital increase is not	!				
9.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war structure to new capital requirements and as the author	•							
10	Approve Merger Agreement with the Owned Subsidiary NEM Forsikring A/S	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v	varranted as the transacti	ons renresent a	an organizational measure and	,				

Voting Policy Rationale: A vote FOR these proposals is warranted as the transactions represent an organizational measure and no assets will be sold outside the group.

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11	Amend Articles Re: Board-Related	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is was shareholder value and rights.	nrranted because the prope	osed changes a	re neutral in terms of					
12	Amend Nomination Committee Procedures	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR these items is war procedure or the nominating committee in the past.	ranted, because of a lack	of controversy i	regarding the updated rules of	c				
13.a	Reelect Gisele Marchand (Chair), Vibeke Krag, Terje Seljeseth, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors	Mgmt	For	Against	Against	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote AGAINST this item is w committee have insufficient levels of independence.	arranted because both the	e board as a wh	ole and the remuneration					
13.b1	Elect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran nominating committee.	ted, because of a lack of a	controversy reg	arding the composition of the					
13.b2	Elect Iwar Arnstad as Member of Nominating Committee	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran nominating committee.	ted, because of a lack of a	controversy reg	arding the composition of the					
13.b3	Elect Marianne Odegaard Ribe as Member of Nominating Committee	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran nominating committee.	ted, because of a lack of a	controversy reg	arding the composition of the					
13.b4	Elect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran nominating committee.	ted, because of a lack of a	controversy reg	arding the composition of the					
13.b5	Elect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran nominating committee.	ted, because of a lack of a	controversy reg	arding the composition of the					
13.c	Ratify Deloitte as Auditors	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	use there are no concerns	regarding this p	proposal.					
14	Approve Remuneration of Directors and Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	proposal is warranted bec	rause of a lack o	of concern regarding the					

Beazley Pic

Meeting Date: 03/25/2022 Record Date: 03/23/2022 Primary Security ID: G0936K107 **Country:** United Kingdom

Meeting Type: Annual

Ticker: BEZ

Shares Voted: 420,556

						Silares voted	120,550		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's rou warranted as no significant concerns have been identifi		ectors' report a	nd financial statements is					
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is consider	ered warranted in the abse	ence of materia	l concerns.					
3	Approve Interim Dividends	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is conside	ered warranted as no signi	ificant concerns	have been identified.					
4	Re-elect Adrian Cox as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is o	onsidered warranted as no	o significant co	ncerns have been identified.					
5	Re-elect Pierre-Olivier Desaulle as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is o	onsidered warranted as no	o significant co	ncerns have been identified.					
6	Re-elect Nicola Hodson as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is c	onsidered warranted as no	o significant co	ncerns have been identified.					
7	Re-elect Sally Lake as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is c	onsidered warranted as no	o significant co	ncerns have been identified.					
8	Re-elect Christine LaSala as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is co	onsidered warranted as no	o significant co	ncerns have been identified.					
9	Re-elect John Reizenstein as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is co	onsidered warranted as no	o significant co	ncerns have been identified.					
10	Re-elect David Roberts as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is c	onsidered warranted as no	o significant co	ncerns have been identified.					
11	Re-elect Robert Stuchbery as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is c	onsidered warranted as no	o significant co	ncerns have been identified.					
12	Elect Rajesh Agrawal as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is c	onsidered warranted as no	o significant co	ncerns have been identified.					
13	Reappoint EY as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ted as no significant conce	erns have been	identified.					
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ted because there are no o	concerns regar	ding this proposal.					
15	Approve Save As You Earn Share Option Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this tax-approved process concerns have been identified.	plan is warranted because	it is broad-bas	ed and no corporate governar	псе				
16	Approve Long-Term Incentive Plan	Mgmt	For	For	For	For	No	No	No
	Veting Policy Potionals, A veta FOR the avenued I and	Torm Incontino Dian // TI	(D) is warrantee	l although not without					

Voting Policy Rationale: A vote FOR the proposed Long-Term Incentive Plan (LTIP) is warranted, although not without concern:* The proposed annual individual limit is increasing from 200% to 250% of salary. The main reasons for support are:* The Company has committed to not award Executive Directors LTIP grants equal to the proposed maximum limit at present; and* The proposed LTIP generally follows best market practice and is largely unchanged from the current LTIP.

Beazley Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
17	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	oposed amoun	ts and durations are within					
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	oposed amoun	ts and durations are within					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wan recommended limits.	rranted because the propo	osed amount a	nd duration are within					
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	rranted. No issues of cond	ern have been	identified.					

Benefit One Inc.

Meeting Date: 03/29/2022 **Record Date:** 01/31/2022

Country: Japan

Ticker: 2412

Primary Security ID: J0447X108

Meeting Type: Special

Voting Policy: Sustainability

Shares Voted: 81,200

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Policy Rec	Instruction	Mgmt	Policy	ISS
Approve Merger by Absorption	Mgmt	For	For	For	For	No	No	No
		* This transaction will	ll bring about no cha	anges to				
Amend Articles to Amend Business Lines	Mgmt	For	For	For	For	No	No	No
ot a	ting Policy Rationale: A Vote FOR this transaction areholders' relative ownership interests in the co	ting Policy Rationale: A Vote FOR this transaction is warranted because: areholders' relative ownership interests in the company.	ting Policy Rationale: A Vote FOR this transaction is warranted because: * This transaction wing areholders' relative ownership interests in the company.	ting Policy Rationale: A Vote FOR this transaction is warranted because:* This transaction will bring about no char areholders' relative ownership interests in the company.	ting Policy Rationale: A Vote FOR this transaction is warranted because:* This transaction will bring about no changes to areholders' relative ownership interests in the company.	ting Policy Rationale: A Vote FOR this transaction is warranted because:* This transaction will bring about no changes to areholders' relative ownership interests in the company.	ting Policy Rationale: A Vote FOR this transaction is warranted because: * This transaction will bring about no changes to areholders' relative ownership interests in the company.	ting Policy Rationale: A Vote FOR this transaction is warranted because:* This transaction will bring about no changes to areholders' relative ownership interests in the company.

Koh Young Technology, Inc.

Meeting Date: 03/29/2022 **Record Date:** 12/31/2021

Country: South Korea Meeting Type: Annual **Ticker:** 098460

Primary Security ID: Y4810R105

Voting Policy: Sustainability

Shares Voted: 109,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Financial Statements and Allocation	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.

Koh Young Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Amend Articles of Incorporation	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is w problematic in nature.	varranted as none of the p	roposed amena	lments is contentious or					
3.1	Elect Lim Woo-young as Inside Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions in nominees and the company's board dynamics.	is warranted given the abs	ence of any kno	own issues concerning the					
3.2	Elect Ko Yoo-ri as Inside Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions in nominees and the company's board dynamics.	is warranted given the abs	ence of any kno	own issues concerning the					
3.3	Elect Kim Jeong-ho as Outside Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions in nominees and the company's board dynamics.	is warranted given the abs	ence of any kno	own issues concerning the					
4	Appoint Lee Jong-gi as Internal Auditor	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	nted given the absence of	any known issue	es regarding the nominee.					
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran remuneration limit, and the level of the directors' remu								
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is we remuneration limit for internal auditors, and the level of								

Fortnox AB

average.

Meeting Date: 03/30/2022 **Record Date:** 03/22/2022

Country: Sweden
Meeting Type: Annual

Ticker: FNOX

Primary Security ID: W3841J233

Voting Policy: Sustainability

Shares Voted: 229,200

		Silaies voteu	laies voteu. 229,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting	g formalities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	g formalities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	g formalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	g formalities.							
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	g formalities.							

Fortnox AB

auditors.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	valities.							
7	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	rems.							
8	Receive CEO's Report	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	rems.							
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warrar	nted due to a la	ack of concern regarding the					
9.b	Approve Allocation of Income and Dividends of SEK 0.08 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation proposed dividend.	on proposal is warranted o	due to a lack of	controversy surrounding the					
9.c.1	Approve Discharge of Olof Hallrup	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote for these proposals is wa have not fulfilled their fiduciary duties.	nrranted as there is no evi	idence that the	board or the management					
9.c.2	Approve Discharge of Andreas Kemi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote for these proposals is wa have not fulfilled their fiduciary duties.	nrranted as there is no evi	dence that the	board or the management					
9.c.3	Approve Discharge of Anna Frick	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote for these proposals is wa have not fulfilled their fiduciary duties.	nrranted as there is no evi	idence that the	board or the management					
9.c.4	Approve Discharge of Lena Glader	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote for these proposals is wa have not fulfilled their fiduciary duties.	nrranted as there is no evi	dence that the	board or the management					
9.c.5	Approve Discharge of Magnus Gudehn	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote for these proposals is wa have not fulfilled their fiduciary duties.	nrranted as there is no evi	dence that the	board or the management					
9.c.6	Approve Discharge of Per Bertland	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote for these proposals is wa have not fulfilled their fiduciary duties.	nrranted as there is no evi	idence that the	board or the management					
9.c.7	Approve Discharge of Tuva Palm	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote for these proposals is wa have not fulfilled their fiduciary duties.	nrranted as there is no evi	dence that the	board or the management					
9.c.8	Approve Discharge of Tommy Eklund	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote for these proposals is wa have not fulfilled their fiduciary duties.	nrranted as there is no evi	dence that the	board or the management					
10.1	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan board.	ranted because of a lack o	of controversy (concerning the size of the					
10.2	Determine Number of Auditors (1)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan	ranted because of a lack o	of controversy of	concerning the number of					

Fortnox AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11.1	Approve Remuneration of Directors in the Amount of SEK 700,000 to Chairman and 300,000 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remunerat standard deviation. It is not without concern, howe following period. Therefore, the vote is qualified.				•				
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted be	ecause there are no cond	erns regarding this	proposal.					
12.1	Reelect Anna Frick as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Olo to a lack of concern regarding the suitability of the candidate Anna Frick is overboarded.			-					
12.2	Reelect Magnus Gudehn as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Olo to a lack of concern regarding the suitability of the candidate Anna Frick is overboarded.	• • • • • • • • • • • • • • • • • • • •		•					
12.3	Reelect Olof Hallrup as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Olo to a lack of concern regarding the suitability of the candidate Anna Frick is overboarded.								
12.4	Reelect Olof Hallrup as Board Chair	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wan board chairman.								
12.5	Reelect Lena Glader as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Olo to a lack of concern regarding the suitability of the candidate Anna Frick is overboarded.								
12.6	Reelect Per Bertland as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Olo to a lack of concern regarding the suitability of the candidate Anna Frick is overboarded.	,,	,	9					
12.7	Ratify KPMG as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted be	ecause there are no cond	erns regarding this	proposal.					
13	Authorize Chairman of the Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval or due to the local market practice of including non-bo		•	minating committee is w	arranted				
14	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is framework for the company's short-term inventive		the lack of disclosure	e regarding the perform	ance				

Fortnox AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
16	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.								
17	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting forma								

Motherson Sumi Systems Limited

Meeting Date: 03/30/2022

Country: India

Ticker: 517334

Record Date: 03/23/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y6139B141

Voting Policy: Sustainability

Shares Voted: 1,613,607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Agains ISS
1	Elect Norikatsu Ishida as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nominees is and the company's board and committee dynamics	_	sence of any known	issues concerning th	ne nominees				
2	Elect Robert Joseph Remenar as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: 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.								
3	Elect Veli Matti Ruotsala as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nominees is and the company's board and committee dynamics	-	sence от апу кпоwп	issues concerning th	he nominees				

Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concern:* The proposed tenure for the related party transactions is ten years. This is higher than standard market practice and makes it difficult for shareholders to review the transactions on a periodic basis. Main reason for support is:* The proposed transactions are within the ordinary course of the company's business, and will be conducted at arm's-length.

EDP Renovaveis SA

Meeting Date: 03/31/2022 **Record Date:** 03/24/2022

Country: Spain **Meeting Type:** Annual

Ticker: EDPR

Primary Security ID: E3847K101

Voting Policy: Sustainability

Shares Voted: 60,222

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	For	No	No	No

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Voting Policy Rationale: A vote FOR this item is warrante procedures used.	nd due to a lack of concerr	n regarding the	e accounts presented or audit					
2	Approve Treatment of Net Loss	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this items is warrant	ed because the proposed	treatment of r	net loss is standard.					
3	Approve Dividends Charged Against Reserves	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed due to a lack of concerr	ns about the pi	roposed dividend payout.					
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante procedures used.	d due to a lack of conceri	n regarding the	e accounts presented or audit					
5	Approve Non-Financial Information Statement	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante reported by the company.	ed due to a lack of specific	concern abou	t the non-financial information	,				
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wan not fulfilled their fiduciary duties.	rranted as there is no evid	dence that the	board or the management hav	re				
7	Approve General Meeting Regulations	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	d due to a lack of concerr	ns about the re	egulations.					
8	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the company's 2023 broadly unchanged from the current policy and the imple concerns. * Director remuneration for both non-executiv reasonable in view of Portuguese and sector practices. h phrasing on the performance period under the LTI comp would measure performance over a one-year period only the increase in executive salaries.								
9.1	Amend Article 1 Re: Company Name	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR Items 9.1 and 9.3-9. of association with applicable regulations and as such, po amendments that allow the company to hold virtual-only	rove uncontroversial. A vo	te FOR Item 9		s				
9.2	Amend Articles Re: Convening of Meetings, Ordinary and Extraordinary Meetings, Right to Information, Right to Attendance, Representation and Vote	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR Items 9.1 and 9.3-9. of association with applicable regulations and as such, pi amendments that allow the company to hold virtual-only	rove uncontroversial. A vo	te FOR Item 9		s				
9.3	Amend Articles Re: Chairman and Secretary of the Board, Limitations to be a Director, Vacancies and Directors' Remuneration	Mgmt	For	For	For	For	No	No	No

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.4	Amend Articles Re: Executive Committee, Audit, Control and Related-Party Committee, and Appointments and Remuneration Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR Items 9.1 and 9.3 of association with applicable regulations and as such amendments that allow the company to hold virtual-o	, prove uncontroversial.	A vote FOR Item !	, ,					
	Amend Article 31 Re: Annual Corporate Governance Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR Items 9.1 and 9.3 of association with applicable regulations and as such amendments that allow the company to hold virtual-o								
10	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed issuance does not comply with the 10 percent guideline for non-rights issue.								
11	Maintain Vacant Board Seat	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concerns about the proposal.								
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this standard reso the agreements validly adopted by the general meeting		t provides the boar	rd with the means to c	arry out				

InMode Ltd.

Meeting Date: 04/04/2022 **Record Date:** 02/25/2022

Country: Israel

Meeting Type: Annual

Voting Policy Rationale: A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.

Primary Security ID: M5425M103

Ticker: INMD

Voting Policy: Sustainability

Shares Voted: 77,550 Vote Voting Against Against Against **Proposal** Vote **Proposal Text** ISS Rec **Policy Rec** Instruction Policy ISS Number Proponent Mgmt Rec Mgmt Reelect Moshe Mizrahy as Director For For For No No 1.a Mgmt For No Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR. 1.b Reelect Michael Kreindel as Director For For No No Mgmt No Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR. 2 Increase Authorized Share Capital and Against Against Against No Amend Articles of Association Accordingly Voting Policy Rationale: A vote AGAINST this item is warranted, as the proposed increase in authorized common stock is excessive and less than 30 percent of the enhanced authorized share capital would be outstanding. Reappoint Kesselman & Kesselman (PwC) as For Mgmt For For For No No No Auditors and Authorize Board to Fix Their

InMode Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
4	Approve and Ratify Grant of RSUs to Michael Anghel, Bruce Mann and Hadar Ron,	Mgmt	For	For	For	For	No	No	No
	Directors								

Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed equity grant are not problematic.

Maytronics Ltd.

Meeting Date: 04/04/2022 **Record Date:** 03/03/2022

Country: Israel

Ticker: MTRN

te: 03/03/2022 Meeting Type: Special

Primary Security ID: M68728100

Voting Policy: Sustainability

Shares Voted: 22,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war amendment to its compensation policy and there ar company.		•						
2	Approve Grant of Unregistered and Transferable Options Exercisable into Ordinary Shares to Sharon Goldenberg, CEO (Subject to Company's Option Plan)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war resulting potential dilution would not be excessive.	ranted as there are no a	pparent concerns v	vith the proposed grai	nts and the				
Α	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Refer	Against	No	No	No
	Voting Policy Rationale: Shareholders must indicate related to these agenda items, or else their ballots w	•	olling shareholders	or have a personal int	erest				
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt							
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Refer	Against	No	No	No
	Voting Policy Rationale: If such an item is included in following categories: Interest Holder as defined in S 37(D) of the Securities Law, 1968; Institutional Inverse Regulations 2009 or a Manager of a Joint Investment Shareholders can classify themselves by voting FOR	ection 1 of the Securitie estor as defined in Regui nt Trust Fund as defined	s Law, 1968; Senio lation 1 of the Supe I in the Joint Invest	r Officer as defined in ervision Financial Servi	Section ices				
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Refer	Against	No	No	No
	Voting Policy Rationale: If such an item is included in	in the proxy card, sharel	holders must classit	v themselves according	na to the				

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

Maytronics Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Refer	Against	No	No	No
	Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services								

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

Beijer Ref AB

Meeting Date: 04/07/2022 **Record Date:** 03/30/2022

Country: Sweden **Meeting Type:** Annual

Ticker: BEIJ.B

Primary Security ID: W14029123

Voting Policy: Sustainability

Shares Voted: 160,832

lect Katarina Olsson as Chairman of leeting ting Policy Rationale: These are routine meeting form. esignate Inspector(s) of Minutes of leeting ting Policy Rationale: These are routine meeting form. repare and Approve List of Shareholders ting Policy Rationale: These are routine meeting form. pprove Agenda of Meeting	Mgmt alities. Mgmt alities.	For	For	For	For	No	No	No
esignate Inspector(s) of Minutes of eeting ting Policy Rationale: These are routine meeting forms repare and Approve List of Shareholders ting Policy Rationale: These are routine meeting forms	Mgmt alities. Mgmt alities.							
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ting Policy Rationale: These are routine meeting form	alities.							
- /								
pprove Agenda of Meeting	Manust							
	Mgmt	For	For	For	For	No	No	No
ting Policy Rationale: These are routine meeting form	alities.							
cknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
ting Policy Rationale: These are routine meeting form	alities.							
eceive President's Report	Mgmt							
ting Policy Rationale: These are non-voting items.								
eceive Financial Statements and Statutory eports	Mgmt							
ting Policy Rationale: These are non-voting items.								
ccept Financial Statements and Statutory eports	Mgmt	For	For	For	For	No	No	No
ting Policy Rationale: A vote FOR the approval of the counts presented or audit procedures used.	annual accounts is warr	anted due to a l	ack of concern regarding the					
pprove Allocation of Income and Dividends f SEK 1.10 Per Share	Mgmt	For	For	For	For	No	No	No
clitii ee e tiii ccc	knowledge Proper Convening of Meeting Ing Policy Rationale: These are routine meeting form ceive President's Report Ing Policy Rationale: These are non-voting items. Iterative Financial Statements and Statutory ports Ing Policy Rationale: These are non-voting items. Item	knowledge Proper Convening of Meeting Mgmt Ing Policy Rationale: These are routine meeting formalities. Iceive President's Report Mgmt Ing Policy Rationale: These are non-voting items. Iceive Financial Statements and Statutory Mgmt Ing Policy Rationale: These are non-voting items. Iceive Financial Statements and Statutory Mgmt Icept Financial Statements and Dividends Mgmt Icept Financial Statements and Statutory Mgmt Icept Financial St	knowledge Proper Convening of Meeting Mgmt For Ing Policy Rationale: These are routine meeting formalities. Ideive President's Report Mgmt Ing Policy Rationale: These are non-voting items. Ideive Financial Statements and Statutory Mgmt Ing Policy Rationale: These are non-voting items. Ing Policy Rationale: These are non-voting items. Ing Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lounts presented or audit procedures used. Ing Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lounts presented or audit procedures used. Ing Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of the p	knowledge Proper Convening of Meeting Mgmt For For Ing Policy Rationale: These are routine meeting formalities. Ideive President's Report Mgmt Ing Policy Rationale: These are non-voting items. Ideive Financial Statements and Statutory Mgmt Ing Policy Rationale: These are non-voting items. Ideive Financial Statements and Statutory Mgmt Ing Policy Rationale: These are non-voting items. Ideive Financial Statements and Statutory Mgmt Ing Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the nunts presented or audit procedures used. Ing Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the nuntary Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the nuntary Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the number of th	Knowledge Proper Convening of Meeting Mgmt For For For For Mgmt Policy Rationale: These are routine meeting formalities. Serieve President's Report Mgmt Ing Policy Rationale: These are non-voting items. Serieve Financial Statements and Statutory Mgmt Ing Policy Rationale: These are non-voting items. Serieve Financial Statements and Statutory Mgmt For For For For For Properts Ing Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the nunts presented or audit procedures used. Ing Policy Rationale: A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the nunts presented or a vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the nunts presented or a vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the number of the vote of this income allocation proposal is warranted due to a lack of controversy surrounding the number of the vote of the vote of this income allocation proposal is warranted due to a lack of controversy surrounding the number of the vote of	Anowledge Proper Convening of Meeting Mgmt For For For For For For Property Rationale: These are routine meeting formalities. These are non-voting items. The n	Anowledge Proper Convening of Meeting Mgmt For For For For No Mgmt For For For For No Mgmt For For For For No No Mgmt Mgmt For For For For No No Mgmt Mgmt For For For For No No Mgmt Mgmt Mgmt For For For For For No No Mgmt Mgmt Mgmt Mgmt For For For For For No No SEK 1.10 Per Share Mgmt Mgmt For For For For For No No No No No No No No No No	Anowledge Proper Convening of Meeting Mgmt For For For For No No No nag Policy Rationale: These are routine meeting formalities. Deeive President's Report Mgmt In Policy Rationale: These are non-voting items. Deept Financial Statements and Statutory Mgmt D

Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.c	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrants market practice. However, several concerns are noted a sign-on bonus paid to the new CEO and the lack of tran. attached to the annual bonus.	t this time with regards to	limited rationa	ale provided to support the					
8.d1	Approve Discharge of Kate Swann	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	t				
8.d2	Approve Discharge of Joen Magnusson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	ot .				
8.d3	Approve Discharge of Per Bertland	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	pt				
8.d4	Approve Discharge of Kerstin Lindvall	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	t				
8.d5	Approve Discharge of William Striebe	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	t				
8.d6	Approve Discharge of Albert Gustafsson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	t				
8.d7	Approve Discharge of Frida Norrbom Sams	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	pt				
8.d8	Approve Discharge of Peter Jessen Jurgensen	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	pt				
8.d9	Approve Discharge of Bernt Ingman	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	pt				
8.d10	Approve Discharge of Gregory Alcorn	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	pt				
8.d11	Approve Discharge of Monika Gimre	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	pt				
8.d12	Approve Discharge of Christopher Norbye	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	CEO Christopher Norbye has no	pt				
9	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan board.	ranted because of a lack o	of controversy o	concerning the size of the					

Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10	Approve Remuneration of Directors in the Amount of SEK 815,000 for Chairman andSEK 395,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	proposal is warranted bed	ause of a lack o	of concern regarding the					
11	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau	se there are no concerns	regarding this p	proposal.					
12.a	Reelect Kate Swann as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Frida No. lack of concern regarding the suitability of these individablert Gustafsson, Joen Magnusson, and William Strieb status on a board with an insufficient level of overall inc	luals in particular. A vote . e (Items 12.a-d and 12.g,	AGAINST candi	dates Kate Swann, Per Bertland					
12.b	Reelect Joen Magnusson as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Frida No lack of concern regarding the suitability of these individable Albert Gustafsson, Joen Magnusson, and William Strieb status on a board with an insufficient level of overall inc	luals in particular. A vote . e (Items 12.a-d and 12.g,	AGAINST candi	dates Kate Swann, Per Bertland					
12.c	Reelect Albert Gustafsson as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Frida No lack of concern regarding the suitability of these individa Albert Gustafsson, Joen Magnusson, and William Strieb status on a board with an insufficient level of overall inc	luals in particular. A vote . e (Items 12.a-d and 12.g,	AGAINST candi	dates Kate Swann, Per Bertland					
12.d	Reelect Per Bertland as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Frida No. lack of concern regarding the suitability of these individablert Gustafsson, Joen Magnusson, and William Strieb status on a board with an insufficient level of overall in	luals in particular. A vote . e (Items 12.a-d and 12.g,	AGAINST candi	dates Kate Swann, Per Bertland					
12.e	Reelect Frida Norrbom Sams as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Frida No lack of concern regarding the suitability of these individablert Gustafsson, Joen Magnusson, and William Strieb status on a board with an insufficient level of overall inc	luals in particular. A vote . e (Items 12.a-d and 12.g,	AGAINST candi	dates Kate Swann, Per Bertland					
12.f	Reelect Kerstin Lindvall as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Frida No lack of concern regarding the suitability of these individ Albert Gustafsson, Joen Magnusson, and William Strieb status on a board with an insufficient level of overall inc	luals in particular. A vote . e (Items 12.a-d and 12.g,	AGAINST candi	dates Kate Swann, Per Bertland					
12.g	Reelect William Striebe as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Frida No. lack of concern regarding the suitability of these individablert Gustafsson, Joen Magnusson, and William Strieb status on a board with an insufficient level of overall inc	luals in particular. A vote . e (Items 12.a-d and 12.g,	AGAINST candi	dates Kate Swann, Per Bertland					
12.h	Reelect Kate Swann as Board Chair	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is want supported.	arranted because the elec	tion of Kate Sw	ann to the board of directors is					
13	Ratify Deloitte as Auditors	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.

Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
14	Approve Stock Option Plan for Key Employees; Authorize Share Repurchase Program to Finance Equity Plan; Authorize Transfer of up to 1.6 Million Class B Shares in Connection with Incentive Program	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed because the terms of th	ne proposed eq	uity plan are not problematic.					
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante does not contravene good European executive remunera grant of extraordinary bonuses to the executives.			•					
16	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance author excessive.	ization is warranted becau	se the potentia	al share capital increase is not					
17	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality.								

Siegfried Holding AG

Meeting Date: 04/13/2022 Record Date: Country: Switzerland

Meeting Type: Annual

Primary Security ID: H75942153

Ticker: SFZN

Voting Policy: Sustainability

Shares Voted: 2,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the annual account warranted.	unts, annual report, an	nd auditor's report for	the fiscal year in re	view is				
2.1	Approve Allocation of Income	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR these resolutions	are warranted.							
2.2	Approve CHF 14.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.20 per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR these resolutions	are warranted.							
3	Approve Creation of CHF 14 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the propose for a capital increase without preemptive rights for u			•	would allow				
4	Approve Discharge of Board of Directors	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior management have not fulfilled their fiduciary duties.

Siegfried Holding AG

							Vote	Vote	Vote
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is was	rranted because the propo	sed amount is	in line with market practice.					
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2023	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Fixed compensation and long-te- items are warranted because the proposals appear to be Short-term variable compensation (Item 5.2.2) A qualifie appears to broadly reflect company performance. This its a detailed ex-post performance assessment to explain th	e in line with market praction and vote FOR this item is wo em is not without concern,	ice and do not la carranted becau la, however, as t	raise significant concerns. se the requested amount the company does not provide					
5.2.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 1.7 Million for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Fixed compensation and long-te- items are warranted because the proposals appear to be Short-term variable compensation (Item 5.2.2) A qualifie appears to broadly reflect company performance. This its a detailed ex-post performance assessment to explain th	e in line with market praction and vote FOR this item is wo em is not without concern,	ice and do not a arranted becau , however, as t	raise significant concerns. se the requested amount the company does not provide					
5.2.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 4.3 Million for Fiscal Year 2022	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Fixed compensation and long-te- items are warranted because the proposals appear to be Short-term variable compensation (Item 5.2.2) A qualifie appears to broadly reflect company performance. This its a detailed ex-post performance assessment to explain th	e in line with market practi and vote FOR this item is wa em is not without concern,	ce and do not a arranted becau , however, as t	raise significant concerns. se the requested amount the company does not provide					
6.1.1	Reelect Isabelle Welton as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3, concerns. Committee elections (items 6.4.1-6.4.3) We no nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nomin	ote that the compensation of AGAINST the reelection of f concern to the board bea	committee is a of the incumber cause the boar	also responsible for nt committee members, Martir d is insufficiently gender	7				
6.1.2	Reelect Colin Bond as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3, concerns. Committee elections (items 6.4.1-6.4.3) We no nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nomin	ote that the compensation of AGAINST the reelection of f concern to the board bea	committee is a of the incumber cause the boar	also responsible for nt committee members, Martir d is insufficiently gender	7				
6.1.3	Reelect Wolfram Carius as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3, concerns. Committee elections (items 6.4.1-6.4.3) We nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nomin	ote that the compensation of AGAINST the reelection of of concern to the board bea	committee is a of the incumber cause the boar	also responsible for nt committee members, Martir d is insufficiently gender	7				
6.1.4	Reelect Andreas Casutt as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: Board elections (items 6.1.1-6.3) Votes FOR the proposed nominees are warranted due to a lack of concerns. Committee elections (items 6.4.1-6.4.3) We note that the compensation committee is also responsible for nominating and appointing new directors. As such, votes AGAINST the reelection of the incumbent committee members, Martin Schmid and Isabelle Welton, are warranted as a signal of concern to the board because the board is insufficiently gender diverse. However, a vote FOR the newly proposed nominee, Beat Walti, is warranted due to a lack of concerns.

Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.1.5	Reelect Martin Schmid as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3 concerns. Committee elections (items 6.4.1-6.4.3) We nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nomin	ote that the compensation of AGAINST the reelection of concern to the board be	n committee is of the incumbe ecause the boar	also responsible for ent committee members, Martin rd is insufficiently gender	7				
6.2.1	Elect Alexandra Brand as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3 concerns. Committee elections (items 6.4.1-6.4.3) We nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nominating pro	ote that the compensation of AGAINST the reelection of concern to the board be	n committee is of the incumbe ecause the boar	also responsible for ent committee members, Martin rd is insufficiently gender	7				
6.2.2	Elect Beat Walti as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3 concerns. Committee elections (items 6.4.1-6.4.3) We not nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nominating	ote that the compensation of AGAINST the reelection of concern to the board be	n committee is of the incumbe ecause the boar	also responsible for ent committee members, Martin rd is insufficiently gender)				
6.3	Reelect Andreas Casutt as Board Chair	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3) concerns. Committee elections (items 6.4.1-6.4.3) We not nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nominating Proposed Nominatin	ote that the compensation of AGAINST the reelection of concern to the board be	n committee is of the incumbe ecause the boar	also responsible for ent committee members, Martin rd is insufficiently gender	7				
6.4.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3 concerns. Committee elections (items 6.4.1-6.4.3) We nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nomin	ote that the compensation of AGAINST the reelection of concern to the board be	n committee is of the incumbe ecause the boar	also responsible for ent committee members, Martin rd is insufficiently gender	7				
6.4.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3 concerns. Committee elections (items 6.4.1-6.4.3) We nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nominating pro	ote that the compensation is AGAINST the reelection of concern to the board be	n committee is of the incumbe ecause the boar	also responsible for ent committee members, Martin rd is insufficiently gender	7				
6.4.3	Appoint Beat Walti as Member of the Compensation Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (items 6.1.1-6.3 concerns. Committee elections (items 6.4.1-6.4.3) We nominating and appointing new directors. As such, votes Schmid and Isabelle Welton, are warranted as a signal of diverse. However, a vote FOR the newly proposed nomin	ote that the compensation of AGAINST the reelection of concern to the board be	n committee is of the incumbe ecause the boar	also responsible for ent committee members, Martin rd is insufficiently gender	7				
7	Designate Rolf Freiermuth as Independent Proxy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is warn	ranted due to a lack of co	ncerns.						
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becaus	se there are no concerns r	egarding this p	proposal.					

Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.

Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	Against	Yes	No	No	

Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

TOTVS SA

Meeting Date: 04/19/2022

Country: Brazil

Ticker: TOTS3

Record Date:

Meeting Type: Annual

Primary Security ID: P92184103

of independent members.

Voting Policy: Sustainability

Shares Voted: 226,900

						Silaies votet	. 220,500		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this routine proposition independent auditor qualifications; and * There a audit procedures.								
2	Approve Capital Budget	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this administration mismanagement.	ive request is warranted	d in the absence of a	ny evidence of prior					
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warn 30-100 percent range of net income.	ranted because the com	npany's proposed pa	yout falls within a reas	onable				
4	Fix Number of Directors at Seven	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this administration	ive request is warranted	1.						
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the comfor the election of directors under the terms of Articipante voting card issued by the Brazilian Securities companies. ABSTAIN vote recommendations are wainformation, disclosed in a timely manner, regarding								
6.1	Elect Eduardo Mazzilli de Vassimon as Independent Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors of independent members.	is warranted given that	the proposed board	contains a reasonable	number				
6.2	Elect Gilberto Mifano as Independent Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors of independent members.	is warranted given that	the proposed board	contains a reasonable	number				
6.3	Elect Guilherme Stocco Filho as Independent	Mgmt	For	For	For	For	No	No	No

TOTVS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.4	Elect Laercio Jose de Lucena Cosentino as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is wa of independent members.	rranted given that the pro	pposed board c	ontains a reasonable number					
6.5	Elect Maria Leticia de Freitas Costa as Independent Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is wa of independent members.	rranted given that the pro	pposed board c	ontains a reasonable number					
6.6	Elect Sylvia de Souza Leao Wanderley as Independent Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is wa of independent members.	rranted given that the pro	pposed board o	ontains a reasonable number					
6.7	Elect Tania Sztamfater Chocolat as Independent Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these directors is wa of independent members.	rranted given that the pro	pposed board c	ontains a reasonable number					
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt							
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the company for the election of directors under the terms of Article 14 remote voting card issued by the Brazilian Securities Reg companies. ABSTAIN vote recommendations are warrant information, disclosed in a timely manner, regarding a cu	1 of the Brazilian Corporal gulator (CVM), and mandal ged for Items 5, 7, and 8.1	te Law, in acco tory for all pub 1-8.7 in the abs	ordance with the rules of the licly-traded Brazilian tence of publicly-available					
8.1	Percentage of Votes to Be Assigned - Elect Eduardo Mazzilli de Vassimon as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the company for the election of directors under the terms of Article 14 remote voting card issued by the Brazilian Securities Reg companies. ABSTAIN vote recommendations are warrant information, disclosed in a timely manner, regarding a cu	1 of the Brazilian Corporal gulator (CVM), and mandal ged for Items 5, 7, and 8.1	te Law, in acco tory for all pub 1-8.7 in the abs	ordance with the rules of the licly-traded Brazilian tence of publicly-available					
8.2	Percentage of Votes to Be Assigned - Elect Gilberto Mifano as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the company for the election of directors under the terms of Article 14 remote voting card issued by the Brazilian Securities Reg companies. ABSTAIN vote recommendations are warrant information, disclosed in a timely manner, regarding a cu	1 of the Brazilian Corporal gulator (CVM), and mandal ged for Items 5, 7, and 8.1	te Law, in acco tory for all pub 1-8.7 in the abs	ordance with the rules of the licly-traded Brazilian tence of publicly-available					
8.3	Percentage of Votes to Be Assigned - Elect Guilherme Stocco Filho as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the company	nresents shareholders wi	ith the ontion t	o request cumulative voting					

Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 7, and 8.1-8.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

TOTVS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8.4	Percentage of Votes to Be Assigned - Elect Laercio Jose de Lucena Cosentino as Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compan for the election of directors under the terms of Article 1 remote voting card issued by the Brazilian Securities Re companies. ABSTAIN vote recommendations are warran information, disclosed in a timely manner, regarding a companies.		rate Law, in acc latory for all pu 13.1-8.7 in the al	ordance with the rules of the blicly-traded Brazilian osence of publicly-available					
8.5	Percentage of Votes to Be Assigned - Elect Maria Leticia de Freitas Costa as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compan- for the election of directors under the terms of Article 1 remote voting card issued by the Brazilian Securities Re- companies. ABSTAIN vote recommendations are warran information, disclosed in a timely manner, regarding a di-	41 of the Brazilian Corpor egulator (CVM), and mand nted for Items 5, 7, and 8	rate Law, in acc latory for all pu 1.1-8.7 in the al	ordance with the rules of the blicly-traded Brazilian osence of publicly-available					
8.6	Percentage of Votes to Be Assigned - Elect Sylvia de Souza Leao Wanderley as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compan for the election of directors under the terms of Article 1 remote voting card issued by the Brazilian Securities Re companies. ABSTAIN vote recommendations are warrar information, disclosed in a timely manner, regarding a d		rate Law, in acc latory for all pu 1.1-8.7 in the all	ordance with the rules of the blicly-traded Brazilian osence of publicly-available					
8.7	Percentage of Votes to Be Assigned - Elect Tania Sztamfater Chocolat as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compar for the election of directors under the terms of Article 1 remote voting card issued by the Brazilian Securities Re companies. ABSTAIN vote recommendations are warral information, disclosed in a timely manner, regarding a companies.	41 of the Brazilian Corpoi Egulator (CVM), and mand Inted for Items 5, 7, and 8	rate Law, in acc latory for all pu 1.1-8.7 in the al	ordance with the rules of the blicly-traded Brazilian osence of publicly-available					
9	Approve Remuneration of Company's Management	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant remuneration practices, in accordance with the requirer compensation of its highest-paid executive.		-						
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: An ABSTAIN vote for this proporthe company had not disclosed fiscal council nominees; shareholders from making an informed voting decision.			The state of the s					
11	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this administrative	request is warranted.							

TOTVS SA

Meeting Date: 04/19/2022

Country: Brazil

Ticker: TOTS3

Record Date:

Meeting Type: Extraordinary

Shareholders

Primary Security ID: P92184103

Voting Policy: Sustainability

Shares Voted: 226,900

						Snares voted	: 220,900	,900		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1	Amend Articles 2 and 19	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these requests proposed amendments; * The proposed changes ar The company has presented the bylaw amendment vote on each proposed change individually.	e mostly administrative	in nature and neutra	al to shareholder value; and *						
2	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these requests proposed amendments; * The proposed changes at The company has presented the bylaw amendment vote on each proposed change individually.	e mostly administrative	in nature and neutra	al to shareholder value; and *						
3	Amend Article 19 Re: Granting Loans in Favor of Third Parties (Remove Item d of Paragraph xxi)	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these requests proposed amendments; * The proposed changes ar The company has presented the bylaw amendment vote on each proposed change individually.	e mostly administrative	in nature and neutra	al to shareholder value; and *						
4	Amend Article 19 Re: Granting Loans in Favor of Third Parties (Add Paragraph xxii)	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these requests proposed amendments; * The proposed changes ar The company has presented the bylaw amendment vote on each proposed change individually.	e mostly administrative	in nature and neutra	al to shareholder value; and *						
5	Amend Article 23	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these requests proposed amendments; * The proposed changes ar The company has presented the bylaw amendment vote on each proposed change individually.	e mostly administrative	in nature and neutra	al to shareholder value; and *						
6	Remove Article 52	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these requests proposed amendments; * The proposed changes ar The company has presented the bylaw amendment vote on each proposed change individually.	e mostly administrative	in nature and neutra	al to shareholder value; and *						
7	Amend Article 55	Mgmt	For	Against	Against	Against	Yes	No	No	
	Voting Policy Rationale: A vote AGAINST this reques potential beneficiaries of a broad indemnification pr potential conflict of interests, potential financial imp	ovision, which lacks key	information such as	mechanisms to address						
	signed by the company's administrators.									
8	Adjust References and Numbering of Articles	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these requests proposed amendments; * The proposed changes ar The company has presented the bylaw amendment vote on each proposed change individually.	e mostly administrative	in nature and neutra	al to shareholder value; and *						
9	Consolidate Bylaws	Mgmt	For	For	For	For	No	No	No	

Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; * The proposed changes are mostly administrative in nature and neutral to shareholder value; and * The company has presented the bylaw amendments under separate agenda items, thus allowing institutional shareholders to vote on each proposed change individually.

TOTVS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: An ABSTAIN vote for this proposal is warranted because: * By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and * Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision.								
11	In the Event of a Second Call, the Voting Instructions Contained in this Remote Voting Card May Also be Considered for the Second Call?	Mgmt	None	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this administrative request is warranted.

Grupo Aeroportuario del Sureste SA de CV

Meeting Date: 04/20/2022 Country: Mexico **Record Date:** 04/08/2022

Primary Security ID: P4950Y100

Ticker: ASURB Meeting Type: Annual

Voting Policy: Sustainability

Shares Voted: 65,595

						Silares voteu	ilales voteu: 03,393			
Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1a	Approve CEO's and Auditor's Reports on Operations and Results of Company, and Board's Opinion on Reports	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these routine properties 2021, and there are no independent auditor qualificate financial statements or audit procedures.									
1b	Approve Board's Report on Accounting Policies and Criteria for Preparation of Financial Statements	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these routine propagation 2021, and there are no independent auditor qualificat financial statements or audit procedures.									
1c	Approve Report on Activities and Operations Undertaken by Board	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these routine prop 2021, and there are no independent auditor qualificat financial statements or audit procedures.									
1d	Approve Individual and Consolidated Financial Statements	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR these routine prop 2021, and there are no independent auditor qualificat financial statements or audit procedures.									
1e	Approve Report of Audit Committee's Activities and Report on Company's Subsidiaries	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: 4 vote FOR these routine pro-	nosals is warranted hecai	ıse• * Δudited fir	nancials are available for EV						

Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2021, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1f	Approve Report on Adherence to Fiscal Obligations	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these routine propo 2021, and there are no independent auditor qualificatio financial statements or audit procedures.								
2a	Approve Increase in Legal Reserve by MXN 295.86 Million	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warr 30-100 percent range of net income.	anted because the compa	ny's proposed p	payout falls within a reasonabl	le				
2b	Approve Cash Ordinary Dividends of MXN 9.03 Per Share and Cash Extraordinary Dividends of MXN 6 per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warr 30-100 percent range of net income.	anted because the compa	ny's proposed p	payout falls within a reasonabl	le				
2c	Set Maximum Amount of MXN 1.11 Billion for Share Repurchase; Approve Policy Related to Acquisition of Own Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this request is warr appears reasonable; and * There are no known concern			•					
3a	Approve Discharge of Board of Directors and CEO	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant concrete evidence of negligence or abuse on part of the		outine procedur	e in Mexico; and * There is no)				
3b.1	Elect/Ratify Fernando Chico Pardo as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed board Policy, key committee members, and secretaries, prese company has provided timely disclosure of the proposed shareholders to vote individually on the proposed nominas independent under Sustainability Advisory Services on known concerns regarding the board chairman, community (Item 3b.8) is warranted because the director considered overboarded under Sustainability Advisory Spresented under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet the	nted under Items 3b.1 and d nominees and presented nees; * It would be count obting guidelines, as well a mittee members, or secre serves on more than five dervices policy. A vote AGA the proposed board is 27	d 3b.9-3d.3 is vinter the election underproductive to some the chairmant aries. A vote A (5) public company the non-percent independed.	warranted because: * The nder unbundled items, allowin vote against directors classific of the board; and * There and AGAINST Guillermo Ortiz pany boards and is therefore independent director nominee andent under Sustainability	ed e				
3b.2	Elect/Ratify Jose Antonio Perez Anton as Director	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: A vote FOR the proposed board chair, independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.1 and 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines, as well as the chairman of the board; and * There are no known concerns regarding the board chairman, committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the non-independent director nominees presented under Items 3b.2-3b.7 is warranted because the proposed board is 27-percent independent under Sustainability Advisory Services' voting guidelines, failing to meet the growing expectations of institutional shareholders.

Grup	o Acroportuario dei Surest	C DA GC CV							
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3b.3	Elect/Ratify Pablo Chico Hernandez as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR the proposed both Policy, key committee members, and secretaries, precompany has provided timely disclosure of the proposition shareholders to vote individually on the proposed not as independent under Sustainability Advisory Service no known concerns regarding the board chairman, con Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet to	esented under Items 3b seed nominees and pres minees; * It would be o s voting guidelines, as committee members, or for serves on more than y Services policy. A vote see the proposed board	.1 and 3b.9-3d.3 is is sented the election us counterproductive to well as the chairman secretaries. A vote an five (5) public come e AGAINST the non-is 27-percent indepo	warranted because: * The under unbundled items, allowing vote against directors classifien of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3b.4	Elect/Ratify Aurelio Perez Alonso as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR the proposed bo. Policy, key committee members, and secretaries, pre company has provided timely disclosure of the propostareholders to vote individually on the proposed not as independent under Sustainability Advisory Service no known concerns regarding the board chairman, co. Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet to	esented under Items 3b seed nominees and pres minees; * It would be o s voting guidelines, as committee members, or for serves on more than by Services policy. A voto see the proposed board	.1 and 3b.9-3d.3 is is sented the election us counterproductive to well as the chairman secretaries. A vote an five (5) public come e AGAINST the non-is 27-percent indepo	warranted because: * The under unbundled items, allowing vote against directors classifien of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3b.5	Elect/Ratify Rasmus Christiansen as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR the proposed both Policy, key committee members, and secretaries, precompany has provided timely disclosure of the proposing shareholders to vote individually on the proposed not as independent under Sustainability Advisory Service no known concerns regarding the board chairman, comparting (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet to	sented under Items 3b sed nominees and pres minees; * It would be o s voting guidelines, as committee members, or for serves on more than y Services policy. A vote se the proposed board	.1 and 3b.9-3d.3 is is sented the election us counterproductive to well as the chairman secretaries. A vote an five (5) public come e AGAINST the non-is 27-percent indepo	warranted because: * The under unbundled items, allowing ovote against directors classifien of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3b.6	Elect/Ratify Francisco Garza Zambrano as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR the proposed both Policy, key committee members, and secretaries, precompany has provided timely disclosure of the proposed now as independent under Sustainability Advisory Service no known concerns regarding the board chairman, continued (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet to	sented under Items 3b sed nominees and pres minees; * It would be o s voting guidelines, as committee members, or for serves on more than by Services policy. A voto se the proposed board	.1 and 3b.9-3d.3 is is sented the election us counterproductive to well as the chairman secretaries. A vote an five (5) public come e AGAINST the non-is 27-percent indepos	warranted because: * The under unbundled items, allowin o vote against directors classifie o of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3b.7	Elect/Ratify Ricardo Guajardo Touche as Director	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: A vote FOR the proposed board chair, independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.1 and 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines, as well as the chairman of the board; and * There are no known concerns regarding the board chairman, committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the non-independent director nominees presented under Items 3b.2-3b.7 is warranted because the proposed board is 27-percent independent under Sustainability Advisory Services' voting guidelines, failing to meet the growing expectations of institutional shareholders.

Grup	o Aeroportuario dei Suresto	e SA de CV							
Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3b.8	Elect/Ratify Guillermo Ortiz Martinez as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR the proposed boa Policy, key committee members, and secretaries, prescompany has provided timely disclosure of the proposition shareholders to vote individually on the proposed non as independent under Sustainability Advisory Services no known concerns regarding the board chairman, con Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted becaus Advisory Services' voting guidelines, failing to meet the	sented under Items 3b. sed nominees and press ninees; * It would be of strotting guidelines, as w mmittee members, or s or serves on more than services policy. A vote set the proposed board	1 and 3b.9-3d.3 is ented the election uponterproductive to well as the chairman secretaries. A vote a five (5) public come AGAINST the nonics 27-percent indepose	warranted because: * The under unbundled items, allowing ovote against directors classifien of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3b.9	Elect/Ratify Barbara Garza Laguera Gonda as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed boat Policy, key committee members, and secretaries, prescompany has provided timely disclosure of the proposition shareholders to vote individually on the proposed non as independent under Sustainability Advisory Services no known concerns regarding the board chairman, con Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet the	sented under Items 3b. sed nominees and press ninees; * It would be of a voting guidelines, as w mmittee members, or s or serves on more than a Services policy. A vote se the proposed board	1 and 3b.9-3d.3 is ented the election uponterproductive to well as the chairman secretaries. A vote a five (5) public come AGAINST the nonics 27-percent indepose	warranted because: * The under unbundled items, allowing ovote against directors classifie of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3b.10	Elect/Ratify Heliane Steden as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed boat Policy, key committee members, and secretaries, prescompany has provided timely disclosure of the proposishareholders to vote individually on the proposed non as independent under Sustainability Advisory Services no known concerns regarding the board chairman, co Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted becaus Advisory Services' voting guidelines, failing to meet the	sented under Items 3b. sed nominees and press ninees; * It would be of s voting guidelines, as w mmittee members, or s or serves on more than s Services policy. A vote se the proposed board	1 and 3b.9-3d.3 is ented the election uponterproductive to well as the chairman secretaries. A vote a five (5) public come AGAINST the nonics 27-percent indeposits of the contraction o	warranted because: * The under unbundled items, allowing ovote against directors classifie of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3b.11	Elect/Ratify Diana M. Chavez as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed boat Policy, key committee members, and secretaries, prescompany has provided timely disclosure of the proposition shareholders to vote individually on the proposed non as independent under Sustainability Advisory Services no known concerns regarding the board chairman, con Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet the	sented under Items 3b. sed nominees and press ninees; * It would be continued in the second in the s	1 and 3b.9-3d.3 is ented the election uponterproductive to well as the chairman secretaries. A vote a five (5) public come AGAINST the nonics 27-percent indeposits of the contraction o	warranted because: * The under unbundled items, allowing ovote against directors classifie of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3b.12	Elect/Ratify Rafael Robles Miaja as Secretary (Non-Member) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed hos	ord chair independent	directors under Suc	tainahility Advisory Services					

Voting Policy Rationale: A vote FOR the proposed board chair, independent directors under Sustainability Advisory Services Policy, key committee members, and secretaries, presented under Items 3b.1 and 3b.9-3d.3 is warranted because: * The company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified as independent under Sustainability Advisory Services voting guidelines, as well as the chairman of the board; and * There are no known concerns regarding the board chairman, committee members, or secretaries. A vote AGAINST Guillermo Ortiz Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the non-independent director nominees presented under Items 3b.2-3b.7 is warranted because the proposed board is 27-percent independent under Sustainability Advisory Services' voting guidelines, failing to meet the growing expectations of institutional shareholders.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3b.13	Elect/Ratify Ana Maria Poblanno Chanona as Alternate Secretary (Non-Member) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed boa Policy, key committee members, and secretaries, prescompany has provided timely disclosure of the proposition shareholders to vote individually on the proposed non as independent under Sustainability Advisory Services no known concerns regarding the board chairman, com Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted becaus Advisory Services' voting guidelines, failing to meet the	sented under Items 3b sed nominees and pres ninees; * It would be o voting guidelines, as mmittee members, or or serves on more than Services policy. A vote se the proposed board	.1 and 3b.9-3d.3 is sented the election u counterproductive to well as the chairman secretaries. A vote n in five (5) public com e AGAINST the non- is 27-percent indep	warranted because: * The under unbundled items, allown over against directors classing of the board; and * There a AGAINST Guillermo Ortizupany boards and is therefore independent director nomined endent under Sustainability	Ged re				
3c.1	Elect/Ratify Ricardo Guajardo Touche as Chairman of Audit Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed boa Policy, key committee members, and secretaries, prescompany has provided timely disclosure of the proposabareholders to vote individually on the proposed non as independent under Sustainability Advisory Services no known concerns regarding the board chairman, co Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted becaus Advisory Services' voting guidelines, failing to meet the	sented under Items 3b sed nominees and pres ninees; * It would be o voting guidelines, as mmittee members, or or serves on more than Services policy. A vote se the proposed board	.1 and 3b.9-3d.3 is sented the election us counterproductive to well as the chairman secretaries. A vote in five (5) public come AGAINST the nonis 27-percent indep	warranted because: * The under unbundled items, allown to vote against directors classing of the board; and * There a AGAINST Guillermo Ortiz upany boards and is therefore independent director nomined endent under Sustainability	îed re				
3d.1	Elect/Ratify Barbara Garza Laguera Gonda as Member of Nominations and Compensations Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed boa Policy, key committee members, and secretaries, prescompany has provided timely disclosure of the proposition shareholders to vote individually on the proposed non as independent under Sustainability Advisory Services no known concerns regarding the board chairman, con Martinez (Item 3b.8) is warranted because the direct considered overboarded under Sustainability Advisory presented under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet the	sented under Items 3b sed nominees and pres ninees; * It would be o voting guidelines, as mmittee members, or or serves on more than Services policy. A vote se the proposed board	.1 and 3b.9-3d.3 is sented the election us counterproductive to well as the chairman secretaries. A vote in five (5) public come AGAINST the non-is 27-percent indep	warranted because: * The under unbundled items, allown to vote against directors classing of the board; and * There a AGAINST Guillermo Ortiz upany boards and is therefore independent director nomined endent under Sustainability	îed re				
3d.2	Elect/Ratify Fernando Chico Pardo as Member of Nominations and Compensations Committee	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR the proposed board chair, independent directors under Sustainability Advisory Services
Policy, key committee members, and secretaries, presented under Items 3b.1 and 3b.9-3d.3 is warranted because: * The
company has provided timely disclosure of the proposed nominees and presented the election under unbundled items, allowing
shareholders to vote individually on the proposed nominees; * It would be counterproductive to vote against directors classified
as independent under Sustainability Advisory Services voting guidelines, as well as the chairman of the board; and * There are
no known concerns regarding the board chairman, committee members, or secretaries. A vote AGAINST Guillermo Ortiz
Martinez (Item 3b.8) is warranted because the director serves on more than five (5) public company boards and is therefore
considered overboarded under Sustainability Advisory Services policy. A vote AGAINST the non-independent director nominees
presented under Items 3b.2-3b.7 is warranted because the proposed board is 27-percent independent under Sustainability
Advisory Services' voting guidelines, failing to meet the growing expectations of institutional shareholders.

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3d.3	Elect/Ratify Jose Antonio Perez Anton of Nominations and Compensations Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposed board Policy, key committee members, and secretaries, presecompany has provided timely disclosure of the proposed shareholders to vote individually on the proposed nominas independent under Sustainability Advisory Services when we have the proposed nominas independent under Sustainability Advisory Services (Item 3b.8) is warranted because the director considered overboarded under Sustainability Advisory Services and under Items 3b.2-3b.7 is warranted because Advisory Services' voting guidelines, failing to meet the	nted under Items 3b.1 a d nominees and present nees; * It would be cour voting guidelines, as well mittee members, or sec serves on more than fiv Services policy. A vote AC the proposed board is 2	nd 3b.9-3d.3 is ed the election u nterproductive to l as the chairmal retaries. A vote i e (5) public com GAINST the non- 17-percent indep	warranted because: * The under unbundled items, allowing vote against directors classifien of the board; and * There are AGAINST Guillermo Ortiz pany boards and is therefore independent director nominees endent under Sustainability	d				
3e.1	Approve Remuneration of Directors in the Amount of MXN 77,600	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warr remuneration amounts; and * There are no known con-								
3e.2	Approve Remuneration of Operations Committee in the Amount of MXN 77,600	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warn remuneration amounts; and * There are no known con-								
3e.3	Approve Remuneration of Nominations and Compensations Committee in the Amount of MXN 77,600	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warr remuneration amounts; and * There are no known con-								
3e.4	Approve Remuneration of Audit Committee in the Amount of MXN 110,000	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warr remuneration amounts; and * There are no known con-								
3e.5	Approve Remuneration of Acquisitions and Contracts Committee in the Amount of MXN 25,900	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warr remuneration amounts; and * There are no known con-								
4a	Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these closing forms management authority to approve only items that have impact management's ability to execute on bona fide its	been approved by share	eholders; and *	Opposing these items could					
4b	Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these closing formal management authority to approve only items that have impact management's ability to execute on bona fide its	been approved by share	eholders; and *	Opposing these items could					
4c	Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these closing forma	alities is warranted becau	use: * Approval o	of these items grants					

Voting Policy Rationale: A vote FOR these closing formalities is warranted because: * Approval of these items grants management authority to approve only items that have been approved by shareholders; and * Opposing these items could impact management's ability to execute on bona fide items that have been approved by shareholders.

Brembo SpA

Meeting Date: 04/21/2022 Record Date: 04/08/2022 Country: Italy
Meeting Type: Annual

Ticker: BRE

Primary Security ID: T2204N116

Voting Policy: Sustainability

Shares Voted: 73,187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt							
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These items warrant a vote For concerns with the company's accounts and the propos		routine requests in .	Italy and there are no	specific				
2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These items warrant a vote For concerns with the company's accounts and the propos		routine requests in .	Italy and there are no	specific				
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
4	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: This item warrants a vote FOR capital is respected. * The holding limit of up to 10 pe	•	•	•	share				
6.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the remunera ongoing long-term incentive plan. As the plan is cash-			,					
6.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: This item warrants a vote AGA bonuses, such as EUR 0.5 million to the CEO as retent		mpany keeps grantii	ng non-performance-ba	ased				
7	Elect Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: This resolution warrants a vot proposed candidate, and no concerns have been notic		mpany has disclosed	d the name and details	s of the				
Α	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	Against	No	No	No

Kardex Holding AG

Meeting Date: 04/21/2022

Record Date:

Country: Switzerland **Meeting Type:** Annual

Ticker: KARN

Primary Security ID: H44577189

Voting Policy: Sustainability

Shares Voted: 9,783

						Snares voted	es votea: 9,763			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the annual account warranted.	s, annual report, and aud	litor's report for	the fiscal year in review is						
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the remuneration rebroadly in line with market practice.	eport is warranted becau	se the company	's remuneration practices are						
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the allocation of inc 30 percent * The increase in dividend.	come resolution is warran	ted due to: * T	he payout ratio, which exceeds	5					
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR the formal discharge there is no evidence that the board and senior manage.			-						
4.1.1	Reelect Jakob Bleiker as Director	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the compavote AGAINST the reappointment of the committee chabecause the board is insufficiently gender diverse. Vote	ny has a combined nomin ir, Ulrich Looser, is warra	nation and comp Inted as a signa	pensation committee. As such, I of concern to the board						
4.1.2	Reelect Philipp Buhofer as Director	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the compavote AGAINST the reappointment of the committee chabecause the board is insufficiently gender diverse. Vote	ny has a combined nomi ir, Ulrich Looser, is warra	nation and comp Inted as a signa	pensation committee. As such, I of concern to the board						
4.1.3	Reelect Eugen Elmiger as Director	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the compavote AGAINST the reappointment of the committee chabecause the board is insufficiently gender diverse. Vote	nny has a combined nomin ir, Ulrich Looser, is warra	nation and comp nted as a signa	pensation committee. As such, I of concern to the board						
4.1.4	Reelect Andreas Haeberli as Director	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the compa vote AGAINST the reappointment of the committee cha because the board is insufficiently gender diverse. Vote	nny has a combined nomin nir, Ulrich Looser, is warra	nation and comp Inted as a signa	pensation committee. As such, I of concern to the board						
4.1.5	Reelect Ulrich Looser as Director	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the compa vote AGAINST the reappointment of the committee cha because the board is insufficiently gender diverse. Vote	ny has a combined nomin ir, Ulrich Looser, is warra	nation and comp Inted as a signa	pensation committee. As such, I of concern to the board						
4.1.6	Elect Jennifer Maag as Director	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the compa				a					

Voting Policy Rationale: Board elections (Items 4.1.1 - 4.2) Votes FOR the proposed nominees are warranted. Committee elections (Items 4.3.1 - 4.3.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Ulrich Looser, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of concerns.

Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.1.7	Reelect Felix Thoeni as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the comparative AGAINST the reappointment of the committee characteristic because the board is insufficiently gender diverse. Votes	ny has a combined nomina ir, Ulrich Looser, is warran	ation and comp ted as a signal	pensation committee. As such, of concern to the board					
4.2	Reelect Felix Thoeni as Board Chairman	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the comparative AGAINST the reappointment of the committee characteristic because the board is insufficiently gender diverse. Votes	ny has a combined nomina ir, Ulrich Looser, is warran	ation and comp ted as a signal	pensation committee. As such, of concern to the board					
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the comparavote AGAINST the reappointment of the committee charbecause the board is insufficiently gender diverse. Votes	ny has a combined nomina ir, Ulrich Looser, is warran	ation and comp ted as a signal	pensation committee. As such, of concern to the board					
4.3.2	Reappoint Eugen Elmiger as Member of the Compensation and Nomination Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the comparavote AGAINST the reappointment of the committee characteristic because the board is insufficiently gender diverse. Votes	ny has a combined nomina ir, Ulrich Looser, is warran	ation and comp ted as a signal	pensation committee. As such, of concern to the board					
4.3.3	Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Board elections (Items 4.1.1 – elections (Items 4.3.1 – 4.3.3) We note that the comparative AGAINST the reappointment of the committee challed because the board is insufficiently gender diverse. Votes	ny has a combined nomina ir, Ulrich Looser, is warran	ation and comp ted as a signal	pensation committee. As such, of concern to the board					
4.4	Designate Wenger & Vieli AG as Independent Proxy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war	ranted due to a lack of co	ncerns.						
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se there are no concerns r	egarding this p	proposal.					
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	arranted because the prop	osed amount is	s in line with market practice.					
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant does not raise significant concerns.	ed because the proposal a	oppears to be in	n line with market practice and	,				
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Sweco AB

Meeting Date: 04/21/2022 **Record Date:** 04/11/2022

Country: Sweden

Meeting Type: Annual

Ticker: SWEC.B

Primary Security ID: W31065225

Voting Policy: Sustainability

Shares Voted: 150,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting fo	rmalities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting fo	rmalities.							
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting fo	rmalities.							
4	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting fo	rmalities.							
5	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting fo	rmalities.							
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting fo	rmalities.							
7	Receive CEO's Report	Mgmt							
	Voting Policy Rationale: These are non-voting items.								
8	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are non-voting items.								
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of t accounts presented or audit procedures used.	he annual accounts is w	varranted due to a l	lack of concern regard	ding the				
9.b	Approve Allocation of Income and Dividends of SEK 2.45 Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income alloca proposed dividend.	ation proposal is warrar	nted due to a lack o	f controversy surroun	nding the				
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is won fulfilled their fiduciary duties.	varranted as there is no	evidence that the l	board or the manager	ment have				
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.

Sweco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
11	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chairman and SEK 600,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	roposal is warranted becau	use of a lack of	f concern regarding the					
12	Relect Asa Bergman, Alf Goransson, Johan Hjertonsson, Johan Nordstrom (Chair) and Christine Wolff as Directors; Elect Susanne Pahlen Aklundh and Johan Wall as New Directors	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this proposal is below one-third and there is an oveboarded director on		verall independ	dence level of the board falls					
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becaus	e there are no concerns re	egarding this p	roposal.					
14	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante does not contravene good European executive remunera disclosures of target and achievement level for the STIP	ation practice. However, co							
15	Approve Share Bonus Scheme 2022; Approve Transfer of Shares to Participants	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is warn 1:1 basis	ranted, as the plan would	substitute cash	bonuses for stock award on a	7				
16	Approve 2022 Performance Based Share Savings Scheme for Key Employees; Approve Transfer of Shares to Participants	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante	ed because the terms of th	ne proposed eq	uity plan are not problematic.					
17.a	Authorize Share Repurchase Program	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to repu volume limit, because: * There are acceptable limits on a repurchase authorities.			·					
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to repuvolume limit, because: * There are acceptable limits on repurchase authorities.			The state of the s					
18	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality.								

Amplifon SpA

Meeting Date: 04/22/2022 Country: Italy Ticker: AMP

Record Date: 04/11/2022 Meeting Type: Annual

Primary Security ID: T0388E118

Voting Policy: Sustainability

Shares Voted: 29,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
	Ordinary Business	Mgmt									
	Management Proposals	Mgmt									
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: These items warrant a vote FO concerns with the company's accounts. * The proposed			in Italy. * There are no specif	ĨC						
1.2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: These items warrant a vote FO concerns with the company's accounts. * The proposed		-	in Italy. * There are no specif	ĨC						
	Shareholder Proposal Submitted by Ampliter Srl	Mgmt									
2.1	Fix Number of Directors	SH	None	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this item is warrant concerns have been noticed.	ted because the company	has disclosed t	the proposed board size, and n	0						
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt									
2.2.1	Slate 1 Submitted by Ampliter Srl	SH	None	Against	Against	Against	No	No	No		
	Voting Policy Rationale: This slate warrants a vote AGA. better positioned to represent the long-term interests o management's action.			•							
2.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	For	No	No	No		
	Voting Policy Rationale: This item warrants a vote FOR been put forth by minority shareholders, and these non of minority shareholders and carry out an effective over agreed to adhere to the chart of corporate governance	ninees could therefore be rsight on the management	the best position t's behavior. *	oned to represent the interests							
	Shareholder Proposal Submitted by Ampliter Srl	Mgmt									
3	Approve Remuneration of Directors	SH	None	For	For	For	No	No	No		
	Voting Policy Rationale: This item warrants a vote FOR remuneration, and no concerns have been noticed.	because the company has	s disclosed the	proposed non-variable director	-						
	Management Proposals	Mgmt									
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Against	Yes	No	No		
	Voting Policy Rationale: This item warrants a vote AGAI pay. * The company can pay discretionary bonuses.	INST because: * Terminat	ion payments o	can be in excess of 24 months	,						
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	For	No	No	No		

Voting Policy Rationale: This item warrants a vote FOR because the company significantly improved the retrospective disclosure on variable remuneration. Notably, the company disclosed the level of achievement of the performance criteria attached to the short-term incentive scheme, including the impact of the multiplier, and the level of achievement of the performance criteria attached to the Stock Grant Plan 2019-2025 for the 2018-2020 cycle, for both CEO/GM and other managers with strategic responsibilities. This is not without highlighting that the company still failed to disclose the targets driving variable remuneration.

Amplifon SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Approve Co-Investment Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the co-investm not problematic. This is not without highlighting th practice, the plan does not include any lock-up obli	at: Performance targets	are only partially disc		, ,				
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: This item warrants a vote exceeds 10 percent of outstanding issued share cap		aximum volume of th	ne share repurchase	program				

Arjo AB

Meeting Date: 04/22/2022 **Record Date:** 04/12/2022

Country: Sweden **Meeting Type:** Annual

Ticker: ARJO.B

Primary Security ID: W0634J115

Voting Policy: Sustainability

Shares Voted: 146,046

						Silares voteu: 140,040				
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1	Open Meeting	Mgmt								
	Voting Policy Rationale: These are routine meeting t	formalities.								
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: These are routine meeting t	formalities.								
3	Designate Inspector of minutes of Meeting	Mgmt								
	Voting Policy Rationale: These are routine meeting t	formalities.								
4	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: These are routine meeting t	formalities.								
5	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: These are routine meeting t	formalities.								
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: These are routine meeting t	formalities.								
7.a	Receive Financial Statements and Statutory Reports	Mgmt								
	Voting Policy Rationale: These are routine, non-voting	ng items.								
7.b	Receive Financial Statements and Statutory Reports on Consolidated Accounts	Mgmt								
	Voting Policy Rationale: These are routine, non-voting	ing items.								
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt								
	Voting Policy Rationale: These are routine, non-voting	ing items.								
7.d	Receive Board's Dividend Proposal	Mgmt								

Arjo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	Receive Board's Report	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	ems.							
9	Receive CEO's Report	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	ems.							
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warran	ited due to a la	ck of concern regarding the					
11	Approve Allocation of Income and Dividends of SEK 1.15 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation the company's dividend policy.	on proposal is warranted b	pecause the pro	posed dividend is in line with					
12.1	Approve Discharge of Johan Malmquist	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.2	Approve Discharge of Carl Bennet	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.3	Approve Discharge of Eva Elmstedt	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.4	Approve Discharge of Dan Frohm	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.5	Approve Discharge of Ulf Grunander	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is was have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.6	Approve Discharge of Carola Lemne	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.7	Approve Discharge of Joacim Lindoff	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.8	Approve Discharge of Kajsa Haraldsson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is was have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.9	Approve Discharge of Eva Sandling	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is was have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.10	Approve Discharge of Sten Borjesson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					
12.11	Approve Discharge of Jimmy Linde	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w have not fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors nor the CEO					

Arjo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war board or the number of auditors.	ranted because of a lack o	of controversy	concerning the size of the					
13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war board or the number of auditors.	ranted because of a lack o	of controversy	concerning the size of the					
14.1	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chairman and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration p proposed fees.	proposal is warranted beca	use of a lack o	f concern regarding the					
14.2	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se there are no concerns r	egarding this p	proposal.					
15.1a	Reelect Johan Malmquist as Director	Mgmt	For	Against	Against	Against	Yes	No	No
15.1b	candidates Johan Malmquist, Carl Bennet, Dan Frohm as board with an insufficient level of overall independence. overboarded. Reelect Carl Bennet as Director Voting Policy Rationale: A vote FOR candidates Carola L this individual in particular. A vote FOR Joacim Lindoff is candidates Johan Malmquist, Carl Bennet, Dan Frohm as board with an insufficient level of overall independence. overboarded.	A vote AGAINST Eva Elm Mgmt emne is warranted due to s warranted because he is nd Ulf Grunander is warran	For a lack of conc CEO of the content of the conte	Against Pern regarding the suitability of mpany. A vote AGAINST eir non-independent status on a	Against	Against	Yes	No	No
15.1c	Reelect Eva Elmstedt as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Carola L this individual in particular. A vote FOR Joacim Lindoff is candidates Johan Malmquist, Carl Bennet, Dan Frohm a board with an insufficient level of overall independence. overboarded.	s warranted because he is nd Ulf Grunander is warra	CEO of the co. nted due to the	mpany. A vote AGAINST eir non-independent status on a	3				
15.1d	Reelect Dan Frohm as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Carola L this individual in particular. A vote FOR Joacim Lindoff is candidates Johan Malmquist, Carl Bennet, Dan Frohm a. board with an insufficient level of overall independence. overboarded.	s warranted because he is nd Ulf Grunander is warra	CEO of the co. nted due to the	mpany. A vote AGAINST eir non-independent status on a	7				
15.1e	Reelect Ulf Grunander as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Carola L this individual in particular. A vote FOR Joacim Lindoff is candidates Johan Malmquist, Carl Bennet, Dan Frohm a. board with an insufficient level of overall independence. overboarded.	s warranted because he is nd Ulf Grunander is warra	CEO of the co. nted due to the	mpany. A vote AGAINST eir non-independent status on a	7				
15.1f	Reelect Carola Lemne as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR candidates Carola Lemne is warranted due to a lack of concern regarding the suitability of this individual in particular. A vote FOR Joacim Lindoff is warranted because he is CEO of the company. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST Eva Elmstedt is warranted as the candidate is overboarded.

Arjo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15.1g	Reelect Joacim Lindoff as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Carthis individual in particular. A vote FOR Joacim Linc candidates Johan Malmquist, Carl Bennet, Dan Froi board with an insufficient level of overall independent overboarded.	loff is warranted becaus nm and Ulf Grunander is	se he is CEO of the co s warranted due to th	ompany. A vote AGAI neir non-independent	NST status on a				
15.2	Reelect Johan Malmquist as Board Chair	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item in directors is not supported.	is warranted because th	ne election of Johan M	falmquist to the board	rd of				
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted be	ecause there are no cor	ncerns regarding this	proposal.					
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wad does not contravene good European executive rem	•	pposed remuneration	policy is well describe	ed and				
18	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is performance periods.	is warranted because th	ne long-term cash con	npensation has short					
19	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formal	ity.							

Carel Industries SpA

Meeting Date: 04/22/2022

Country: Italy

Ticker: CRL

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: T2R2A6107

Voting Policy: Sustainability

Shares Voted: 43,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS		
	Ordinary Business	Mgmt									
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this item is warra procedures used.	anted due to a lack of c	oncern regarding ti	he accounts presented	d or audit						
1.2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this item is warra procedures used.	anted due to a lack of c	oncern regarding ti	he accounts presented	d or audit						
2.1	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No		
	Voting Policy Rationale: A vote FOR this item is warra	anted because the prop	osed remuneration	policy is well describe	ed and						

Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration policy is well described and overall in line with the market. This is not without highlighting the unusual practice of granting termination pay to NEDs, albeit limited in the amount.

Carel Industries SpA

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No
for the third year in a row without a compelling ra	ationale. * The company p	rovides insufficient	ex-post information or	n the				
Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	For	No	No	No
- ,	•	•	•	share				
Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	Against	No	No	No
	Approve Second Section of the Remuneration Report Voting Policy Rationale: This item warrants a vote for the third year in a row without a compelling raperformance criteria attached to the short-term of Authorize Share Repurchase Program and Reissuance of Repurchased Shares Voting Policy Rationale: This item warrants a vote capital is respected. * The holding limit of up to 10 Deliberations on Possible Legal Action Against Directors if Presented by	Approve Second Section of the Remuneration Report Voting Policy Rationale: This item warrants a vote AGAINST because: * The for the third year in a row without a compelling rationale. * The company performance criteria attached to the short-term compensation and on the least Authorize Share Repurchase Program and Mgmt Reissuance of Repurchased Shares Voting Policy Rationale: This item warrants a vote FOR because: * The report capital is respected. * The holding limit of up to 10 percent of share capital. Deliberations on Possible Legal Action Mgmt Against Directors if Presented by	Approve Second Section of the Mgmt For Remuneration Report Voting Policy Rationale: This item warrants a vote AGAINST because: * The company increase for the third year in a row without a compelling rationale. * The company provides insufficient performance criteria attached to the short-term compensation and on the level of achievement Authorize Share Repurchase Program and Mgmt For Reissuance of Repurchased Shares Voting Policy Rationale: This item warrants a vote FOR because: * The repurchase limit of up to capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holding limit of up to 10 percent of share sapital in treasury is respected. * The holdin	Approve Second Section of the Mgmt For Against *Remuneration Report** *Voting Policy Rationale: This item warrants a vote AGAINST because: * The company increases CEO base salary (fee for the third year in a row without a compelling rationale. * The company provides insufficient ex-post information or performance criteria attached to the short-term compensation and on the level of achievement of performance target. *Authorize Share Repurchase Program and Mgmt For For Reissuance of Repurchased Shares *Voting Policy Rationale: This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. *Deliberations on Possible Legal Action Mgmt None Against Against Directors if Presented by	Approve Second Section of the Remuneration Report *Voting Policy Rationale: This item warrants a vote AGAINST because: * The company increases CEO base salary (fees included) for the third year in a row without a compelling rationale. * The company provides insufficient ex-post information on the performance criteria attached to the short-term compensation and on the level of achievement of performance targets. Authorize Share Repurchase Program and Mgmt For For For For Reissuance of Repurchased Shares *Voting Policy Rationale: This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. Deliberations on Possible Legal Action Mgmt None Against Against Directors if Presented by	Approve Second Section of the Remuneration Report **Voting Policy Rationale: This item warrants a vote AGAINST because: * The company increases CEO base salary (fees included) for the third year in a row without a compelling rationale. * The company provides insufficient ex-post information on the performance criteria attached to the short-term compensation and on the level of achievement of performance targets. Authorize Share Repurchase Program and Mgmt For For For For Reissuance of Repurchased Shares **Voting Policy Rationale: This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. **Deliberations on Possible Legal Action Mgmt None Against Against Against Against	Approve Second Section of the Remuneration Report Noting Policy Rationale: This item warrants a vote AGAINST because: * The company increases CEO base salary (fees included) for the third year in a row without a compelling rationale. * The company provides insufficient ex-post information on the performance criteria attached to the short-term compensation and on the level of achievement of performance targets. Authorize Share Repurchase Program and Mgmt For For For For For For Por For Por Por Policy Rationale: This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. No Against Directors if Presented by	Approve Second Section of the Remuneration Report **Noting Policy Retains the Might Policy Results** **Noting Policy Rationale: This item warrants a vote AGAINST because: * The company increases CEO base salary (fees included) for the third year in a row without a compelling rationale. * The company provides insufficient ex-post information on the performance criteria attached to the short-term compensation and on the level of achievement of performance targets. **Authorize Share Repurchase Program and Mgmt For For For For For For Policy Rationale: This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. **Deliberations on Possible Legal Action Mgmt None Against Against Against No No No Against Directors if Presented by**

Voting Policy Rationale: This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

Grupo Aeroportuario del Centro Norte SAB de CV

Meeting Date: 04/22/2022Country: MexicoTicker: OMAB

Record Date: 04/12/2022 Meeting Type: Annual

Primary Security ID: P49530101

Voting Policy: Sustainability

Shares Voted: 466,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt							
1	Present Board of Directors' Reports in Compliance with Article 28, Section IV (D and E) of Stock Market Law	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these routine proper 2021, and there are no independent auditor qualification financial statements or audit procedures.								
2	Present CEO and External Auditor Report in Compliance with Article 28, Section IV (B) of Stock Market Law	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these routine proper 2021, and there are no independent auditor qualification financial statements or audit procedures.								
3	Present Board of Directors' Reports in Accordance with Article 28, Section IV (A and C) of Stock Market Law Including Tax Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these routine proper 2021, and there are no independent auditor qualification financial statements or audit procedures.								
4	Approve Allocation of Income, Reserve Increase, Set Aggregate Nominal Amount of Share Repurchase and Dividends of MXN 2.3 Billion	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this item is warranted because: * Although the 2021 dividend payout exceeds 100 percent, it includes a dividend previously approved by shareholders and paid from retained earnings; and * The proposed share repurchase reserve appears reasonable.

Grupo Aeroportuario del Centro Norte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Against Policy	Against ISS
	Discharge, Elect or Ratify Directors; Elect or Ratify Chairmen of Audit, Corporate Practices, Finance, Planning and Sustainability Committees; Approve their Remuneration Voting Policy Rationale: A vote FOR this item is wannominees; and * The proposed board is at least one meeting the growing expectations of institutional sh	e-third independent and	, ,			For	No	No	No
6	Appoint Legal Representatives	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warn	ranted because the desig	gnation of a shareho	older representative is	a routine				

Motherson Sumi Wiring India Ltd.

formality that does not affect shareholder value.

Meeting Date: 04/22/2022

Country: India

Ticker: 543498

Record Date: 04/15/2022

Meeting Type: Extraordinary

Shareholders

Primary Security ID: Y613MV100

Voting Policy: Sustainability

Shares Voted: 1.613.607

Proposa Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Norikatsu Ishida as Director	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: Items 1 and 2: A vote AGAINST these resolutions is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Norikatsu Ishida and Yoshio Matsushita are non-independent director nominees. Item 3: Elect Ariun Puri as Director A vote AGAINST this resolution is warranted considering that Arjun Puri has been reclassified by Sustainability Advisory Services as a non-independent director, given that he has served as a director of the company (of Motherson Sumi Systems Limited- before the demerger) for more than ten years. Item 4: Elect Geeta Mathur as Director A vote AGAINST the following nominee is warranted because: * Geeta Mathur serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient time to her role in the company. Items 5 -7: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees. Item 8: Elect Anurag Gahlot as Director and Approve Appointment and Remuneration of Anurag Gahlot as Whole-Time Director, Designated as Chief Operating Officer A vote AGAINST this resolution is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Anurag Gahlot is a non-independent director nominee. * The company has not disclosed the quantum of bonus which Anurag Gahlot will be entitled to receive or the performance metrics on which such incentive would be based. This could lead to discretionary payouts.

Elect Yoshio Matsushita as Director

Mgmt

Against

Against

Against

Yes No No

Voting Policy Rationale: Items 1 and 2: A vote AGAINST these resolutions is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Norikatsu Ishida and Yoshio Matsushita are non-independent director nominees. Item 3: Elect Arjun Puri as Director A vote AGAINST this resolution is warranted considering that Arjun Puri has been reclassified by Sustainability Advisory Services as a non-independent director, given that he has served as a director of the company (of Motherson Sumi Systems Limited- before the demerger) for more than ten years. Item 4: Elect Geeta Mathur as Director A vote AGAINST the following nominee is warranted because: * Geeta Mathur serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient time to her role in the company. Items 5 -7: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees. Item 8: Elect Anurag Gahlot as Director and Approve Appointment and Remuneration of Anurag Gahlot as Whole-Time Director, Designated as Chief Operating Officer A vote AGAINST this resolution is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Anurag Gahlot is a non-independent director nominee. * The company has not disclosed the quantum of bonus which Anurag Gahlot will be entitled to receive or the performance metrics on which such incentive would be based. This could lead to discretionary

Motherson Sumi Wiring India Ltd.

payouts.

Elect Rajesh Kumar Seth as Director

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Elect Arjun Puri as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Items 1 and 2: A vote AGAINST these resolutions is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Norikatsu Ishida and Yoshio Matsushita are non-independent director nominees. Item 3: Elect Arjun Puri as Director A vote AGAINST this resolution is warranted considering that Arjun Puri has been reclassified by Sustainability Advisory Services as a non-independent director, given that he has served as a director of the company (of Motherson Sumi Systems Limited- before the demerger) for more than ten years. Item 4: Elect Geeta Mathur as Director A vote AGAINST the following nominee is warranted because: * Geeta Mathur serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient time to her role in the company. Items 5 -7: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees. Item 8: Elect Anurag Gahlot as Director and Approve Appointment and Remuneration of Anurag Gahlot as Whole-Time Director, Designated as Chief Operating Officer A vote AGAINST this resolution is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Anurag Gahlot is a non-independent director nominee. * The company has not disclosed the quantum of bonus which Anurag Gahlot will be entitled to receive or the performance metrics on which such incentive would be based. This could lead to discretionary payouts.								
4	Elect Geeta Mathur as Director	Mgmt	For	Against	Against	Against	Yes	No	No
7	Voting Policy Rationale: Items 1 and 2: A vote AGAINST these resolutions is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Norikatsu Ishida and Yoshio Matsushita are non-independent director nominees. Item 3: Elect Arjun Puri as Director A vote AGAINST this resolution is warranted considering that Arjun Puri has been reclassified by Sustainability Advisory Services as a non-independent director, given that he has served as a director of the company (of Motherson Sumi Systems Limited- before the demerger) for more than ten years. Item 4: Elect Geeta Mathur as Director A vote AGAINST the following nominee is warranted because: * Geeta Mathur serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient time to her role in the company. Items 5 -7: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees. Item 8: Elect Anurag Gahlot as Director and Approve Appointment and Remuneration of Anurag Gahlot as Whole-Time Director, Designated as Chief Operating Officer A vote AGAINST this resolution is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Anurag Gahlot will be entitled to receive or the performance metrics on which such incentive would be based. This could lead to discretionary								

For

For

No

No

No

No

Voting Policy Rationale: Items 1 and 2: A vote AGAINST these resolutions is warranted in view of the following concerns: *
The board independence norms are not met (based on our reclassification) and Norikatsu Ishida and Yoshio Matsushita are non-independent director nominees. Item 3: Elect Arjun Puri as Director A vote AGAINST this resolution is warranted considering that Arjun Puri has been reclassified by Sustainability Advisory Services as a non-independent director, given that he has served as a director of the company (of Motherson Sumi Systems Limited- before the demerger) for more than ten years. Item 4: Elect Geeta Mathur as Director A vote AGAINST the following nominee is warranted because: * Geeta Mathur serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient time to her role in the company. Items 5 -7: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees. Item 8: Elect Anurag Gahlot as Director and Approve Appointment and Remuneration of Anurag Gahlot as Whole-Time Director, Designated as Chief Operating Officer A vote AGAINST this resolution is warranted in view of the following concerns: * The board independence norms are not met (based on our reclassification) and Anurag Gahlot is a non-independent director nominee. * The company has not disclosed the quantum of bonus which Anurag Gahlot will be entitled to receive or the performance metrics on which such incentive would be based. This could lead to discretionary

Mgmt

6 Elect Anupam Mohindroo as Director Mgmt For For For For No No

Voting Policy Rationale: Items 1 and 2: A vote AGAINST these resolutions is warranted in view of the following concerns: *
The board independence norms are not met (based on our reclassification) and Norikatsu Ishida and Yoshio Matsushita are
non-independent director nominees. Item 3: Elect Arjun Puri as Director A vote AGAINST this resolution is warranted
considering that Arjun Puri has been reclassified by Sustainability Advisory Services as a non-independent director, given that
he has served as a director of the company (of Motherson Sumi Systems Limited- before the demerger) for more than ten
years. Item 4: Elect Geeta Mathur as Director A vote AGAINST the following nominee is warranted because: * Geeta Mathur
serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient
time to her role in the company. Items 5 -7: A vote FOR the nominees is warranted given the absence of any known issues
concerning the nominees. Item 8: Elect Anurag Gahlot as Director and Approve Appointment and Remuneration of Anurag
Gahlot as Whole-Time Director, Designated as Chief Operating Officer A vote AGAINST this resolution is warranted in view of
the following concerns: * The board independence norms are not met (based on our reclassification) and Anurag Gahlot is a
non-independent director nominee. * The company has not disclosed the quantum of bonus which Anurag Gahlot will be
entitled to receive or the performance metrics on which such incentive would be based. This could lead to discretionary
payouts.

Motherson Sumi Wiring India Ltd.

roposal umber	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	Elect Virendra Chand Katoch as Director	Mgmt	For	For	For	For	No	No	No
8	Elect Anurag Gahlot as Director and Approve Appointment and Remuneration of Anurag Gahlot as Whole-Time Director, Designated as Chief Operating Officer	Mgmt	For	Against	Against	Against	Yes	No	No
, 3									

auditor, the remuneration, and the way the cost audit was conducted.

Bico Group AB

Meeting Date: 04/26/2022 **Record Date:** 04/14/2022

Country: Sweden

Meeting Type: Annual

Primary Security ID: W2R45B104

Ticker: BICO

Voting Policy: Sustainability

Shares Voted: 55,320

							,		
Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting formalities.								
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	rmalities.							
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: These are routine meeting formalities.

Bico Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Prepare and Approve List of Shareholders	Mgmt							
	Voting Policy Rationale: These are routine meeting form	alities.							
5	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
7	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	ems.							
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warran	nted due to a la	ck of concern regarding the					
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the omission of dividenthis moment.	dend is warranted because	e the company	prefers to invest in growth at					
8.c1	Approve Discharge of Board Chair Carsten Browall	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
8.c2	Approve Discharge of Board Member Aristotelis Nastos	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
8.c3	Approve Discharge of Board Member Bengt Sjoholm	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
8.c4	Approve Discharge of Board Member Christian Wildmoser	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
8.c5	Approve Discharge of Board Member Susan Tousi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
8.c6	Approve Discharge of Board Member Helena Skantorp	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
8.c7	Approve Discharge of Board Member and CEO Erik Gatenholm	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan fulfilled his fiduciary duties.	ranted as there is no evide	ence that the C	EO Erik Gatenholm has not					

Bico Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wa board or the number of auditors.	rranted because of a lack o	of controversy	concerning the size of the					
10.a	Reelect Carsten Browall as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	concern regar	rding the composition of the					
10.b	Reelect Erik Gatenholm as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	concern regar	rding the composition of the					
10.c	Reelect Bengt Sjoholm as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	concern regar	rding the composition of the					
10.d	Reelect Helena Skantorp as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	concern regar	rding the composition of the					
10.e	Reelect Susan Tousi as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	concern regar	rding the composition of the					
10.f	Reelect Christian Wildmoser as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	concern regar	rding the composition of the					
10.g	Reelect Rolf Classon as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	concern regar	rding the composition of the					
10.h	Reelect Ulrika Dellby as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	concern regar	rding the composition of the					
11	Reelect Carsten Browall as Board Chair	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	ted because there are no o	concerns with t	the election of chairman.					
12	Ratify Deloitte as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau	ise there are no concerns i	regarding this p	proposal.					
13	Approve Remuneration of Directors in the Amount of SEK 600,000 for Chair and SEK 250,000 For Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	proposal is warranted beca	ause of a lack o	of concern regarding the					
14	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: A vote AGAINST this item is warranted because: * The company has made a significant increase in the annual base salary for the CEO, providing only a vague rationale to justify it. * The company has made a significant discretionary payment (amount equal to 67 percent of ABS) to the CEO due to execution of the acquisition strategy, which is considered to obscure the link between pay and performance.

Bico Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
15	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance excessive.	authorization is warranted	because the potent	tial share capital incr	ease is not				
_	Close Meeting	Mgmt							
	Votina Policy Rationale: This is a non-votina formality.								

Pet Center Comercio e Participacoes SA

Meeting Date: 04/26/2022 Country: Brazil Ticker: PETZ3

Record Date: Meeting Type: Annual

Primary Security ID: P7S11L108

Voting Policy: Sustainability

Shares Voted: 442,125

				Snares vote	1: 442,125				
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these routine practice are no independent auditor qualifications; and * The audit procedures.	•							
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these routine practice are no independent auditor qualifications; and * The audit procedures.	•							
3	Approve Capital Budget	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this administrati mismanagement.	ve request is warranted	d in the absence of a	any evidence of prior					
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warr has yet to establish a dividend payout history.	anted because the con	npany is newly listed	(IPO on Sept. 10, 20.	20) and				
5	Fix Number of Directors at Seven	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this administrati	ve request is warranted	d.						
6	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the comp for the election of directors under the terms of Artici remote voting card issued by the Brazilian Securities companies. ABSTAIN vote recommendations are wan information, disclosed in a timely manner, regarding	le 141 of the Brazilian (Regulator (CVM), and rranted for Items 6, 9,	Corporate Law, in acc mandatory for all pu 10.1-10.7 in the abs	cordance with the rule ublicly-traded Brazilian ence of publicly-availa	es of the				
7	Elect Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Pationales A vote EOP this item is warr	antad bacausa: * The	company has publish	and the candidates! his	ographical				

Voting Policy Rationale: A vote FOR this item is warranted because: * The company has published the candidates' biographical information; * There are no known concerns regarding the proposed nominees; and * The proposed board includes a reasonable number of independent directors.

Pet Center Comercio e Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against	Against	No	No	No
	Voting Policy Rationale: A vote AGAINST this request can impact the board's independence level in a way the lack of timely disclosure, international institutional invo	nat cannot be anticipa	ted by shareholders	at this time. As such, due to th	ne				
	If Voting FOR on Item 9, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt							
9	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compa- for the election of directors under the terms of Article remote voting card issued by the Brazilian Securities R companies. ABSTAIN vote recommendations are warm information, disclosed in a timely manner, regarding a	141 of the Brazilian C Regulator (CVM), and I anted for Items 6, 9,	orporate Law, in acc mandatory for all pu 10.1-10.7 in the abso	cordance with the rules of the blicly-traded Brazilian ence of publicly-available					
10.1	Percentage of Votes to Be Assigned - Elect Sergio Zimerman as Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compa for the election of directors under the terms of Article remote voting card issued by the Brazilian Securities R companies. ABSTAIN vote recommendations are warn information, disclosed in a timely manner, regarding a	141 of the Brazilian C Regulator (CVM), and I anted for Items 6, 9,	orporate Law, in acc mandatory for all pu 10.1-10.7 in the abso	cordance with the rules of the blicly-traded Brazilian ence of publicly-available					
10.2	Percentage of Votes to Be Assigned - Elect Tania Zimerman as Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compa for the election of directors under the terms of Article remote voting card issued by the Brazilian Securities R companies. ABSTAIN vote recommendations are warm information, disclosed in a timely manner, regarding a	141 of the Brazilian C Regulator (CVM), and I anted for Items 6, 9,	orporate Law, in acc mandatory for all pu 10.1-10.7 in the abso	ordance with the rules of the blicly-traded Brazilian ence of publicly-available					
10.3	Percentage of Votes to Be Assigned - Elect Claudio Roberto Ely as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compa for the election of directors under the terms of Article remote voting card issued by the Brazilian Securities R companies. ABSTAIN vote recommendations are warn information, disclosed in a timely manner, regarding a	141 of the Brazilian C Regulator (CVM), and I anted for Items 6, 9, .	orporate Law, in acc mandatory for all pu 10.1-10.7 in the abso	ordance with the rules of the blicly-traded Brazilian ence of publicly-available					
10.4	Percentage of Votes to Be Assigned - Elect Gregory Louis Reider as Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compa for the election of directors under the terms of Article remote voting card issued by the Brazilian Securities R companies. ABSTAIN vote recommendations are warn information, disclosed in a timely manner, regarding a		orporate Law, in acc mandatory for all pu 10.1-10.7 in the abso	cordance with the rules of the blicly-traded Brazilian ence of publicly-available					
10.5	Percentage of Votes to Be Assigned - Elect Irlau Machado Filho as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the compa	any presents shareholo	ders with the option	to request cumulative votina					

Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

Pet Center Comercio e Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10.6	Percentage of Votes to Be Assigned - Elect Ricardo Dias Mieskalo Silva as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the company for the election of directors under the terms of Article 14 remote voting card issued by the Brazilian Securities Reg companies. ABSTAIN vote recommendations are warran. information, disclosed in a timely manner, regarding a co	f1 of the Brazilian Corpora gulator (CVM), and manda ted for Items 6, 9, 10.1-1	ate Law, in acco atory for all pub 0.7 in the abse	ordance with the rules of the blicly-traded Brazilian once of publicly-available					
10.7	Percentage of Votes to Be Assigned - Elect Eduardo de Almeida Salles Terra as Independent Director	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: Under these items, the company for the election of directors under the terms of Article 14 remote voting card issued by the Brazilian Securities Reg companies. ABSTAIN vote recommendations are warran- information, disclosed in a timely manner, regarding a co	f1 of the Brazilian Corpora gulator (CVM), and manda ted for Items 6, 9, 10.1-1	ate Law, in acco atory for all pub 0.7 in the abse	ordance with the rules of the blicly-traded Brazilian ance of publicly-available					
11	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	Abstain	No	No	No
	Voting Policy Rationale: An ABSTAIN vote for this item is company had not disclosed an ordinary minority shareho shareholders voting by proxy from making informed dec	older nominee; and * Lack							
12	Approve Classification of Ricardo Dias Mieskalo Silva, Eduardo de Almeida Salles Terra, Irlau Machado Filho, and Claudio Roberto Ely as Independent Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante of the independent directors; and * The directors do not there are no known concerns regarding the independent	t appear to have had any l	•						
13	Approve Remuneration of Company's Management	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to provide a compelling rationale for the significant year-over-year increase proposed for the 2022 global compensation cap.								
14	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	For	For	For	No	No	No
15	Elect Catia Yuassa Tokoro as Fiscal Council Member and Bibiana Carneiro as Alternate Appointed by Shareholder	SH	None	For	For	For	No	No	No

Pet Center Comercio e Participacoes SA

Meeting Date: 04/26/2022 Country: Brazil **Record Date:**

Meeting Type: Extraordinary

Shareholders

Primary Security ID: P7S11L108

Ticker: PETZ3

Voting Policy: Sustainability

Shares Voted: 442,125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Agreement to Acquire Selected Participacoes S.A. (Petix)	Mgmt	For	For	For	For	No	No	No

Pet Center Comercio e Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Voting Policy Rationale: A vote FOR these items is warra for the proposed acquisition; * There are no known con 0.6 percent of the company's market cap; * The transac shareholders; and * The company has disclosed the full	ncerns regarding the offer oction would result in a rea	consideration, asonable 0.36-p	which represents approximate					
2	Approve Capital Increase and Issuance of Shares in Connection with the Transaction	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warre for the proposed acquisition; * There are no known con 0.6 percent of the company's market cap; * The transa shareholders; and * The company has disclosed the ful	ncerns regarding the offer oction would result in a rea	consideration, asonable 0.36-p	which represents approximate					
3	Ratify Account Assessores S/S Ltda. as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warra for the proposed acquisition; * There are no known con 0.6 percent of the company's market cap; * The transa shareholders; and * The company has disclosed the ful	ncerns regarding the offer oction would result in a rea	consideration, asonable 0.36-p	which represents approximates					
4	Approve Independent Firm's Appraisal	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warre for the proposed acquisition; * There are no known con 0.6 percent of the company's market cap; * The transa- shareholders; and * The company has disclosed the ful	ncerns regarding the offer ction would result in a rea	consideration, asonable 0.36-p	which represents approximate					
5	Approve Acquisition of Selected Participacoes S.A. (Petix)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warre for the proposed acquisition; * There are no known con 0.6 percent of the company's market cap; * The transa shareholders; and * The company has disclosed the full	ncerns regarding the offer oction would result in a rea	consideration, asonable 0.36-p	which represents approximate					
6	Amend Article 4 to Reflect Changes in Capital	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is warra for the proposed acquisition; * There are no known con 0.6 percent of the company's market cap; * The transac shareholders; and * The company has disclosed the full	ncerns regarding the offer oction would result in a rea	consideration, asonable 0.36-p	which represents approximates					
7	Amend Article 16	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these requests is w proposed amendments; and * The proposed changes as								
8	Consolidate Bylaws	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these requests is w proposed amendments; and * The proposed changes as								
9	Rectify Remuneration of Company's Management for 2021	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this request is rationale for the requested 95.8-percent increase over t								
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this routine formalia	ty is warranted.							

Brunello Cucinelli SpA

Meeting Date: 04/27/2022 Record Date: 04/14/2022 Country: Italy
Meeting Type: Annual

Ticker: BC

Primary Security ID: T2R05S109

Voting Policy: Sustainability

Shares Voted: 19,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Ordinary Business	Mgmt							
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These items warrant a vote Fi concerns with the company's accounts. * The propose			in Italy. * There are i	no specific				
2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These items warrant a vote Ficoncerns with the company's accounts. * The propose		•	in Italy. * There are i	no specific				
3.1	Approve Remuneration Policy	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: This item warrants a vote AG termination payments. * The company provides insuft short-term variable remuneration. * Malus and clawba Approve Second Section of the	ficient information on	the performance crit			For	No	No	No
3.2	• •	rigilic	101	101	101	101	110	110	NO
	Remuneration Report Voting Policy Rationale: This item warrants a vote FOI concerns, this is not without highlighting: * The compattached to variable remuneration and on the level of	R because the 2021 co any provides insufficie	ompensation practice ent ex-post informati	es of the company do	not raise				NO
	Remuneration Report Voting Policy Rationale: This item warrants a vote FOI concerns, this is not without highlighting: * The comp	R because the 2021 co any provides insufficie	ompensation practice ent ex-post informati	es of the company do	not raise	Against	Yes	No	No
4	Remuneration Report Voting Policy Rationale: This item warrants a vote FOI concerns, this is not without highlighting: * The compattached to variable remuneration and on the level of	R because the 2021 co any provides insufficie achievement of perfo Mgmt In is warranted because	ompensation practice ent ex-post informati rmance targets. For se: * The vesting per	es of the company do a ion on the performanc Against riod is partially shorter	not raise ce criteria Against r than				
4	Remuneration Report Voting Policy Rationale: This item warrants a vote FOI concerns, this is not without highlighting: * The compattached to variable remuneration and on the level of Approve 2022-2024 Stock Grant Plan Voting Policy Rationale: A vote AGAINST this resolution three years. * The performance targets are not disclose.	R because the 2021 co any provides insufficie achievement of perfo Mgmt In is warranted because	ompensation practice ent ex-post informati rmance targets. For se: * The vesting per	es of the company do a ion on the performanc Against riod is partially shorter	not raise ce criteria Against r than				
5	Remuneration Report Voting Policy Rationale: This item warrants a vote FOI concerns, this is not without highlighting: * The comp attached to variable remuneration and on the level of Approve 2022-2024 Stock Grant Plan Voting Policy Rationale: A vote AGAINST this resolution three years. * The performance targets are not disclossame metric for the accumulated period (retesting). Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service	R because the 2021 co any provides insufficie achievement of perfo Mgmt in is warranted because sed. * Performance wi Mgmt	ompensation practice ent ex-post informati rmance targets. For se: * The vesting per ill be measured annu- For se: * The vesting per	es of the company do a cion on the performance Against riod is partially shorter ually, and the plan use Against	Against Against Against Against	Against	Yes	No	No

Vitrolife AB

Meeting Date: 04/27/2022 Record Date: 04/19/2022 Country: Sweden

Ticker: VITR

Primary Security ID: W98218147

Meeting Type: Annual

Voting Policy: Sustainability

Shares Voted: 75,636

Proposal Voting Vote Against Against Against Number Proposal Text Policy Rec Instruction Mgmt Policy ISS							Vote	Vote	Vote
Number Proposal Text Proponent Mgmt Rec ISS Rec Policy Rec Instruction Mgmt Policy ISS	Proposal				Voting	Vote	Against	Against	Against
	Number Proposal Text	Proponent	Mgmt Rec	ISS Rec	Policy Rec	Instruction	Mgmt	Policy	ISS

1 Open Meeting Mgmt

Vitrolife AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Voting Policy Rationale: These are routine meeting form	palities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	palities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	palities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	palities.							
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
7	Receive President's Report	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
8.a	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	tems.							
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	tems.							
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warrar	nted due to a la	ock of concern regarding the					
9.b	Approve Allocation of Income and Dividends of SEK 0.80 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation proposed dividend.	on proposal is warranted o	lue to a lack of	controversy surrounding the					
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan not fulfilled their fiduciary duties.	ranted as there is no evide	ence that the b	oard or the management have	2				
10	Receive Nomination Committee's Report	Mgmt							
	Voting Policy Rationale: This is a routine, non-voting item	m.							
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan board.	ranted because of a lack o	of controversy o	concerning the size of the					
12	Approve Remuneration of Directors in the Amount of SEK 1,200,000 for Chairman and SEK 400,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration p	roposal is warranted beca	use of a lack of	t concern regarding the					

Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.

Vitrolife AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13	Reelect Lars Holmqvist, Pia Marions, Henrik Blomquist, Karen Lykke Sorensen, Vesa Koskinen and Jon Sigurdsson (Chair) as Directors	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is w overboarded.	varranted because candidat	tes Jon Sigurds.	son and Henrik Blomquist are					
14	Amend Articles Re: Postal Voting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wa	arranted because it is neuti	ral in terms of s	shareholder value and rights.					
15	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the due to the local market practice of including non-board			ninating committee is warrante	ed				
16	Approve Issuance of up to 13.54 Million Shares without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance authorized excessive.	orization is warranted beca	ause the potent	ial share capital increase is no	t				
17	Authorize Share Repurchase Program	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to revolume limit, because: * There are acceptable limits or repurchase authorities.			· ·					
18	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrar does not contravene good European executive remune disclosure of the features of the annual bonus of the C	eration practice. However,		•					
19.a	Approve Performance Share Plan LTIP 2022 for Key Employees	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	nted because the terms of	the proposed e	quity plan are not problematic					
19.b	Approve Issuance of Warrants	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted as the raise concerns.	e proposed decision would	fund equity re	muneration plans that do not					
19.c	Approve Transfer of Shares and/or Warrants	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted as the raise concerns.	e proposed decision would	fund equity re	muneration plans that do not					
19.d	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is w Items 19.b and 19.c, while lowering the majority requi	•	,						
20	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality.								

Ticker: WDP

Warehouses De Pauw SCA

Meeting Date: 04/27/2022Country: BelgiumRecord Date: 04/13/2022Meeting Type: Annual

Primary Security ID: B9T59Z100

Voting Policy: Sustainability

Shares Voted: 19,949

						Snares voted	119,949		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Annual Meeting Agenda	Mgmt							
1	Receive Directors' Reports (Non-Voting)	Mgmt							
	Voting Policy Rationale: No vote is required.								
2	Receive Auditors' Reports (Non-Voting)	Mgmt							
	Voting Policy Rationale: No vote is required.								
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
4	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this dividend propo being excessive.	sal is warranted because	e the proposed p	ayout ratio is adequate witho	ut				
5	Approve Discharge of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted in the controversies that the board is not fulfilling its fiduciary	,	tion about signific	icant and compelling					
6	Approve Discharge of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted in the controversies that the auditor is not fulfilling its duties.	absence of any informa	tion about signific	cant and compelling					
7	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A qualified vote FOR is warrant excessive. However, Sustainability Advisory Services no STI which is lacking threshold, actual and maximum tai	tes the lack of disclosure			he				
8	Approve Variable Remuneration of Co-CEOs and other Members of the Management Committee Re: Article 7:91 of the Code of Companies and Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted as this seen in light of the updated remuneration policy as pro				oe				
9	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau performance-based elements such as award levels, per achievement; * The company proposes to implement a metrics and targets, includes sustainability goals and is policy is broadly in line with best market practice.	formance criteria, relativ separate long-term ince	ve weighting, pen entive plan, with o	formance periods, and level c clear disclosure of performan					
10	Reelect Joost Uwents as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elections is w exceeding four years; * The candidates appear to poss no known controversy concerning the candidates								

exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates

Warehouses De Pauw SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12	Reelect Anne Leclercq as Independent Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elections is exceeding four years; * The candidates appear to po no known controversy concerning the candidates			,					
13	Reelect Jurgen Ingels as Independent Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elections is exceeding four years; * The candidates appear to po no known controversy concerning the candidates								
14	Approve Remuneration of the Non-Executive Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted in t	he absence of any sign	s of excessiveness.						
15	Approve Remuneration of the Chairman of the Board of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted in t	he absence of any sign	s of excessiveness.						
16.1	Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is v partnership/issuance of bonds/joint venture and are change-of-control clauses, in the absence of which the	considered to be routin	ne. Belgian law requi						
16.2	Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is v partnership/issuance of bonds/joint venture and are change-of-control clauses, in the absence of which the	considered to be routin	ne. Belgian law requi						

Warehouses De Pauw SCA

Meeting Date: 04/27/2022 **Record Date:** 04/13/2022

Country: Belgium

Meeting Type: Extraordinary

Shareholders

Primary Security ID: B9T59Z100

Authorized Capital

Ticker: WDP

Voting Policy: Sustainability

Shares Voted: 19,949

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Extraordinary Shareholders' Meeting Agenda	Mgmt							
A.1	Receive Special Board Report Re: Renewal of	Mgmt							

Voting Policy Rationale: This is a non-voting item.

Warehouses De Pauw SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
A.2.I	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is war shareholders by applying either preemptive rights or p percent of the issued share capital; * The second prop purpose of an optional dividend and * The third propo share capital.	riority allocation rights, l losal has no concerns wi	while the authoriz ith regard to the p	ration does not exceed 50 nossibility to issue shares for the	ne				
A2II	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is war shareholders by applying either preemptive rights or p percent of the issued share capital; * The second prop purpose of an optional dividend and * The third propo share capital.	riority allocation rights, l oosal has no concerns wi	while the authoriz ith regard to the p	ration does not exceed 50 possibility to issue shares for th	ne				
A2III	Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these items is war shareholders by applying either preemptive rights or p percent of the issued share capital; * The second prop purpose of an optional dividend and * The third propo share capital.	riority allocation rights, l losal has no concerns wi	while the authoriz ith regard to the p	ration does not exceed 50 nossibility to issue shares for the	ne				
В	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted, as the	nis proposal concerns a i	routine legal proce	edure and will authorize only					

the implementation of items approved by the shareholder meeting.

Ariston Holding NV

Meeting Date: 04/28/2022

Country: Netherlands

Ticker: ARIS

Record Date: 03/31/2022

Primary Security ID: N3945C100

Meeting Type: Annual

Voting Policy: Sustainability

Shares Voted: 178,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Annual Meeting Agenda	Mgmt							
1	Open Meeting	Mgmt							
	Voting Policy Rationale: No vote is required for this item								
2.a	Receive Annual Report (Non-Voting)	Mgmt							
	Voting Policy Rationale: No vote is required for this item								
2.b	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: A vote AGAINST is warranted because we do raise some concerns as the company's performance assessment of the STI disclosure to performance targets is lacking, which does not allow shareholders to assess the pay for performance alignment of the bonus award. Furthermore, the company awarded a discretionary bonus of EUR 100,000 to the CEO without providing a compelling rationale and the awarded bonus was not subject to any performance conditions.

Ariston Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because auditors.	se of the absence of conce	ern with the co	mpany's audit procedures or it	's				
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
3.b	Approve Dividends	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the dividend propose percent of the earnings per share, the company gives as policy.								
4.a	Approve Discharge of Executive Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because controversies that the board is not fulfilling its fiduciary	•	nformation abo	ut significant and compelling					
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because controversies that the board is not fulfilling its fiduciary	•	nformation abo	ut significant and compelling					
5	Approve Long Term Incentive Plan 2022	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ed because the terms of ti	he proposed eq	quity plan are not problematic.					
6	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se there are no concerns r	regarding this p	proposal.					
7	Other Business (Non-Voting)	Mgmt							
	Voting Policy Rationale: No vote is required for this item.	ı.							
8	Close Meeting	Mgmt							
	Voting Policy Rationale: No vote is required for this item	7.							

Azimut Holding SpA

Meeting Date: 04/28/2022

Country: Italy

Ticker: AZM

Record Date: 04/19/2022

Meeting Type: Annual/Special

Primary Security ID: T0783G106

Voting Policy: Sustainability

Shares Voted: 23,763

							25,705		
Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Extraordinary Business	Mgmt							
	Management Proposals	Mgmt							
1.1	Amend Articles of Association to Extend the Term of the Company	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: This item warrants a vote FOR because the proposed changes do not raise concerns.

Azimut Holding SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1.2	Amend Articles Re: Article 18	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These item warrants a vote FOF concerns have been raised.	R because the proposals a	nd rationale ha	ve been disclosed and no					
	Ordinary Business	Mgmt							
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These items warrant a vote FOF regarding the accounts presented or audit procedures u		ne items in Italy	and there are no concerns					
2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These items warrant a vote FOF regarding the accounts presented or audit procedures u		ne items in Italy	and there are no concerns					
3.1	Fix Number of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These item warrants a vote FOF concerns have been raised.	R because the proposals a	nd rationale ha	ve been disclosed and no					
3.2	Fix Board Terms for Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: This item warrants a vote FOR a	as it is routine and non-co	ntentious.						
	Appoint Directors (Slate Election)	Mgmt							
3.3	Slate Submitted by Timone Fiduciaria Srl	SH	None	For	For	For	No	No	No
	details about the proposed candidates. Furthermore, aft currently 33 percent to 50 percent. This is not without a standards (16 directors with the possibility to go up to 1 is little public board experience among the board candid number of executive directors on the board. Shareholder Proposals Submitted by Timone Fiduciaria Srl	concern as: * The board si 18). * Although the numbe	ize is increasing er of independe	n above normal market ent directors is increasing, them					
3.4	Elect Pietro Giuliani as Board Chair	SH	None	For	For	For	No	No	No
	Voting Policy Rationale: This item warrants a vote FOR I proposed nominee.	because the company has	disclosed all in	formation regarding the					
3.5	Approve Remuneration of Directors	SH	None	Against	Against	Against	No	No	No
	Voting Policy Rationale: This item warrants a vote AGAI practice for comparable companies.	NST because the proposed	d board remune	eration is above market					
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt							
4.1.1	Slate 1 Submitted by Timone Fiduciaria Srl	SH	None	Against	Against	Against	No	No	No
	Voting Policy Rationale: This item warrants a vote AGAI. likely to better represent the interests of global institution			t only one slate. * Slate 2 is					
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For	For	No	No	No
	Voting Policy Rationale: This item warrants a vote FOR I been proposed by institutional investors, and these nom of minority shareholders and carryout effective oversigh agreed to abide by the chart of corporate governance p.	ninees could therefore be to t on the management's be	the best position chavior. * Cand	ned to represent the interests					
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For	For	No	No	No
	Voting Policy Rationale: This item warrants a vote FOR I	because this is a non-cont	entious propos	al.					

Azimut Holding SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Shareholder Proposal Submitted by Timone Fiduciaria Srl	Mgmt							
4.3	Approve Internal Auditors' Remuneration	SH	None	For	For	For	No	No	No
	Voting Policy Rationale: This item warrants a vote FOR be concerns have been noticed.	necause the company has o	disclosed the p	roposed remuneration, and no)				
	Management Proposals	Mgmt							
5.1	Approve E&Y SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 5.1. warrants a vote FOR to no concerns have been identified. In case of approval of recommendation of the ICAC, the vote on the alternative Item 5.2 has also been provided and as there are no known in case Item 5.1 is not approved at the meeting.	the Item 5.1, relating to the proposal, Item 5.2, will re	the preference not take place.	expressed by the board on the However, as full disclosure on	e				
5.2	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 5.1. warrants a vote FOR be no concerns have been identified. In case of approval of recommendation of the ICAC, the vote on the alternative Item 5.2 has also been provided and as there are no kno in case Item 5.1 is not approved at the meeting.	the Item 5.1, relating to the proposal, Item 5.2, will re	the preference not take place.	expressed by the board on the However, as full disclosure on	e				
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: This item warrants a vote FOR b capital is respected. * The holding limit of up to 10 perce	•	•	•					
7.1	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrante does not contravene good European executive remunera disclosure around performance criteria for the STI progra	ntion practice. However, co		•	t				
7.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: This item warrants a vote FOR be retrospective information on the short-term variable pay below market standard and continues to raise concern.		•	• • •					
Α	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against	Against	No	No	No
,	Voting Policy Rationale: This item warrants a vote AGAII	NST due to the lack of disc	losure regardir	ng the proposed deliberation.					

Biotage AB

Meeting Date: 04/28/2022 **Record Date:** 04/20/2022 **Country:** Sweden **Meeting Type:** Annual

Ticker: BIOT

Primary Security ID: W25769139

Voting Policy: Sustainability

Shares Voted: 74,897

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: These are routine meeting formalities.

Biotage AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2.1	Designate Joachim Spetz as Inspector of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form.	alities.							
2.2	Designate Christoffer Geijer as Inspector of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: These are routine meeting form	alities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: These are routine meeting form	alities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: These are routine meeting form	alities.							
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: These are routine meeting form	alities.							
6	Receive Financial Statements and Statutory Reports	Mgmt							
,	Voting Policy Rationale: This is a routine, non-voting iter	n.							
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR the approval of the a accounts presented or audit procedures used.	annual accounts is warran	nted due to a la	ock of concern regarding the					
8	Approve Allocation of Income and Dividends of SEK 1.55 Per Share	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR this income allocation proposed dividend.	on proposal is warranted o	lue to a lack of	controversy surrounding the					
9.1	Approve Discharge of Torben Jorgensen	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
9.2	Approve Discharge of Peter Ehrenheim	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
9.3	Approve Discharge of Thomas Eklund	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
9.4	Approve Discharge of Karolina Lawitz	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
9.5	Approve Discharge of Asa Hedin	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
9.6	Approve Discharge of Mark Bradley	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
9.7	Approve Discharge of Dan Menasco	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR these proposals is w	varranted as there is no ev	vidence that the	e board directors have not					

Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.

Biotage AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.8	Approve Discharge of Patrik Servin	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is fulfilled their fiduciary duties.	warranted as there is no	evidence that th	ne board directors have not					
9.9	Approve Discharge of Annika Gardlund	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is fulfilled their fiduciary duties.	warranted as there is no	evidence that th	ne board directors have not					
9.10	Approve Discharge of Love Amcoff	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is fulfilled their fiduciary duties.	warranted as there is no	evidence that th	ne board directors have not					
9.11	Approve Discharge of CEO Tomas Blomquist	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is fulfilled their fiduciary duties.	warranted as there is no	evidence that th	ne board directors have not					
10	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is we board or the number of auditors.	arranted because of a lack	k of controversy	concerning the size of the					
11.1	Approve Remuneration of Directors in the Amount of SEK 725,000 for Chair and SEK 300,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	proposal is warranted be	cause of a lack o	of concern regarding the					
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	use there are no concerns	s regarding this ,	proposal.					
12.1	Reelect Torben Jorgensen as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Torber Bradley (12.5), Karen Lykke Sørensen (12.6) is warra in particular. A vote AGAINST Item 12.4 is warranted i	nted due to a lack of cond	cern regarding th						
12.2	Reelect Peter Ehrenheim as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Torber Bradley (12.5), Karen Lykke Sørensen (12.6) is warra in particular. A vote AGAINST Item 12.4 is warranted i	nted due to a lack of cond	cern regarding th						
12.3	Reelect Karolina Lawitz as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Torber Bradley (12.5), Karen Lykke Sørensen (12.6) is warra in particular. A vote AGAINST Item 12.4 is warranted i	nted due to a lack of cond	cern regarding th						
12.4	Reelect Asa Hedin as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote FOR candidates Torber Bradley (12.5), Karen Lykke Sørensen (12.6) is warra in particular. A vote AGAINST Item 12.4 is warranted i	nted due to a lack of cond	cern regarding th	,, ,,					
12.5	Reelect Mark Bradley as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Torber	n Jorgensen (12.1), Peter	Ehrenheim (12.2	2), Karolina Lawitz (12.3), Mark					

Voting Policy Rationale: A vote FOR candidates Torben Jorgensen (12.1), Peter Ehrenheim (12.2), Karolina Lawitz (12.3), Mark Bradley (12.5), Karen Lykke Sørensen (12.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.4 is warranted because Aasa Hedin is overboarded.

Biotage AB

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12.6	Reelect Karen Lykke Sorensen as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR candidates Torben Bradley (12.5), Karen Lykke Sørensen (12.6) is warrar in particular. A vote AGAINST Item 12.4 is warranted b	nted due to a lack of conce	ern regarding th						
12.7	Reelect Torben Jorgensen as Board Chair	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran as board chairman.	ted because there are no o	concerns with t	he election of Torben Jorgenso	en				
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau	se there are no concerns	regarding this p	proposal.					
14	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the due to the local market practice of including non-board			ninating committee is warrante	ed				
15	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran does not contravene good European executive remune		remuneration i	report is well described and					
16	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	ted because the terms of t	the proposed ed	quity plan are not problematic					
17.a	Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this issuance excessive.	authorization is warranted	because the po	otential share capital increase	is				
17.b	Approve Issuance of up to 10 Percent of Issued Common Shares without Preemptive Rights (Secondary Proposal)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance author excessive.	orization is warranted beca	use the potenti	ial share capital increase is no	t				

Tomra Systems ASA

Meeting Date: 04/28/2022 **Record Date:** 04/21/2022

Country: Norway
Meeting Type: Annual

Ticker: TOM

Primary Security ID: R91733155

Voting Policy: Sustainability

Shares Voted: 0

						Shares Voted: 0			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt							
,	Voting Policy Rationale: These are routine meeting form	alities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For	Do Not Vote	No	No	No

Voting Policy Rationale: These are routine meeting formalities.

Tomra Systems ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: These are routine meeting for	malities.							
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: These are routine meeting for	malities.							
5	Receive Management Report on the Status of the Company and Group	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6.00 Per Share	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wa proposed allocation of income, or the board of director		oncern regardin	ng the financial statements,					
7	Approve Remuneration Statement	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A qualified vote FOR this item contravene good European executive remuneration pro both (1) the size of the sign-on fee paid to the new CE	actice. However, concerns	are noted with	regards to the lack of detail or	,				
8	Discuss Company's Corporate Governance Statement (Not Voting)	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
9	Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK 541,613 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote AGAINST item 9 is warn relation to comparable domestic peers. A vote FOR Ite symbolic in this market.				d				
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote AGAINST item 9 is warn relation to comparable domestic peers. A vote FOR Ite. symbolic in this market.				d				
11	Reelect Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors; Elect Johan Hjertonsson (Chair) as New Director	Mgmt	For	Against	Against	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote AGAINST this item is w. Skryseth) are overboarded.	arranted because two can	didates (Johan	Hjertonsson and Hege					
12	Reelect Rune Selmar (Chairman), Hild F. Kinder and Anders Morck as Members of Nominating Committee; Elect Tine Fossland as New Member of Nominating Committee	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran committee in the past.	ted, because of a lack of o	controversy reg	arding the nominating					
13	Approve Remuneration of Auditors	Mgmt	For	For	For	Do Not Vote	No	No	No
	Matina Dalina Dationales Assata FOR in sun	44							

Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.

Tomra Systems ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
F I 	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to repservice the company's share savings program which ha								
15	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this issuance author excessive.	rization is warranted beca	use the potent	ial share capital increase is no	t				
16	Approve 2:1 Stock Split; Amend Articles Accordingly	Mgmt	For	For	For	Do Not Vote	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant bring.	ted due to the increased li	iquidity that the	e proposed share split would					

Arezzo Industria e Comercio SA

Meeting Date: 04/29/2022

Country: Brazil

Ticker: ARZZ3

Record Date:

Meeting Type: Extraordinary

Shareholders

Primary Security ID: P04508100

Voting Policy: Sustainability

Shares Voted: 127,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Amend Articles to Comply with New Regulations of Novo Mercado of B3	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST these requests company proposes to change the rules related to the cl concerns; and * The company has bundled unrelated by shareholders from voting on each proposed change sep								
2	Consolidate Bylaws	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST these requests company proposes to change the rules related to the cl concerns; and * The company has bundled unrelated by shareholders from voting on each proposed change sep								
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this administra	ative proposal is warranted	d in light of the	vote recommendations					

Voting Policy Rationale: A vote AGAINST this administrative proposal is warranted in light of the vote recommendations presented for Items 1 and 2 of this meeting agenda.

Arezzo Industria e Comercio SA

Meeting Date: 04/29/2022

Country: Brazil

Ticker: ARZZ3

Record Date:

Primary Security ID: P04508100

Meeting Type: Annual

Voting Policy: Sustainability

Shares Voted: 127,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this routine proposition independent auditor qualifications; and * There and audit procedures.								
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this routine proposition independent auditor qualifications; and * There and audit procedures.								
3	Approve Capital Budget	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this administrat mismanagement.	ive request is warrante	d in the absence of a	ny evidence of prior					
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wan 30-100 percent range of net income.	ranted because the con	npany's proposed pay	out falls within a reas	sonable				
5	Approve Remuneration of Company's Management	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is rationale for the material year-over-year proposed in		, ,		-				
6	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	Abstain	No	No	No

BE Semiconductor Industries NV

shareholders from making an informed voting decision.

Meeting Date: 04/29/2022 Record Date: 04/01/2022 **Country:** Netherlands **Meeting Type:** Annual

Mgmt

Ticker: BESI

Primary Security ID: N13107144

Voting Policy: Sustainability

Shares Voted: 25,272

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Annual Meeting Agenda	Mgmt							
1	Open Meeting	Mgmt							
	Voting Policy Rationale: No vote is required for this item.).							

Voting Policy Rationale: No vote is required for this item.

Receive Annual Report (Non-Voting)

BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted. A remuneration report and the additional commitments to responsiveness to shareholders' concerns, we continue to approved an award of 103,000 shares worth EUR 5.7 m. above market medians (vs. Sustainability Advisory Servic excessive and further raises concerns * The absence of policy was rejected at the 2021 AGM. However, we how on reasoning and background on the decision to grant to exceptional performance in a particular year represent a and LTI financial criteria. The board applied a 16.7 percoprimarily due to a 43.9 percent increase in Besi's share primarily due to a 43.9 percent increase in Besi's share primarily due to a 45.0 percent increase in Besi's share primaril	improve the remuneration to raise the following consilion as a discretionary accesselected peers and consilion as a vote on a new remunence recognize that the confluence of the extraordinary award. In proader and more challent downwards adjustment of the consilion of the confluence	on policy from 2 cerns: * The re ward to the CEC ompany selected ration policy aft tompany has sufficed from the financial crienging set of fire firences.	2024 onwards as a sign of or					
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because auditors.	se of the absence of conc	ern with the co	mpany's audit procedures or it.	S				
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
5.b	Approve Dividends of EUR 3.33 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this dividend propos being excessive.	sal is warranted because	the proposed pa	ayout ratio is adequate withou	t				
6.a	Approve Discharge of Management Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because controversies that the management board and/or super-	•							
6.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because controversies that the management board and/or super-	•							
7.a	Reelect Carlo Bozotti to Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elections is we exceeding four years; * The candidates appear to posses no known controversy concerning the candidates			•					
7.b	Reelect Niek Hoek to Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elections is we exceeding four years; * The candidates appear to posse no known controversy concerning the candidates			,					
8	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan volume and duration.	ranted because it is in lin	e with common	ly used safeguards regarding					
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becaus volume and pricing; * The authorization would allow BE issued share capital; and * The authorization would allo the share price prior to the repurchase.	Semiconductor Industrie	s to repurchase	e up to 10.00 percent of the					
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se the cancellation of sha	res is in shareh	olders' interests.					

BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS	
11	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.									
12	Other Business (Non-Voting)	Mgmt								
	Voting Policy Rationale: No vote is required for this item.	7.								
13	Close Meeting	Mgmt								
	Voting Policy Rationale: No vote is required for this item.	7.								

Hemnet Group AB

Meeting Date: 04/29/2022

Country: Sweden

Ticker: HEM

Record Date: 04/21/2022

Meeting Type: Annual

Primary Security ID: W3995N162

Voting Policy: Sustainability

Shares Voted: 71,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	malities.							
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	malities.							
3	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	malities.							
4.1	Designate Henrik Persson as Inspector of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	malities.							
4.2	Designate Jonas Bergh as Inspector of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	malities.							
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting for	malities.							
6	Receive President's Report	Mgmt							
	Voting Policy Rationale: These are non-voting items.								
7	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are non-voting items.								
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Pationale: A vote FOP the approval of the	a annual accounte ic u	varranted due to a	lack of concorn rogar	ding the				

Voting Policy Rationale: 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.

Hemnet Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant does not contravene good European executive remuner backward-looking targets for the STIP.			·	,				
10	Approve Allocation of Income and Dividends of SEK 0.55 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation proposed dividend.	on proposal is warranted o	due to a lack of	f controversy surrounding the					
11.A	Approve Discharge of Hakan Erixon	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v fulfilled their fiduciary duties.	warranted as there is no e	vidence that th	e board directors have not					
11.B	Approve Discharge of Chris Caulkin	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board directors have not					
11.C	Approve Discharge of Anders Edmark	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board directors have not					
11.D	Approve Discharge of Hakan Hellstrom	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board directors have not					
11.E	Approve Discharge of Kerstin Lindberg Goransson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board directors have not					
11.F	Approve Discharge of Nick McKittrick	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board directors have not					
11.G	Approve Discharge of Pierre Siri	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v fulfilled their fiduciary duties.	varranted as there is no e	vidence that th	e board directors have not					
11.H	Approve Discharge of Tracey Fellows	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v fulfilled their fiduciary duties.	warranted as there is no e	vidence that th	e board directors have not					
11.I	Approve Discharge of Cecilia Beck-Friis	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war fiduciary duties.	ranted as there is no evid	lence that the C	CEO has not fulfilled her					
12.A	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war board.	ranted because of a lack o	of controversy	concerning the size of the					
12.B	Determine Number of Auditors and Deputy Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war auditors.	ranted because of a lack of	of controversy	concerning the number of					

Hemnet Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13.A	Approve Remuneration of Directors in the Amount of SEK 850,000 for Chair and SEK 350,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration p proposed fees.	roposal is warranted beca	use of a lack of	f concern regarding the					
13.B	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se there are no concerns r	egarding this p	roposal.					
14.A	Reelect Hakan Erixon as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is v board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
14.B	Reelect Chris Caulkin as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
14.C	Reelect Pierre Siri as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
14.D	Reelect Anders Edmark as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
14.E	Reelect Hakan Hellstrom as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
14.F	Reelect Tracey Fellows as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
14.G	Reelect Nick McKittrick as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
14.H	Elect Maria Redin as New Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w board or its committees.	varranted due to a lack of	concern regard	ding the composition of the					
15	Elect Hakan Erixon as Board Chair	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warranta board chairman.	ed because there are no c	oncerns with ti	he election of Hakan Erixonas					
16	Ratify Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se there are no concerns r	egarding this p	proposal.					
17	Approve Nomination Committee Procedures	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the due to the local market practice of including non-board			inating committee is warranted	d				
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance author excessive.	rization is warranted becau	use the potenti	al share capital increase is not					

Hemnet Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
19	Approve Guidelines for Incentive-Based Compensation for Executive Management	Mgmt	For	Against	Against	Against	Yes	No	No
	and Board Voting Policy Rationale: A vote AGAINST this item is w joiner policy.	arranted because no cap i	has been provid	ded under the company's new					
20	Approve Warrant Plan for Key Employees	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	nted because the terms of	the proposed e	quity plan are not problematic	-				
21.A	Approve Share Savings Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	nted because the terms of	the proposed e	quity plan are not problematic					
21.B	Approve Equity Plan Financing	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted as the raise concerns.	e proposed decision would	fund equity re	muneration plans that do not					
21.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is w 21B, while lowering the majority requirement compare	· ·		additional costs relative to Item	7				
22	Authorize Share Repurchase Program	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal to revolume limit, because: * There are acceptable limits or repurchase authorities.			•					
23	Amend Articles Re: Collecting of Proxies and Postal Voting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran	nted as the proposed amer	ndments are un	controversial.					
24	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality.								

Lifco AB

Meeting Date: 04/29/2022

Country: Sweden

Ticker: LIFCO.B

Record Date: 04/25/2022

Meeting Type: Annual

Primary Security ID: W5321L166

Voting Policy: Sustainability

Shares Voted: 28,037

						J 05 1 0 1 0 1 0 1	20,007		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting f	formalities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting f	formalities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting f	formalities.							
4	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting f	formalities.							

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5.1	Designate Hans Hedstrom Inspector of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
5.2	Designate Jannis Kitsakis Inspector of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
7.a	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	rems.							
7.b	Receive Group Consolidated Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	ems.							
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	ems.							
7.d	Receive Board's Dividend Proposal	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	rems.							
8	Receive Report of Board and Committees	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	rems.							
9	Receive President's Report	Mgmt							
	Voting Policy Rationale: These are routine, non-voting it	ems.							
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warrar	nted due to a la	ock of concern regarding the					
11	Approve Allocation of Income and Dividends of SEK 1.50 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation proposed dividend.	on proposal is warranted o	lue to a lack of	controversy surrounding the					
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
12.b	Approve Discharge of Ulrika Dellby	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
12.c	Approve Discharge of Dan Frohm	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
12.d	Approve Discharge of Erik Gabrielson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w	varranted as there is no ev	vidence that the	e board directors have not					

Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have no fulfilled their fiduciary duties.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
12.e	Approve Discharge of Ulf Grunander	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
12.f	Approve Discharge of Annika Espander	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
12.g	Approve Discharge of Anders Lindstrom	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is wifulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
12.h	Approve Discharge of Anders Lorentzson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposal is we the management team has not fulfilled their fiduciary du		idence that the	CEO Per Waldemarson, and					
12.i	Approve Discharge of Johan Stern	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is we fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
12.j	Approve Discharge of Caroline af Ugglas	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
12.k	Approve Discharge of Axel Wachtmeister	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is wifulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
12.l	Approve Discharge of Per Waldemarson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is we fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
12.m	Approve Discharge of Peter Wiberg	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposal is we the management team has not fulfilled their fiduciary du		idence that the	CEO Per Waldemarson, and					
13.1	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is ward board.	ranted because of a lack o	of controversy	concerning the size of the					
13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is warn number of auditors.	ranted because of a lack o	of controversy	concerning the size of the					
14.1	Approve Remuneration of Directors in the Amount of SEK 1.35 Million for Chairman and SEK 676,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration p proposed fees.	roposal is warranted beca	use of a lack o	f concern regarding the					
14.2	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se there are no concerns r	regarding this p	proposal.					
15.a	Reelect Carl Bennet as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w	varranted due to a lack of	concern regar	ding the composition of the					

Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
15.b	Reelect Ulrika Dellby as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.c	Reelect Annika Espander as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.d	Reelect Dan Frohm as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.e	Reelect Erik Gabrielson as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.f	Reelect Ulf Grunander as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.g	Reelect Johan Stern as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.h	Reelect Caroline af Ugglas as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.i	Reelect Axel Wachtmeister as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.j	Reelect Per Waldemarson as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is board or its committees.	warranted due to a lack of	f concern regar	ding the composition of the					
15.k	Reelect Carl Bennet as Board Chair	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrand board chairman	ted because there are no o	concerns with t	the election of Carl Bennet as					
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau	se there are no concerns	regarding this p	proposal.					
17	Approve Instructions for Nominating Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the due to the local market practice of including non-board	•		ninating committee is warrante	ed				
18	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrandoes not contravene Swedish remuneration practice. Covariable plan.				he				
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is wa	arranted because the polic	y does not incl	ude a maximum bonus cap for	r				

Voting Policy Rationale: A vote AGAINST this item is warranted because the policy does not include a maximum bonus cap for the other executives who are covered by the policy.

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Vote Vote Voting Vote Against Against Against Proposal Policy Rec **Proposal Text** ISS Number Proponent **Mgmt Rec** ISS Rec Instruction Mgmt Policy

Voting Policy Rationale: This is a non-voting formality.

Rotork Plc

Meeting Date: 04/29/2022 Record Date: 04/27/2022 **Country:** United Kingdom **Meeting Type:** Annual

Mgmt

Ticker: ROR

Primary Security ID: G76717134

Close Meeting

Voting Policy: Sustainability

Shares Voted: 550,454

				Silares voteu	5 Voteu: 550,454				
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Mgmt Rec ISS Rec		Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company warranted as no significant concerns have been in		ne directors' report ai	nd financial statemen	nts is				
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution been identified.	is warranted because the	is is a routine item ai	nd no significant cond	cerns have				
3	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is co	nsidered warranted as no	material concerns h	ave been identified.					
4	Re-elect Ann Andersen as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4: Re-elect Ann And it is not without concerns: * In addition to her role at four other publicly listed companies which inclu compromise her ability to commit sufficient time to role and one NED role is at a smaller entity company be relatively less onerous. Taking this into ac 5-11 A vote FOR these directors is considered wat	e as a NED at Rotork Plc, de a Board Chair position o the Company's business any and a result of which count, a degree of flexibin	Anne Christian Ander and three NED roles The main reason fo the requirements of the lity is considered app	rsen has directorship of This may potentiall or support is: * The E her time in these con propriate at this stage	positions ly Board Chair npanies				
5	Re-elect Tim Cobbold as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4: Re-elect Ann And it is not without concerns: * In addition to her role								
	at four other publicly listed companies which inclu compromise her ability to commit sufficient time t role and one NED role is at a smaller entity compa may be relatively less onerous. Taking this into ac 5-11 A vote FOR these directors is considered war	o the Company's business any and a result of which count, a degree of flexibil	the requirements of l lity is considered app	her time in these con propriate at this stage	mpanies				

Voting Policy Rationale: Item 4: Re-elect Ann Andersen as Director A vote FOR this director is considered warranted, although it is not without concerns: * In addition to her role as a NED at Rotork Plc, Anne Christian Andersen has directorship positions at four other publicly listed companies which include a Board Chair position and three NED roles. This may potentially compromise her ability to commit sufficient time to the Company's business. The main reason for support is: * The Board Chair role and one NED role is at a smaller entity company and a result of which the requirements of her time in these companies may be relatively less onerous. Taking this into account, a degree of flexibility is considered appropriate at this stage. Items 5-11 A vote FOR these directors is considered warranted as no material concerns have been identified.

Rotork Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	Re-elect Peter Dilnot as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4: Re-elect Ann Andersen it is not without concerns: * In addition to her role as a at four other publicly listed companies which include a compromise her ability to commit sufficient time to the role and one NED role is at a smaller entity company at may be relatively less onerous. Taking this into account 5-11 A vote FOR these directors is considered warrantee.	NED at Rotork Plc, Anne Board Chair position and Company's business. The nd a result of which the r t, a degree of flexibility is	e Christian Ande three NED roles e main reason fo equirements of considered app	rsen has directorship positions This may potentially Or support is: * The Board Chai Ther time in these companies Tropriate at this stage. Items	-				
8	Elect Kiet Huynh as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4: Re-elect Ann Andersen it is not without concerns: * In addition to her role as a at four other publicly listed companies which include a compromise her ability to commit sufficient time to the role and one NED role is at a smaller entity company at may be relatively less onerous. Taking this into account 5-11 A vote FOR these directors is considered warrantee.	NED at Rotork Plc, Anne Board Chair position and Company's business. The nd a result of which the r t, a degree of flexibility is	e Christian Ande three NED roles e main reason fo equirements of considered app	rsen has directorship positions This may potentially or support is: * The Board Chai, ther time in these companies propriate at this stage. Items	-				
9	Re-elect Martin Lamb as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4: Re-elect Ann Andersen it is not without concerns: * In addition to her role as a at four other publicly listed companies which include a compromise her ability to commit sufficient time to the role and one NED role is at a smaller entity company a may be relatively less onerous. Taking this into account 5-11 A vote FOR these directors is considered warrante	NED at Rotork Plc, Anne Board Chair position and Company's business. The nd a result of which the r t, a degree of flexibility is	e Christian Ande three NED roles e main reason fo equirements of considered app	rsen has directorship positions This may potentially Or support is: * The Board Chai, ther time in these companies Propriate at this stage. Items	•				
10	Elect Karin Meurk-Harvey as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4: Re-elect Ann Andersen it is not without concerns: * In addition to her role as a at four other publicly listed companies which include a compromise her ability to commit sufficient time to the role and one NED role is at a smaller entity company a may be relatively less onerous. Taking this into account 5-11 A vote FOR these directors is considered warrantee.	NED at Rotork Plc, Anne Board Chair position and Company's business. The nd a result of which the r t, a degree of flexibility is	e Christian Ande three NED roles e main reason fo equirements of considered app	rsen has directorship positions This may potentially Or support is: * The Board Chai Ther time in these companies Propriate at this stage. Items	r				
11	Re-elect Janice Stipp as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 4: Re-elect Ann Andersen it is not without concerns: * In addition to her role as a at four other publicly listed companies which include a compromise her ability to commit sufficient time to the role and one NED role is at a smaller entity company a may be relatively less onerous. Taking this into account 5-11 A vote FOR these directors is considered warrantee.	n NED at Rotork Plc, Anne Board Chair position and Company's business. The nd a result of which the r t, a degree of flexibility is	e Christian Ande three NED roles e main reason fo equirements of considered app	rsen has directorship positions This may potentially Or support is: * The Board Chai, ther time in these companies Propriate at this stage. Items	-				
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ted as no significant conc	erns have been	identified.					
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ted because there are no	concerns regard	ding this proposal.					
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wo overtly political payments but is making this technical p								
15	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the p	proposed amoul	nts and durations are within					

recommended limits.

Rotork Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
16	Approve Share Incentive Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is con	sidered warranted as n	o material concerns h	nave been identified.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted because	e the proposed amoul	nts and durations are wit	hin				
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolution recommended limits.	ns is warranted because	e the proposed amou	nts and durations are wit	hin				
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution recommended limits.	is warranted because th	ne proposed amount a	and duration are within					
20	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution recommended limits.	is warranted because th	ne proposed amount a	and duration are within					
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution	is warranted. No issues	of concern have been	n identified.					

oting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.

Nolato AB

Meeting Date: 05/03/2022 **Record Date:** 04/25/2022

Country: Sweden

Meeting Type: Annual

Primary Security ID: W57621141

Ticker: NOLA.B

Voting Policy: Sustainability

Shares Voted: 109,017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
2	Prepare and Approve List of Shareholders	Mgmt							
	Voting Policy Rationale: These are routine meeting formalities.								
3	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							
4	Designate Inspector(s) of Minutes of Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting form	nalities.							
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	nalities.							

Nolato AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: This is a routine, non-voting item	m.							
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warrar	nted due to a la	ack of concern regarding the					
7.b	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant does not contravene good European executive remuner ex-post disclosure of targets for short-term variable rem	ation practice. However, c		•	f				
7.c	Approve Allocation of Income and Dividends of SEK 1.90 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation proposed dividend.	on proposal is warranted o	due to a lack of	controversy surrounding the					
7.d1	Approve Discharge of Fredrik Arp	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
7.d2	Approve Discharge of Tomas Blomquist	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is wifulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
7.d3	Approve Discharge of Sven Bostrom	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
7.d4	Approve Discharge of Lovisa Hamrin	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is wifulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
7.d5	Approve Discharge of Asa Hedin	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
7.d6	Approve Discharge of Erik Lynge-Jorlen	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is we fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
7.d7	Approve Discharge of Lars-Ake Rydh	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is wifulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
7.d8	Approve Discharge of Jenny Sjodahl	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
7.d9	Approve Discharge of Bjorn Jacobsson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e executive directors have not					
7.d10	Approve Discharge of Hakan Bovimark	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is we fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e executive directors have not					

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Noting Policy Retainance: A vote POR these proposeds is warranted as there is no evidence that the creactive directors have not director have not directors have not director have not directors have not n	Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
T.d.12 Approve Dicharge of Reynaldo Mejedo Mgmt For For For For For No	7.d11	Approve Discharge of Christer Wahlquist	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary outlets. 1.13 Approve Discharge of Arif Mislimi Mgmt. For For For For For No			varranted as there is no ev	vidence that th	e executive directors have not					
### Approve Discharge of Anti Mislimit Missing Palicy Rationale* A vice FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties. B.1. Determine Number of Members (8) and Migmt For For For For For For No No No No No No No	7.d12	Approve Discharge of Reynaldo Mejedo	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fluctuary duties. 1. Determine Number of Members (8) and Mgmt For For For For For No			varranted as there is no ev	vidence that th	e board directors have not					
8.1. Determine Number of Authors (8) and Mgmt For For For For For For No	7.d13	Approve Discharge of Arif Mislimi	Mgmt	For	For	For	For	No	No	No
Deputy Members (I) of Board Voting Policy Rationale: A vote FOR these proposals is warranted because of a lack of controversy concerning the size of the board or the number of Auditors (I) and Mgmt For For For For For For No No No No Deputy Auditors (I) and Deputy Auditors (I) and Mgmt For For For For For For No			varranted as there is no ev	vidence that th	e board directors have not					
Beard or the number of auditors. 8.2 Determine Number of Auditors (1) and Mgmt For For For For For No No No No No Depty Auditors (0) Voting Policy Rationale: A vote FOR these proposals is warranted because of a lack of controversy concerning the size of the board or the number of auditors. 9.1 Approve Remuneration of Directors in the Mgmt For For For For For No No No SEX 300,000 for Other Directors; Approve Remuneration of Committee Work Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees. 9.2 Approve Remuneration of Auditors Mgmt For For For For For No	8.1	. ,	Mgmt	For	For	For	For	No	No	No
Deputy Auditors (0) Voting Policy Rationale: A vote FOR these proposals is warranted because of a lack of controversy concerning the size of the board or the number of auditors. 9.1 Approve Remuneration of Directors in the Mgmt For For For For For No No No No Amount of SEK 875,000 for Chairman and SEK 300,000 for Chairman and SEK 3			varranted because of a lac	k of controvers	sy concerning the size of the					
9.1 Approve Remuneration of Directors in the Mgmt For For For For For No	8.2	• ,	Mgmt	For	For	For	For	No	No	No
SEK 300,000 for Other Directors; Approve Remuneration for Committee Work Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees. 9.2 Approve Remuneration of Auditors Mgmt For For For For No			varranted because of a lac	ck of controvers	sy concerning the size of the					
9.2 Approve Remuneration of Auditors Mgmt For For For For For For No	9.1	Amount of SEK 975,000 for Chairman and SEK 300,000 for Other Directors; Approve	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal. 10.1 Reelect Fredrik Arp as Director Mgmt For Against Against Yes No			proposal is warranted beca	use of a lack o	f concern regarding the					
10.1 Reelect Fredrik Arp as Director Mgmt For Against Against Yes No	9.2	Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR candidates Tomas Blomquist and Carina van den Berg is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded. 10.2 Reelect Tomas Blomquist as Director Mgmt For For For For No		Voting Policy Rationale: A vote FOR is warranted because	se there are no concerns r	regarding this p	proposal.					
regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded. 10.2 Reelect Tomas Blomquist as Director Mgmt For For For For No No No Voting Policy Rationale: A vote FOR candidates Tomas Blomquist and Carina van den Berg is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded. 10.3 Reelect Sven Bostrom as Director Mgmt For Against Against Yes No No Voting Policy Rationale: A vote FOR candidates Tomas Blomquist and Carina van den Berg is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded.	10.1	Reelect Fredrik Arp as Director	Mgmt	For	Against	Against	Against	Yes	No	No
Voting Policy Rationale: A vote FOR candidates Tomas Blomquist and Carina van den Berg is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded. 10.3 Reelect Sven Bostrom as Director Mgmt For Against Against Yes No No Voting Policy Rationale: A vote FOR candidates Tomas Blomquist and Carina van den Berg is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded.		regarding the suitability of these individuals in particular Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is insufficient level of overall independence. A vote AGAIN	r. A vote AGAINST candida warranted due to their no	ates Fredrik Arp on-independent	o, Sven Bostrom-Svensson, t status on a board with an	rn				
regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded. 10.3 Reelect Sven Bostrom as Director Mgmt For Against Against Yes No No Voting Policy Rationale: A vote FOR candidates Tomas Blomquist and Carina van den Berg is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded.	10.2	Reelect Tomas Blomquist as Director	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR candidates Tomas Blomquist and Carina van den Berg is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded.		regarding the suitability of these individuals in particular Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is insufficient level of overall independence. A vote AGAIN	r. A vote AGAINST candida warranted due to their no	ates Fredrik Arp on-independent	o, Sven Bostrom-Svensson, t status on a board with an	rn				
regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded.	10.3	Reelect Sven Bostrom as Director	Mgmt	For	Against	Against	Against	Yes	No	No
10.4 Reelect Lovisa Hamrin as Director Mgmt For Against Against Against Yes No N		regarding the suitability of these individuals in particulal Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is insufficient level of overall independence. A vote AGAIN	r. A vote AGAINST candida warranted due to their no	ates Fredrik Arp on-independent	o, Sven Bostrom-Svensson, t status on a board with an	rn				
	10.4	Reelect Lovisa Hamrin as Director	Mgmt	For	Against	Against	Against	Yes	No	No

Voting Policy Rationale: A vote FOR candidates Tomas Blomquist and Carina van den Berg is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Fredrik Arp, Sven Bostrom-Svensson, Lovisa Hamrin, Erik Lynge-Jorlen and Lars-Aake Rydh is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote AGAINST candidates Fredrik Arp and Aasa Hedin is warranted because they are considered overboarded.

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tionale: A vote FOR candidates Tomas uitability of these individuals in particul Firik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI uverboarded. Inge-Jorlen as Director tionale: A vote FOR candidates Tomas uitability of these individuals in particul Firik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI uverboarded. Ke Rydh as Director tionale: A vote FOR candidates Tomas uitability of these individuals in particul tionale: A vote FOR candidates Tomas uitability of these individuals in particul Erik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI of overall independence. A vote AGAI	lar. A vote AGAINST cois warranted due to the INST candidates Fredrick Mgmt 5 Blomquist and Carina lar. A vote AGAINST cois warranted due to the INST candidates Fredrick Mgmt 5 Blomquist and Carina lar. A vote AGAINST coil	andidates Fredrik Ar, heir non-independen ik Arp and Aasa Hed For a van den Berg is wa andidates Fredrik Ar, heir non-independen ik Arp and Aasa Hed For a van den Berg is wa	p, Sven Bostrom-Svenss at status on a board with din is warranted because Against arranted due to a lack of pp, Sven Bostrom-Svenss at status on a board with din is warranted because Against	son, h an e they Against f concern son, h an	Against	Yes	No No	No No
uitability of these individuals in particularity Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI overboarded. Inge-Jorlen as Director Itionale: A vote FOR candidates Tomas uitability of these individuals in particularity Lynge-Jorlen and Lars-Aake Rydh overboarded. Inge-Jorlen and Lars-Aake Rydh overboarded. Itionale: A vote FOR candidates Tomas uitability of these individuals in particularity to the particularity of the	lar. A vote AGAINST cois warranted due to the INST candidates Fredrick Mgmt 5 Blomquist and Carina lar. A vote AGAINST cois warranted due to the INST candidates Fredrick Mgmt 5 Blomquist and Carina lar. A vote AGAINST coil	andidates Fredrik Ar, heir non-independen ik Arp and Aasa Hed For a van den Berg is wa andidates Fredrik Ar, heir non-independen ik Arp and Aasa Hed For a van den Berg is wa	p, Sven Bostrom-Svenss at status on a board with din is warranted because Against arranted due to a lack of pp, Sven Bostrom-Svenss at status on a board with din is warranted because Against	son, h an e they Against f concern son, h an e they	Against	Yes	No	No
tionale: A vote FOR candidates Tomas vitability of these individuals in particul Erik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI overboarded. The Rydh as Director vitability of these individuals in particul Erik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI	s Blomquist and Carina lar. A vote AGAINST co is warranted due to th INST candidates Fredr Mgmt s Blomquist and Carina lar. A vote AGAINST co	a van den Berg is wa andidates Fredrik Ar, heir non-independen ik Arp and Aasa Hed For a van den Berg is wa	arranted due to a lack of pp, Sven Bostrom-Svenss at status on a board with din is warranted because Against	f concern son, h an e they	Against ———	Yes	No	No
uitability of these individuals in particu. Erik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI overboarded. Ke Rydh as Director tionale: A vote FOR candidates Tomas uitability of these individuals in particu. Erik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI	lar. A vote AGAINST co is warranted due to th INST candidates Fredr Mgmt s Blomquist and Carina lar. A vote AGAINST co	andidates Fredrik Ar heir non-independen ik Arp and Aasa Hed For a van den Berg is wa	p, Sven Bostrom-Svenss nt status on a board with fin is warranted because Against	son, h an e they				
tionale: A vote FOR candidates Tomas uitability of these individuals in particu Erik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI	s Blomquist and Carina lar. A vote AGAINST c	a van den Berg is wa		Against				
uitability of these individuals in particu Erik Lynge-Jorlen and Lars-Aake Rydh ' of overall independence. A vote AGAI	lar. A vote AGAINST c	_	arranted due to a lack of		Against	Yes	No	No
overboarded.								
n den Berg as New Director	Mgmt	For	For	For	For	No	No	No
tionale: A vote FOR candidates Tomas uitability of these individuals in particu Erik Lynge-Jorlen and Lars-Aake Rydh of overall independence. A vote AGAI overboarded.	lar. A vote AGAINST c is warranted due to tl	andidates Fredrik Ar heir non-independen	rp, Sven Bostrom-Svenss nt status on a board with	son, h an				
Arp as Board Chair	Mgmt	For	Against	Against	Against	Yes	No	No
tionale: A vote AGAINST this item is w	varranted because the	election of Fredrik /	Arp to the board of direc	ctors is				
Young as Auditors	Mgmt	For	For	For	For	No	No	No
tionale: A vote FOR is warranted beca	ouse there are no conc	erns regarding this p	proposal.					
neration Policy And Other oyment For Executive	Mgmt	For	For	For	For	No	No	No
tionale: A vote FOR this item is warra		osed remuneration	policy is well described a	and				
vene good European executive remund	Mgmt	For	For	For	For	No	No	No
vene good European executive remuno ont Plan for Key Employees	9		quity plan are not proble	ematic.				
nt Plan for Key Employees		is of the proposed e			For	No	No	No
nt Plan for Key Employees		ns of the proposed e	For	For				
nt Plan for Key Employees tionale: A vote FOR this item is warrai Plan Financing Through	nted because the term	For						
int tio	nale: A vote FOR this item is warra	an Financing Through A wote FOR this item is warranted because the term	an Financing Through Mgmt For	an Financing Through Momt For For				

MIPS AB

Meeting Date: 05/05/2022 Record Date: 04/27/2022 Primary Security ID: W5648N127 **Country:** Sweden **Meeting Type:** Annual

Ticker: MIPS

Voting Policy: Sustainability

Shares Voted: 34,332

			·						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
3.a	Designate Tomas Risbecker as Inspector of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
3.b	Designate Jan Dworsky as Inspector of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
5	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting form	alities.							
6	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: This is a routine, non-voting iter	n.							
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	annual accounts is warran	ited due to a la	ack of concern regarding the					
8	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allocation the company's dividend policy.	on proposal is warranted b	ecause the pro	oposed dividend is in line with					
9.a	Approve Discharge of Magnus Welander	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
9.b	Approve Discharge of Jonas Rahmn	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that th	e board directors have not					
9.c	Approve Discharge of Jenny Rosberg	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
9.d	Approve Discharge of Pernilla Wilberg	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w fulfilled their fiduciary duties.	varranted as there is no ev	vidence that the	e board directors have not					
9.e	Approve Discharge of Thomas Brautigam	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is w	varranted as there is no ev	vidence that the	e board directors have not					

Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9.f	Approve Discharge of Par Arvidsson	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these proposals is fulfilled their fiduciary duties.	warranted as there is no e	vidence that th	ne board directors have not					
9.g	Approve Discharge of CEO Max Strandwitz	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is ware fulfilled his fiduciary duties.	rranted as there is no evid	lence that the (CEO Max Strandwitz has not					
10	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrand does not contravene good European executive remuner retrospective disclosure of targets attached to annual b	ration practice. However, o	concerns are ra	ised with regard to the lack of	e				
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wan board.	rranted because of a lack	of controversy	concerning the size of the					
12	Approve Remuneration of Directors in the Amount of SEK 625,000 for Chairman and SEK 275,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	proposal is warranted beca	ause of a lack o	of concern regarding the					
13.1a	Reelect Magnus Welander as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidates is individuals in particular.	s warranted due to a lack o	of concern rega	arding the suitability of these					
13.1b	Reelect Jonas Rahmn as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidates is individuals in particular.	s warranted due to a lack o	of concern rega	arding the suitability of these					
13.1c	Reelect Jenny Rosberg as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidates is individuals in particular.	s warranted due to a lack o	of concern rega	arding the suitability of these					
13.1d	Reelect Thomas Brautigam as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidates is individuals in particular.	s warranted due to a lack o	of concern rega	arding the suitability of these					
13.1e	Elect Anna Hallov as New Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidates is individuals in particular.	s warranted due to a lack o	of concern rega	arding the suitability of these					
13.1f	Elect Maria Hedengren as New Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these candidates is individuals in particular.	s warranted due to a lack o	of concern rega	arding the suitability of these					
13.2	Reelect Magnus Welander as Board Chair	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this item is waw would make him overboarded.	arranted because the elect	ion of Magnus	Welander as board chairman					
14	Ratify KPMG as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau	se there are no concerns	regarding this p	proposal.					
15	Approve Nomination Committee Procedures	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of the	nrocedure for the annoin	tment of a non	ninating committee is warrante	nd				

Voting Policy Rationale: A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of including non-board members in the nominating committee.

MIPS AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant does not contravene good European executive remuner		remuneration p	policy is well described and					
17	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance authorexcessive.	rization is warranted beca	use the potent	ial share capital increase is not	<u>•</u>				
18	Amend Articles Re: Company Name; Company Purpose	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is war shareholder value and rights.	ranted because the propo	sed changes a	re neutral in terms of					

Siltronic AG

Meeting Date: 05/05/2022

Country: Germany

Ticker: WAF

Record Date:

Meeting Type: Annual Primary Security ID: D6948S114

Voting Policy: Sustainability

Shares Voted: 9,964

				Shares Voted: 9,964					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is	warranted.							
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR these proposals at their fiduciary duties.	re warranted as there	is no evidence that t	he boards have not	fulfilled				
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR these proposals at their fiduciary duties.	re warranted as there	is no evidence that t	he boards have not	fulfilled				
5	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted beca	ause there are no con	cerns regarding this p	proposal.					
6	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is with best practice standards in Germany.	warranted because th	e company's remune	ration report is broa	adly in line				
7	Approve Remuneration Policy	Mamt	For	For	For	For	No	No	No

standards in Germany.

Melexis NV

Meeting Date: 05/10/2022 **Record Date:** 04/26/2022

Country: Belgium **Meeting Type:** Annual

Ticker: MELE

Primary Security ID: B59283109

Voting Policy: Sustainability

Shares Voted: 29,943

		Shares voted	10103 101001 25/5 15						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Annual Meeting Agenda	Mgmt							
1	Receive Directors' Reports (Non-Voting)	Mgmt							
	Voting Policy Rationale: No vote is required.								
2	Receive Auditors' Reports (Non-Voting)	Mgmt							
	Voting Policy Rationale: No vote is required.								
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.60 per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this dividend propos being excessive.	sal is warranted because to	he proposed pa	ayout ratio is adequate withou	rt				
5	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	practice, regarding both actual content and disclosure. Vermuneration policy by allowing a discretionary adjustmenthe CEO. While the company provided a high level ration of pay including the adjustment is not considered excess. Approved Displayers of Displayers.	ent for the STI bonus of 1 nale for implementing the sive.	0 percent for a discretionary a	all personnel and 20 percent for adjustment, the total quantum		Fou	No	No	No
6	Approve Discharge of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted in the controversies that the board is not fulfilling its fiduciary	•	n about signific	cant and compelling					
7	Approve Discharge of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted in the controversies that the auditor is not fulfilling its duties.	absence of any information	n about signific	cant and compelling					
8	Reelect Francoise Chombar as Director and Approve Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elections is we exceeding four years; * The candidates appear to posse no known controversy concerning the candidates.								
9	Reelect Roland Duchatelet as Director and Approve Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elections is we exceeding four years; * The candidates appear to posse no known controversy concerning the candidates.			·					
10	Reelect Martine Baelmans as Independent Director and Approve Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these elections is we exceeding four years; * The candidates appear to posse no known controversy concerning the candidates.			·					
11	Approve Auditors' Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becaus	se there are no concerns r	egarding this p	proposal.					

Galenica AG

Record Date:

Meeting Date: 05/11/2022

Country: Switzerland

Meeting Type: Annual

Ticker: GALE

Primary Security ID: H85158113

Voting Policy: Sustainability

Shares Voted: 597

		Silai es voce	ares rotear 557						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the annual account warranted.	ts, annual report, and aud	ditor's report for	the fiscal year in review is					
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the formal discharge there is no evidence that the board and senior manage			•					
3.1	Approve Allocation of Income and Dividends of CHF 1.05 from Retained Earnings	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the allocation of inc	ome resolutions are warr	anted due to a	lack of concerns.					
3.2	Approve Dividends of CHF 1.05 per Share from Capital Contribution Reserves	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the allocation of inc	rome resolutions are warr	anted due to a	lack of concerns.					
4	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the remuneration of broadly in line with market practice and pay and performance is noted regarding the limited ex-post disclosure performance.	rmance appear reasonably	y aligned during	the year. Nevertheless, some					
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is w	arranted because the pro	posed amount i	is in line with market practice.					
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warran does not raise significant concerns.	ted because the proposal	appears to be i	in line with market practice and	d				
6.1.1	Reelect Daniela Bosshardt as Director and Board Chair	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin	nees are warranted.							
6.1.2	Reelect Bertrand Jungo as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin	nees are warranted.							
6.1.3	Reelect Pascale Bruderer as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin	nees are warranted.							
6.1.4	Reelect Michel Burnier as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin	nees are warranted.							
6.1.5	Reelect Markus Neuhaus as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin	nees are warranted.							
6.1.6	Reelect Andreas Walde as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomin	nees are warranted.							

Galenica AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
6.1.7	Elect Judith Meier as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed no	minees are warranted.							
6.2.1	Reappoint Andreas Walde as Member of the Compensation Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed not	minees are warranted.							
6.2.2	Reappoint Michel Burnier as Member of the Compensation Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed not	minees are warranted.							
6.2.3	Appoint Markus Neuhaus as Member of the Compensation Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed not	minees are warranted.							
6.3	Designate Walder Wyss AG as Independent Proxy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is	warranted due to a lac	k of concerns.						
6.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted bed	cause there are no cor	ncerns regarding this	proposal.					
7	Transact Other Business (Voting)	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Pationales A vota ACAINCT is warmants	- d b * This it-							

Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

CTS Eventim AG & Co. KGaA

Meeting Date: 05/12/2022 **Record Date:** 04/20/2022

Country: Germany

Meeting Type: Annual

Primary Security ID: D1648T108

Voting Policy: Sustainability

Ticker: EVD

Shares Voted: 29,063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt							
	Voting Policy Rationale: This is a non-voting item.								
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wa	rranted.							
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is w	arranted.							
4	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR these proposals are	warranted.							

CTS Eventim AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
5	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR these proposals are v	varranted.							
6	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.								
7.1	Reelect Bernd Kundrun to the Supervisory Board	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: Votes FOR the proposed nomine warranted. A vote AGAINST the board chair, Bernd Kund board is insufficiently gender diverse.								
7.2	Reelect Juliane Thuemmel to the Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomine warranted. A vote AGAINST the board chair, Bernd Kund board is insufficiently gender diverse.	•		•					
7.3	Reelect Philipp Westermeyer to the Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomine warranted. A vote AGAINST the board chair, Bernd Kund board is insufficiently gender diverse.								
7.4	Elect Cornelius Baur to the Supervisory Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes FOR the proposed nomine warranted. A vote AGAINST the board chair, Bernd Kund board is insufficiently gender diverse.	•		•					
8	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the remuneration report does not allow for an independent a target achievements.	•		•					

Proya Cosmetics Co., Ltd.

Meeting Date: 05/12/2022

Country: China

Ticker: 603605

Record Date: 05/05/2022

Meeting Type: Annual

Primary Security ID: Y7S88X100

Voting Policy: Sustainability

Shares Voted: 46,297

				Silates voted. 40,237					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Report of the Board of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.								
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.								
3	Approve Annual Report and Summary	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these	routine resolutions becau	use no concern	s have been identified.					

Proya Cosmetics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Approve Financial Statements	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these	routine resolutions becau	se no concerns	s have been identified.					
5	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because	se the proposed dividend p	payout is consi	dered reasonable.					
6	Approve to Appoint Auditor and Payment of Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been ide	entified.						
7	Approve Remuneration of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been ide	entified.						
8	Approve Remuneration of Supervisors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been ide	entified.						
9	Approve Daily Related Party Transactions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been ide	entified.						
10	Approve Provision of Guarantees	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been ide	entified.						
11	Amend Articles of Association	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted by adequately provide for accountability and transparency		les amendmen	ts are not considered to					
12	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted good covered under the proposed amendments.	iven the company has not	specified the d	details and the provisions					
13	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted goovered under the proposed amendments.	iven the company has not	specified the a	details and the provisions					
14	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted garanteed under the proposed amendments.	iven the company has not	specified the a	details and the provisions					
15	Amend Working System for Independent Directors	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted goovered under the proposed amendments.	iven the company has not	specified the a	details and the provisions					
16	Amend External Guarantee Decision-making Management System	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted good covered under the proposed amendments.	iven the company has not	specified the d	details and the provisions					
17	Amend External Investment Operation and Decision-making Management System	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted goovered under the proposed amendments.	iven the company has not	specified the o	details and the provisions					

Proya Cosmetics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
18	Amend System for Prevention of Capital Occupation by Controlling Shareholders, Ultimate Controlling Shareholders and Related Parties	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted g covered under the proposed amendments.	iven the company has not	specified the a	details and the provisions					
19	Amend Related Party Transaction Decision-making System	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted g covered under the proposed amendments.								
20	Amend Management System for Raised Funds	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted g	iven the company has not	specified the a	details and the provisions					

covered under the proposed amendments.

Greggs Plc

Meeting Date: 05/17/2022 **Record Date:** 05/13/2022

Country: United Kingdom Meeting Type: Annual

Ticker: GRG

Primary Security ID: G41076111

Voting Policy: Sustainability

Shares Voted: 24,296

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's warranted as no significant concerns have been ide		e directors' report a	nd financial statemen	nts is				
2	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wa	rranted as no significant o	concerns have been	identified.					
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wa	rranted because there are	e no concerns regar	ding this proposal.					
4	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution been identified.	is warranted because this	s is a routine item a	nd no significant cond	cerns have				
5	Re-elect Ian Durant as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	s is warranted as no signi	ficant concerns have	e been identified.					
6	Elect Roisin Currie as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	s is warranted as no signii	ficant concerns have	e been identified.					
7	Re-elect Richard Hutton as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	s is warranted as no signi	ficant concerns have	e been identified.					
8	Re-elect Helena Ganczakowski as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors	s is warranted as no signii	ficant concerns have	e been identified.					

Greggs Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
9	Re-elect Sandra Turner as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is we	arranted as no significant	concerns have	been identified.					
10	Re-elect Kate Ferry as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is we	arranted as no significant	concerns have	been identified.					
11	Elect Mohamed Elsarky as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these Directors is we	arranted as no significant	concerns have	been identified.					
12	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the remuneration re FY2022, the FD's bonus opportunity will be increased fro LTIP award of 150% of salary. * Incoming CEO Roisin C Whiteside despite this being her first CEO role. The mair explained that the FD's increased opportunities under th outperformance during a period of management change change in leadership at the Company as the rationale for receive a lower pension which will be in line with the wice								
13	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	oposed amoun	ts and durations are within					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	oposed amoun	ts and durations are within					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	oposed amoun	ts and durations are within					
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wan recommended limits.	rranted because the propo	osed amount a	nd duration are within					
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	rranted. No issues of conc	ern have been	identified.					

Burford Capital Ltd.

Meeting Date: 05/18/2022 **Record Date:** 05/13/2022

Country: Guernsey **Meeting Type:** Annual

Ticker: BUR

Primary Security ID: G17977110

Voting Policy: Sustainability

Shares Voted: 98,633

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.

Burford Capital Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
2	Approve Final Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution been identified.	is warranted because th	nis is a routine item a	nd no significant concerns h	nave				
3	Re-elect Hugh Wilson as Director	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: Item 3 A vote AGAINST in diversity on the board. Item 7 A vote FOR Charles Potential independence issue has been identified a Committees, and the composition of these Commit this size. The main reason for support is: * In line the Board at the 2023 AGM, and the Company has Board and Committee independence during the pe FOR Christopher Bogart, Robert Gillespie, Andrea I significant concerns have been identified.	Parkinson is warranted, nd the nominee current tees does not adhere to with the stated successi demonstrated the abilit riod under review. This	although it is not wit ly sits on the Audit an best practice recomm on planning, Charles y to carry out its com will be kept under str	hout concern because: * ad/or Compensation mendations for a company o Parkinson will step down fro mitment on improving the ict review. Items 4-6, 8-9 A	of om				
4	Re-elect Christopher Bogart as Director	Mgmt	For	For	For	For	No	No	No
	diversity on the board. Item 7 A vote FOR Charles Potential independence issue has been identified a Committees, and the composition of these Commit this size. The main reason for support is: * In line the Board at the 2023 AGM, and the Company has Board and Committee independence during the pe FOR Christopher Bogart, Robert Gillespie, Andrea I significant concerns have been identified.	nd the nominee currents tees does not adhere to with the stated successi demonstrated the abilit riod under review. This	ly sits on the Audit ar best practice recomi ion planning, Charles y to carry out its com will be kept under str	nd/or Compensation mendations for a company o Parkinson will step down fro mitment on improving the ict review. Items 4-6, 8-9 A	om				
5	Re-elect Robert Gillespie as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3 A vote AGAINST in diversity on the board. Item 7 A vote FOR Charles Potential independence issue has been identified a Committees, and the composition of these Commit this size. The main reason for support is: * In line the Board at the 2023 AGM, and the Company has Board and Committee independence during the pe FOR Christopher Bogart, Robert Gillespie, Andrea I significant concerns have been identified.	Parkinson is warranted, nd the nominee currenti tees does not adhere to with the stated successi demonstrated the abilit riod under review. This	although it is not wit ly sits on the Audit an best practice recomm on planning, Charles y to carry out its com will be kept under str	hout concern because: * ad/or Compensation mendations for a company o Parkinson will step down fro mitment on improving the ict review. Items 4-6, 8-9 A	of om				
6	Re-elect Andrea Muller as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3 A vote AGAINST in diversity on the board. Item 7 A vote FOR Charles Potential independence issue has been identified a Committees, and the composition of these Commit this size. The main reason for support is: * In line the Board at the 2023 AGM, and the Company has Board and Committee independence during the pe FOR Christopher Bogart, Robert Gillespie, Andrea I significant concerns have been identified.	Parkinson is warranted, nd the nominee current tees does not adhere to with the stated successi demonstrated the abilit riod under review. This	although it is not wit by sits on the Audit ar best practice recomi on planning, Charles y to carry out its com will be kept under str	hout concern because: * ad/or Compensation mendations for a company o Parkinson will step down fro mitment on improving the ict review. Items 4-6, 8-9 A	of om				
7	Re-elect Charles Parkinson as Director	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: Item 3 A vote AGAINST incumbent Nomination Committee chair Hugh Wilson is warranted for lack of diversity on the board. Item 7 A vote FOR Charles Parkinson is warranted, although it is not without concern because: * Potential independence issue has been identified and the nominee currently sits on the Audit and/or Compensation Committees, and the composition of these Committees does not adhere to best practice recommendations for a company of this size. The main reason for support is: * In line with the stated succession planning, Charles Parkinson will step down from the Board at the 2023 AGM, and the Company has demonstrated the ability to carry out its commitment on improving the Board and Committee independence during the period under review. This will be kept under strict review. Items 4-6, 8-9 A vote FOR Christopher Bogart, Robert Gillespie, Andrea Muller, John Sievwright, and Christopher Halmy is warranted because no significant concerns have been identified.

Burford Capital Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
8	Re-elect John Sievwright as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3 A vote AGAINST incumb diversity on the board. Item 7 A vote FOR Charles Park Potential independence issue has been identified and the Committees, and the composition of these Committees this size. The main reason for support is: * In line with the Board at the 2023 AGM, and the Company has dem Board and Committee independence during the period of FOR Christopher Bogart, Robert Gillespie, Andrea Muller significant concerns have been identified.	inson is warranted, although the nominee currently sits of does not adhere to best p the stated succession plar the stated the ability to cal tunder review. This will be	gh it is not with on the Audit and ractice recomm ning, Charles P rry out its comm kept under stri	nout concern because: * d/or Compensation nendations for a company of Parkinson will step down from mitment on improving the ct review. Items 4-6, 8-9 A vol	te				
9	Elect Christopher Halmy as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Item 3 A vote AGAINST incumb diversity on the board. Item 7 A vote FOR Charles Parki Potential independence issue has been identified and the Committees, and the composition of these Committees this size. The main reason for support is: * In line with the Board at the 2023 AGM, and the Company has dem Board and Committee independence during the period of FOR Christopher Bogart, Robert Gillespie, Andrea Mulles significant concerns have been identified.	te							
10	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is we have been identified.	arranted because: * This is	s a routine iten	n and no significant concerns					
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ted as no significant conce	rns have been	identified.					
12	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pi	roposed amoun	ts and durations are within					
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is we recommended limits.	arranted because the prop	osed amount a	nd duration are within					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	ts and durations are within					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	roposed amoun	ts and durations are within					

Ticker: 002557

Chacha Food Co., Ltd.

Meeting Date: 05/18/2022 **Record Date:** 05/12/2022

Primary Security ID: Y2000X106

Country: China Meeting Type: Annual

Voting Policy: Sustainability

Shares Voted: 180,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Annual Report and Summary	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these	e routine resolutions becau	ise no concern	s have been identified.					
2	Approve Report of the Board of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these	e routine resolutions becau	ise no concern	s have been identified.					
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these	e routine resolutions becau	ise no concern	s have been identified.					
4	Approve Financial Statements	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these	e routine resolutions becau	ise no concern	s have been identified.					
5	Approve Profit Distribution	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau	se the proposed dividend	payout is cons	idered reasonable.					
6	Approve Special Report on the Deposit and Usage of Raised Funds	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for these	e routine resolutions becau	ise no concern	s have been identified.					
7	Approve Daily Related-Party Transaction	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been id	lentified.						
8	Approve Appointment of Auditor	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been id	lentified.						
9	Approve Use of Raised Funds to Purchase Financial Products	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is merited	l because no concerns hav	re been identifi	ied.					
10	Approve Use of Own Funds for Investment in Financial Products	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted bunnecessary risks.	pecause the proposed inve	stment could e	expose the company to					
11	Approve Provision of Guarantee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been id	lentified.						
12	Approve Application of Bank Credit Lines	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted becau operations and business development.	se the funds will be neede	ed by the comp	pany to facilitate its daily					
13	Approve Remuneration of Directors and Senior Management Members	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been id	lentified.						
14	Approve Remuneration Management System of Directors, Supervisors and Senior Management Members	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been id	lentified.						
15	Approve Amendments to Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited because	no concerns have been id	lentified.						

Chacha Food Co., Ltd.

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Against ISS
16	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.

Sdiptech AB

Meeting Date: 05/18/2022 **Record Date:** 05/10/2022

Country: Sweden
Meeting Type: Annual

Ticker: SDIP.B

Primary Security ID: W8T88U113

Voting Policy: Sustainability

Shares Voted: 48,337

						J	0,557		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Open Meeting	Mgmt							
	Voting Policy Rationale: These are routine meeting	formalities.							
2	Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
6	Approve Agenda of Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: These are routine meeting	formalities.							
7	Receive Financial Statements and Statutory Reports	Mgmt							
	Voting Policy Rationale: These are routine, non-voti	ing items.							
8	Receive President's Report	Mgmt							
	Voting Policy Rationale: These are routine, non-voti	ing items.							
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of accounts presented or audit procedures used.	the annual accounts is	warranted due to a	lack of concern rega	rding the				
9.b	Approve Allocation of Income and Dividends of SEK 8 Per Preference Share; Approve Omission of Dividends for Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the omission of policy.	dividend is warranted L	because it is in line и	vith the company's o	lividend				
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this proposal is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.

Sdiptech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is a board.	warranted because of a	lack of controversy	concerning the size	of the				
11	Approve Remuneration of Directors in the Amount of SEK 800,000 for Chairman and SEK 280,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this remuneration proposed fees.	n proposal is warranted	d because of a lack o	of concern regarding	the				
12	Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholtand Eola Anggard Runsten as Directors	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this Item is	warranted because car	ndidate Johnny Alvai	rsson is overboarded	d.				
13	Elect Jan Samuelson as Board Chairman	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warraboard chairman.	anted because there ar	re no concerns with t	the election of Jan S	Samuelson as				
14	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted bed	cause there are no cond	cerns regarding this	proposal.					
15	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the approval of due to the local market practice of including non-boa		•	ninating committee	is warranted				
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warn does not contravene good Swedish executive remun		posed remuneration	policy is well descrit	bed and				
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this issuance audexcessive.	thorization is warranted	d because the potent	tial share capital inci	rease is not				
18	Approve Warrant Plan for Key Employees	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warr.	anted because the tern	ns of the proposed e	quity plan are not p	roblematic.				
19	Close Meeting	Mgmt							
	Voting Policy Rationale: This is a non-voting formality	у.							

AutoStore Holdings Ltd.

Meeting Date: 05/19/2022 Country: Norway Ticker: AUTO

Record Date: Meeting Type: Annual

Primary Security ID: G0670A109

directors and officers of the company.

Voting Policy: Sustainability

Shares Voted: 213,821

						Vote	Vote	
Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Vote Against ISS
Elect Chairman of Meeting	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: These are routine meeting for	rmalities.							
Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: These are routine meeting for	rmalities.							
Approve Notice of Meeting and Agenda	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: These are routine meeting for	rmalities.							
Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used.	ne annual accounts is war	ranted due to a la	ack of concern regarding the					
Ratify Deloitte as Auditors	Mgmt	For	Against	Against	Against	Yes	No	No
,	•	,	2					
Approve Company's Corporate Governance Statement	Mgmt							
Voting Policy Rationale: This is a non-voting item.								
Elect Members of Nominating Committee	Mgmt	For	Against	Against	Against	Yes	No	No
			•					
Approve Procedures for Nominating Committee	Mgmt	For	For	For	For	No	No	No
			•					
Approve Remuneration of Directors; Approve Remuneration of Audit Committee	Mgmt	For	Against	Against	Against	Yes	No	No
RSUs, can be considered excessive in relation to comp	parable domestic peers. It							
Approve Remuneration of Nominating Committee	Mgmt	For	For	For	For	No	No	No
RSUs, can be considered excessive in relation to comp	parable domestic peers. It							
Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Against	Yes	No	No
Voting Policy Rationale: A vote AGAINST this item is w	varranted because it allow	s for uncapped e	extraordinary bonuses.					
Confirmation of Acts	Mgmt	For	For	For	For	No	No	No
	Elect Chairman of Meeting Voting Policy Rationale: These are routine meeting for Meeting Voting Policy Rationale: These are routine meeting for Meeting Voting Policy Rationale: These are routine meeting for Approve Notice of Meeting and Agenda Voting Policy Rationale: These are routine meeting for Accept Financial Statements and Statutory Reports Voting Policy Rationale: A vote FOR the approval of the accounts presented or audit procedures used. Ratify Deloitte as Auditors Voting Policy Rationale: A vote AGAINST the ratification non-audit fees are 62.5 percent of the total fees receivover the independence of the auditor. Approve Company's Corporate Governance Statement Voting Policy Rationale: This is a non-voting item. Elect Members of Nominating Committee Voting Policy Rationale: A vote AGAINST item 7.1 is witime of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted, because of writing. A vote FOR item7.2 is warranted. Approve Remuneration of Nominating Committee Voting Policy Rationale: Item 8: A vote AGAINST this is warranted. Substanting committee fees are usually modest and synaprove Remuneration of Nominating Committee Voting Policy Rationale: Item 8: A vote AGAINST this item is warranted. Policy Rationale: A vote AGAINST this item is warranted. Policy Rationale: A vote AGAINST this item is warranted. Policy Rationale: A vote AGAINST this item is warranted. Policy Rationale: A vote AGAINST this item is warranted.	Elect Chairman of Meeting Mgmt Voting Policy Rationale: These are routine meeting formalities. Designate Inspector(s) of Minutes of Mgmt Meeting Voting Policy Rationale: These are routine meeting formalities. Approve Notice of Meeting and Agenda Mgmt Voting Policy Rationale: These are routine meeting formalities. Accept Financial Statements and Statutory Mgmt Reports Voting Policy Rationale: A vote FOR the approval of the annual accounts is warn accounts presented or audit procedures used. Ratify Deloitte as Auditors Mgmt Voting Policy Rationale: A vote AGAINST the ratification of Deloitte as the component of the same of the total fees received by the audit firm during over the independence of the auditor. Approve Company's Corporate Governance Mgmt Statement Voting Policy Rationale: This is a non-voting item. Elect Members of Nominating Committee Mgmt Voting Policy Rationale: A vote AGAINST item 7.1 is warranted because not all time of writing. A vote FOR item7.2 is warranted, because of a lack of controverse approve Procedures for Nominating Mgmt Committee Voting Policy Rationale: A vote AGAINST item 7.1 is warranted because not all time of writing. A vote FOR item7.2 is warranted, because of a lack of controverse approve Procedures for Nominating Mgmt Committee Voting Policy Rationale: Item 8: A vote AGAINST this item is warranted, as the RSUs, can be considered excessive in relation to comparable domestic peers. It nominating committee fees are usually modest and symbolic in this market. Approve Remuneration of Nominating Mgmt Committee Voting Policy Rationale: Item 8: A vote AGAINST this item is warranted, as the RSUs, can be considered excessive in relation to comparable domestic peers. It nominating committee fees are usually modest and symbolic in this market. Approve Remuneration of Nominating Mgmt Committee Voting Policy Rationale: A vote AGAINST this item is warranted, as the RSUs, can be considered excessive in relation to comparable domestic peers. It nominating committee	Elect Chairman of Meeting Mgmt For Voting Policy Rationale: These are routine meeting formalities. Designate Inspector(s) of Minutes of Mgmt For Meeting Voting Policy Rationale: These are routine meeting formalities. Approve Notice of Meeting and Agenda Mgmt For Voting Policy Rationale: These are routine meeting formalities. Accept Financial Statements and Statutory Mgmt For Reports Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a la accounts presented or audit procedures used. Ratify Deloitte as Auditors Mgmt For Voting Policy Rationale: A vote AGAINST the ratification of Deloitte as the company's audit firm on-audit fees are 62.5 percent of the total fees received by the audit firm during the fiscal year over the independence of the auditor. Approve Company's Corporate Governance Mgmt Statement Voting Policy Rationale: This is a non-voting item. Elect Members of Nominating Committee Mgmt For Voting Policy Rationale: A vote AGAINST item 7.1 is warranted because not all candidate names time of writing. A vote FOR item7.2 is warranted, because of a lack of controversy regarding the Approve Procedures for Nominating Mgmt For Voting Policy Rationale: A vote AGAINST item 7.1 is warranted because not all candidate names time of writing. A vote FOR item7.2 is warranted, because of a lack of controversy regarding the Approve Procedures for Nominating Mgmt For Remuneration of Directors; Approve Mgmt For Remuneration of Audit Committee Voting Policy Rationale: Item 8: A vote AGAINST this item is warranted, as the proposed director nominating committee fees are usually modest and symbolic in this market. Approve Remuneration of Nominating Mgmt For Committee Voting Policy Rationale: Item 8: A vote AGAINST this item is warranted, as the proposed director nominating committee fees are usually modest and symbolic in this market. Approve Remuneration Policy And Other Mgmt For Terms of Employment For Executive Management Voting Policy Rationale: A vote AGAIN	Elect Chairman of Meeting Mgmt For For Voting Policy Rationale: These are routine meeting formalities. Designate Inspector(s) of Minutes of Mgmt For For Meeting Voting Policy Rationale: These are routine meeting formalities. Approve Notice of Meeting and Agenda Mgmt For For Voting Policy Rationale: These are routine meeting formalities. Accept Financial Statements and Statutory Mgmt For For Reports Accept Financial Statements and Statutory Mgmt For For Reports Accept Financial Statements and Statutory Mgmt For For Reports Accept Financial Statements and Statutory Mgmt For For Reports Accept Financial Statements and Statutory Mgmt For For Reports Accept Financial Statements and Statutory Mgmt For Against Voting Policy Rationale: 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. Ratify Deloitte as Auditors Mgmt For Against Voting Policy Rationale: A vote AGAINST the ratification of Deloitte as the company's audit firm is warranted given that the non-audit fees are 62.5 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor. Approve Company's Corporate Governance Mgmt Statement Voting Policy Rationale: A vote AGAINST fitem 7.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR ftem7.2 is warranted, because of a lack of controversy regarding the procedures proposed. Approve Remuneration of Directors; Approve Mgmt For For Committee Voting Policy Rationale: A vote AGAINST fitem 7.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR tem7.2 is warranted, because of a lack of controversy regarding the procedures proposed. Approve Remuneration of Directors; Approve Mgmt For Against For Against For For Approve Remuneration of Directors; Approve Mgmt For Against For For For For For For For For For For For For For For F	Elect Chairman of Meeting Mgmt For For For For For Voting Policy Rationale: These are routine meeting formalities. Designate Inspector(s) of Minutes of Mgmt For For For For Meeting Mgmt For For For Meeting Voting Policy Rationale: These are routine meeting formalities. Approve Notice of Meeting and Agenda Mgmt For For For For For Voting Policy Rationale: These are routine meeting formalities. Approve Notice of Meeting and Agenda Mgmt For For For For For Voting Policy Rationale: These are routine meeting formalities. Accept Financial Statements and Statutory Mgmt For For For For For For Reports Voting Policy Rationale: 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. Ratify Deloitte as Auditors Mgmt For Against Against Voting Policy Rationale: A vote AGAINST the ratification of Deloitte as the company's audit firm is warranted given that the non-audit fees are 62.5 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor. Approve Company's Corporate Governance Mgmt Statement Voting Policy Rationale: This is a non-voting item. Elect Members of Nominating Committee Mgmt For Against Against Voting Policy Rationale: This is a varranted, because of a lack of controversy regarding the procedures proposed. Approve Procedures for Nominating Mgmt For For For For Governance Mgmt For Against Against Woting Policy Rationale: A vote AGAINST item 7.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR item? 2 is warranted, because of a lack of controversy regarding the procedures proposed. Approve Procedures for Nominating Mgmt For Against Against Remuneration of Directors; Approve Mgmt For Against Against Remuneration of Directors; Approve Mgmt For Against Against Remuneration of Directors; Approve Procedures and symbolic in this market. Approve Remuneration of Nominating Mgmt For For For F	Elect Chairman of Meeting Mgmt For For For For For For For Voting Policy Rationale: These are routine meeting formalities. Designate Inspector(s) of Minutes of Mgmt For For For For For For For Meeting Meeting Meeting or Meeting on Mgmt For For For For For For Meeting Meeting Mgmt For For For For For For For Meeting Mgmt For For For For For For For Meeting Mgmt For For For For For For For For Mgmt Policy Rationale: These are routine meeting formalities. Accept Financial Statements and Statutory Mgmt For For For For For For For For Widting Policy Rationale: 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. Ratify Deloitte as Auditors Mgmt For Against Against Against Voting Policy Rationale: A vote AGAINST the ratification of Deloitte as the company's audit firm a warranted given that the normalist feas are 25. percent of the total fives received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor. Approve Company's Corporate Governance Mgmt Statement Mgmt For Against Against Voting Policy Rationale: This is a non-voting item. Elect Members of Nominating Committee Mgmt For Against Against Voting Policy Rationale: A vote AGAINST item 2.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR item 2.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR filem 7.2 is warranted, because of a lack of controversy regarding the procedures proposed. Approve Procedures for Nominating Mgmt For For For For For For For State Policy Rationale: A vote AGAINST item 2.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR item 7.2 is warranted, because of a lack of controversy regarding the procedures proposed. Approve Procedures for Nominating Mgmt For For Against Against Mgmt For	Elect Chairman of Meeting Mgmt For For For For For No Por Volting Policy Rationale: These are routine meeting formalities. Designate Inspector(s) of Minutes of Mgmt For For For For For For No No Volting Policy Rationale: These are routine meeting formalities. Approve Notice of Meeting and Aganda Mgmt For For For For For For No No Volting Policy Rationale: These are routine meeting formalities. Approve Notice of Meeting and Aganda Mgmt For For For For For For No No Volting Policy Rationale: These are routine meeting formalities. Accept Financial Statements and Statutory Mgmt For For For For For For For More Reports Reports Reports For Against Procedures used. Accept Financial Statements and Statutory Mgmt For For Against Against Against Yes Volting Policy Rationale: A vote AGAINST the ratification of Debiter as the company's sualfit firm is warranted given that the non-audit fines are 6.5 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the Independence of the auditor. Approve Company's Corporate Governance Mgmt For Against Against Against Yes Volting Policy Rationale: This is a non-volting item. Elect Members of Nominating Committee Mgmt For Against Against Against Yes Volting Policy Rationale: A vote AGAINST item 7.1 is warranted because not all candidate names have been published at the time of writing. A vote FOR time? is warranted, because of a lack of controversy regarding the procedures proposed. Approve Procedures for Nominating Mgmt For	Elect. Chairman of Meeting Mgmt For For For For For No No No Voting Policy Rationale: These are routine meeting formalities. Designate Inspector(s) of Minutes of Mgmt For For For For For For For No No No Meeting Mgmt For For For For For For For No No No Meeting Mgmt For For For For For For For No No No Meeting Analysis Rationale: These are routine meeting formalities. Approve Notice of Meeting and Agenda Mgmt For For For For For For For No No No Meeting Policy Rationale: These are routine meeting formalities. Accept Financial Statements and Statutury Mgmt For For For For For For For For No No No Meeting Policy Rationale: A color FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or adult procedures used. Regions William Rationale: A vote AGATIST the ratification of Delicite as the company's audit firm is warranted given that the non-world fee are 0.5 percent of the total fees received by the audit from during the fiscal year, raising substantial doubts over the independence of the auditor. Approve Company's Corporate Governance Statements and William Rational Research of the duties of the Against Notice of

CompuGroup Medical SE & Co. KGaA

Meeting Date: 05/19/2022

Record Date:

Country: Germany

Meeting Type: Annual

Primary Security ID: D193ZN100

Ticker: COP

Voting Policy: Sustainability

Shares Voted: 18,114

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is	warranted.							
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution	is warranted.							
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is	warranted.							
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is	s warranted.							
5	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022 and the First Quarter of Fiscal Year 2023	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted by	ecause there are no con	cerns regarding this p	proposal.					
6	Approve Remuneration Report	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the remunther remuneration report does not allow for an index-post target achievements, as well as additional the average remuneration of employees of the control of the contro	pendent assessment of remuneration elements.	remuneration practico * No meaningful info	es, in particular reg ormation is provided	arding d regarding				
7	Approve Remuneration Policy	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this resolu SRD II and best market practice. Specifically: * Too excessive for a company of CompuGroup Medical S breach of market best practice as it gives the super performance. * The policy does not implement any best practice.	tal annual remuneration E & Co. KGaA's size. * N rvisory board a high deg	is capped at EUR 15 No cap has been prov rree of discretion, blu	million which can bided for the LTI what in the lines between	ne considered nich is a veen pay and				
8	Amend Articles Re: AGM Location	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR the proposed article amendment is warranted.

Network International Holdings Plc

Meeting Date: 05/19/2022 **Record Date:** 05/17/2022

Country: United Kingdom **Meeting Type:** Annual

Ticker: NETW

Primary Security ID: G6457T104

Voting Policy: Sustainability

Shares Voted: 298,265

						11 230,203			
Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the Company's warranted as no significant concerns have been ide		e directors' report a	nd financial statements is					
2	Approve Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is the Company reduced the value of the "normal" LT. of awards granted over the previous year due to a opportunity was made to ensure that executives co immediately, no commitment to adjust vested awar qualitative disclosures on bonus outcome. The mair considering the consensus earnings estimates. * Ma material concerns have been identified with the over	IP award level of salary, steep fall in the Compan, uld not benefit from a w rds in such a scenario ha n reasons for support are ajority of the bonus outco	there was still a sign y's share price. Whill indfall gain should ti s been made. * The v: * The LTIP targets ome is determined ti	nificant increase in the num e the reduction in the LTIP he share price recover stror re is scope to improve s appear stretched after hrough financial metrics. *	ngly No				
3	Re-elect Rohinton Kalifa as Director	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	_		Kalifa are warranted for la	ock				
4	Re-elect Nandan Mer as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	_		Kalifa are warranted for la	ock				
5	Re-elect Darren Pope as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	_		Kalifa are warranted for la	ock				
6	Re-elect Anil Dua as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	-		Kalifa are warranted for la	ock				
7	Re-elect Victoria Hull as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	-		Kalifa are warranted for la	ock				
8	Re-elect Rohit Malhotra as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	_		Kalifa are warranted for la	ock				
				_	F	For	No	No	No
9	Re-elect Habib Al Mulla as Director	Mgmt	For	For	For				
9	Re-elect Habib Al Mulla as Director Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	Nominating Committee o	chair Rohinton (Ron)						
9	Voting Policy Rationale: Votes AGAINST incumbent	Nominating Committee o	chair Rohinton (Ron)			For	No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	Nominating Committee of nominees are warranted Mgmt Nominating Committee of	chair Rohinton (Ron, I. For chair Rohinton (Ron,	Kalifa are warranted for la	Por For		No	No	No
	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining Re-elect Diane Radley as Director Voting Policy Rationale: Votes AGAINST incumbent	Nominating Committee of nominees are warranted Mgmt Nominating Committee of	chair Rohinton (Ron, I. For chair Rohinton (Ron,	Kalifa are warranted for la	Por For		No No	No No	No No
10	Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining Re-elect Diane Radley as Director Voting Policy Rationale: Votes AGAINST incumbent of diversity on the board. Votes FOR the remaining	Nominating Committee of nominees are warranted Mgmt Nominating Committee of nominees are warranted Mgmt Nominating Committee of Mgmt	chair Rohinton (Ron, l. For chair Rohinton (Ron, l. For chair Rohinton (Ron,	Kalifa are warranted for la For Kalifa are warranted for la For	For For	For			

Voting Policy Rationale: Votes AGAINST incumbent Nominating Committee chair Rohinton (Ron) Kalifa are warranted for lack of diversity on the board. Votes FOR the remaining nominees are warranted.

Network International Holdings Plc

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is co	nsidered warranted at this	time.						
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is warrant	ed because there are no c	oncerns regard	ling this proposal.					
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa overtly political payments but is making this technical p.		•						
16	Authorise Issue of Equity	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	oposed amoun	ts and durations are within					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	oposed amoun	ts and durations are within					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is recommended limits.	warranted because the pr	oposed amoun	ts and durations are within					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is warecommended limits.	nrranted because the prop	osed amount a	nd duration are within					
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	nrranted. No issues of cond	ern have been	identified.					

Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.

momo.com, Inc.

Meeting Date: 05/20/2022 **Record Date:** 03/21/2022

Country: Taiwan **Meeting Type:** Annual

Ticker: 8454

Primary Security ID: Y265B6106

Voting Policy: Sustainability

Shares Voted: 21,200

Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR is merited for this re	outine resolution because	no concerns ha	ave been identified.					
Approve Plan on Profit Distribution	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR is warranted because	se the proposed payout is	considered rea	sonable.					
Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	For	For	For	For	No	No	No
	Approve Business Operations Report and Financial Statements Voting Policy Rationale: A vote FOR is merited for this real Approve Plan on Profit Distribution Voting Policy Rationale: A vote FOR is warranted because Approve the Issuance of New Shares by	Approve Business Operations Report and Mgmt Financial Statements Voting Policy Rationale: A vote FOR is merited for this routine resolution because Approve Plan on Profit Distribution Mgmt Voting Policy Rationale: A vote FOR is warranted because the proposed payout is Approve the Issuance of New Shares by Mgmt	Approve Business Operations Report and Mgmt For Financial Statements **Voting Policy Rationale: A vote FOR is merited for this routine resolution because no concerns he Approve Plan on Profit Distribution Mgmt For **Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered read **Approve the Issuance of New Shares by Mgmt For	Approve Business Operations Report and Financial Statements Woting Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified. Approve Plan on Profit Distribution Mgmt For For Woting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable. Approve the Issuance of New Shares by Mgmt For For	Proposal TextProponentMgmt RecISS RecPolicy RecApprove Business Operations Report and Financial StatementsMgmtForForForVoting Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified.Approve Plan on Profit DistributionMgmtForForForVoting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.Approve the Issuance of New Shares byMgmtForForFor	Proposal TextProponentMgmt RecISS RecPolicy RecInstructionApprove Business Operations Report and Financial StatementsMgmtForForForForVoting Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified.Approve Plan on Profit DistributionMgmtForForForForVoting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.Approve the Issuance of New Shares byMgmtForForForFor	Proposal TextProponentMgmt RecISS RecVoting Policy RecVote InstructionAgainst MgmtApprove Business Operations Report and Financial StatementsMgmtForForForForForVoting Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified.Approve Plan on Profit DistributionMgmtForForForForNoVoting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.Approve the Issuance of New Shares byMgmtForForForForForNo	Proposal TextProponentMgmt RecISS RecVoting Policy RecVote InstructionAgainst MgmtAgainst PolicyApprove Business Operations Report and Financial StatementsMgmtForForForForForVoting Policy Rationale: A vote FOR is merited for this routine resolution because ro concerns have been identified.Approve Plan on Profit DistributionMgmtForForForForNoNoVoting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.Approve the Issuance of New Shares byMgmtForForForForForNoNo

Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.

momo.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Approve Amendments to Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted given to procedures with regulations or based on operational needs		mostly technica	al in nature, to align company					
5	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted given to procedures with regulations or based on operational need		mostly technica	al in nature, to align company					
6	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted be expose the company to unnecessary risks; and * The co	, ,	,	,					
7	Approve Release of Restrictions of Competitive Activities of Jeff Ku	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because significant concern relating to outside board positions has		een provided r	egarding the proposal and no					
8	Approve Release of Restrictions of Competitive Activities of Jamie Lin	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because significant concern relating to outside board positions has		een provided r	egarding the proposal and no					
9	Approve Release of Restrictions of Competitive Activities of MAO-HSIUNG, HUANG	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted because significant concern relating to outside board positions has		een provided r	egarding the proposal and no					

Info Edge (India) Limited

Meeting Date: 05/21/2022 Coun

Record Date: 04/15/2022

Country: India

Ticker: 532777

Meeting Type: Special

Primary Security ID: Y40353107

Voting Policy: Sustainability

Shares Voted: 22,327

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Postal Ballot	Mgmt							
1	Approve Loans, Guarantees, Securities and/or Investments in Other Body Corporate	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa limits and strong rationale provided for seeking approva		mited headroor	m available in the existing					
2	Approve Material Related Party Transactions with Info Edge Venture Fund for Investment in its First Scheme	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR these resolutions is warranted, as these transactions will be entered on an arm's length basis and are in line with company's business model of generating financial returns by investing in external businesses.

Info Edge (India) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Approve Material Related Party Transactions with Info Edge Venture Fund for Investment in its Second Scheme	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is basis and are in line with company's business model of			_					
4	Approve Material Related Party Transactions with Info Edge Capital	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is basis and are in line with company's business model of								
5	Approve Material Related Party Transactions with Capital 2B	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR these resolutions is	warranted, as these trans	sactions will be	entered on an arm's length					

BayCurrent Consulting, Inc.

Meeting Date: 05/27/2022

Country: Japan

Ticker: 6532

Record Date: 02/28/2022

Meeting Type: Annual

basis and are in line with company's business model of generating financial returns by investing in external businesses.

Primary Security ID: J0433F103

Voting Policy: Sustainability

Shares Voted: 7,400

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 170	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is proposed dividend.	warranted because: * 7	There are no particula	ar concerns with the	level of the				
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is change to the articles.	warranted because: * 7	There are no particula	ar concerns resulting	from the				
3.1	Elect Director Abe, Yoshiyuki	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: A vote AGAINST this nomin director and there is a lack of diversity on the board		e the nominee is an i	incumbent representa	ative				
3.2	Elect Director Ikehira, Kentaro	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: A vote AGAINST this nomin director and there is a lack of diversity on the board		e the nominee is an i	incumbent representa	ative				
3.3	Elect Director Nakamura, Kosuke	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is	warranted because: * 7	There are no particula	ar concerns about th	e nominee.				
3.4	Elect Director Sekiguchi, Satoshi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is	warranted because: * 7	There are no particula	ar concerns about th	e nominee.				
3.5	Elect Director Shoji, Toshimune	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is	warranted because: * 7	There are no particula	ar concerns about th	e nominee.				
3.6	Elect Director Sato, Shintaro	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is	warranted because: * 7	There are no particula	ar concerns about th	e nominee.				

BayCurrent Consulting, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Against Mgmt	Against Policy	Against ISS
4	Appoint Statutory Auditor Midorikawa, Yoshie	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

AU Small Finance Bank Limited

Meeting Date: 05/29/2022

Country: India

Ticker: 540611

Record Date: 04/28/2022

Meeting Type: Special

Primary Security ID: Y0R772123

Voting Policy: Sustainability

Shares Voted: 188,567

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Postal Ballot	Mgmt							
1	Increase Authorized Share Capital and Amend Capital Clause in the Memorandum of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa	erranted given the capital	increase is with	nin a reasonable range.					
2	Approve Issuance of Bonus Shares	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wa company's shares.	nrranted given the bonus i	issue could incr	ease the liquidity of the					
3	Elect Kamlesh Shivji Vikamsey as Director	Mgmt	For	For	For	For	No	No	No
	Elect Kamlesh Shivji Vikamsey as Director Voting Policy Rationale: A vote FOR nominee is warrante					For	No		No

the company's board and committee dynamics.

ASPEED Technology, Inc.

Meeting Date: 05/31/2022 **Record Date:** 04/01/2022

Country: Taiwan

Ticker: 5274

Meeting Type: Annual

Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.

Primary Security ID: Y04044106

Voting Policy: Sustainability

Shares Voted: 18,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for th	is routine resolution bed	cause no concerns h	ave been identified.					
2	Approve Plan on Profit Distribution	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted bed	cause the proposed pay	out is considered re	asonable.					
3	Approve Issuance of New Shares from Capital Reserves	Mgmt	For	For	For	For	No	No	No

ASPEED Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4	Approve to Formulate Measures for Issuance of Restricted Stocks	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST is warranted the company's past performance, which have been large	•			•				
5	Approve Amendments to Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature and to align company procedures with regulations.								
6	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted given	that the amendments are	e mostly technic	al in nature and to align					

Mr. D.I.Y. Group (M) Bhd.

company procedures with regulations.

Meeting Date: 06/08/2022 Record Date: 05/31/2022

Country: Malaysia
Meeting Type: Annual

Ticker: 5296

Primary Security ID: Y6143M257

Voting Policy: Sustainability

Shares Voted: 1,095,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Elect Leng Choo Yin as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nominees is and the company's board and committee dynamics.	warranted given the abs	sence of any known	issues concerning the	e nominees				
2	Elect Ong Chu Jin Adrian as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nominees is and the company's board and committee dynamics.	warranted given the abs	sence of any known	issues concerning the	e nominees				
3	Elect Hamidah Binti Naziadin as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR all nominees is and the company's board and committee dynamics.	warranted given the abs	sence of any known	issues concerning the	e nominees				
4	Approve Directors' Fees and Benefits	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is	s warranted.							
5	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is firm, its remuneration, and the way the audit was co	-	sence of any known	issues concerning the	e audit				
6	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Mr. D.I.Y. International Holding Ltd. (MDIH) and Its Subsidiaries, Associated Companies and Corporations Controlled by MDIH	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR these resolutions is warranted.

Mr. D.I.Y. Group (M) Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
7	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Mr D.I.Y. Trading (Singapore) Pte. Ltd.	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR these resolutions	is warranted.							
8	Authorize Share Repurchase Program	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR this resolution is u	warranted.							

Mr. D.I.Y. Group (M) Bhd.

Meeting Date: 06/08/2022

Country: Malaysia

Ticker: 5296

Record Date: 05/31/2022

Meeting Type: Extraordinary

Shareholders

Primary Security ID: Y6143M257

Voting Policy: Sustainability

Shares Voted: 1,095,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Bonus Issue of New Ordinary Shares	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any issues concerning the proposed bonus issue.

PT ACE Hardware Indonesia Tbk

Meeting Date: 06/08/2022 **Record Date:** 05/13/2022

Country: Indonesia Meeting Type: Annual Ticker: ACES

Primary Security ID: Y000CY105

Voting Policy: Sustainability

Shares Voted: 11,854,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: While the auditors' report invote FOR this resolution is warranted.	cludes an emphasis of i	matter, their opinion	remains unqualified	d. As such, a				
2	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is u	varranted.							
3	Approve Allocation of Income	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is	warranted.							
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For	For	No	No	No
	Commissioners								

Voting Policy Rationale: A vote FOR this resolution is warranted.

PT ACE Hardware Indonesia Tbk

Meeting Date: 06/08/2022 **Record Date:** 05/13/2022

Country: Indonesia

Meeting Type: Extraordinary

Shareholders

Primary Security ID: Y000CY105

Ticker: ACES

Voting Policy: Sustainability

Shares Voted: 11,854,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Changes in the Boards of the Company	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is w	varranted.							
2	Amend Article 3 of the Company's Articles of Association	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this resolution voting decision.	n is warranted given the la	ck of further in	formation to make an informe	d				

Tube Investments of India Limited

Meeting Date: 06/12/2022

Country: India

Ticker: 540762

Record Date: 05/09/2022

•• 00,00,2022

Meeting Type: Special

Primary Security ID: Y9001B173

Voting Policy: Sustainability

Shares Voted: 100,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
	Postal Ballot	Mgmt							
1	Amend Main Objects Clause of Memorandum of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is on conveniently and advantageously with the existin	-		usiness activities can	be carried				
2	Elect Tejpreet Singh Chopra as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR nominee is warn the company's board and committee dynamics.	anted given the absence	e of any known issu	es concerning the no	ominee and				
3	Approve Appointment and Remuneration of Vellayan Subbiah as Executive Vice Chairman (Whole-time Director)	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is and his remuneration.	s warranted given the al	bsence of any know	n issues concerning	the nominee				
4	Approve Appointment and Remuneration of Mukesh Ahuja as Managing Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is and his remuneration.	s warranted given the al	bsence of any know	n issues concerning	the nominee				
5	Approve Appointment and Remuneration of M A M Arunachalam as Executive Chairman (Whole-time Director)	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and his remuneration.

Voltronic Power Technology Corp.

Meeting Date: 06/17/2022 **Record Date:** 04/18/2022

Country: Taiwan **Meeting Type:** Annual

Ticker: 6409

Primary Security ID: Y937BE103

Voting Policy: Sustainability

Shares Voted: 35,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is merited for th	is routine resolution bed	cause no concerns i	have been identified.					
2	Approve Profit Distribution	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted bed	cause the proposed pay	out is considered re	easonable.					
3	Approve Issuance of Restricted Stocks	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR is warranted bec contains reasonable criteria for the selection of eligib performance hurdles to be applied.								
4	Amend Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	For	For	No	No	No

Meitec Corp.

Meeting Date: 06/21/2022 **Record Date:** 03/31/2022

Country: Japan

Ticker: 9744

Primary Security ID: J42067108

Meeting Type: Annual

Voting Policy: Sustainability

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 139	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal proposed dividend.	is warranted because: *	There are no particu	lar concerns with the	e level of the				
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal change to the articles.	is warranted because: *	There are no particu	lar concerns resulting	g from the				
3	Approve Performance-Based Cash Compensation Ceiling for Directors	Mgmt	For	For	For	For	No	No	No

Tripod Technology Corp.

Meeting Date: 06/21/2022 Record Date: 04/22/2022 **Country:** Taiwan **Meeting Type:** Annual

Ticker: 3044

Primary Security ID: Y8974X105

Voting Policy: Sustainability

Shares Voted: 254,000

roposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
pprove Financial Statements	Mgmt	For	For	For	For	No	No	No
ting Policy Rationale: A vote FOR is merited for this	routine resolution becaus	se no concerns h	ave been identified.					
pprove Profit Distribution	Mgmt	For	For	For	For	No	No	No
ting Policy Rationale: A vote FOR is warranted beca	ause the proposed payout	is considered rea	asonable.					
mend Procedures Governing the Acquisition r Disposal of Assets	Mgmt	For	For	For	For	No	No	No
p ti	prove Financial Statements ing Policy Rationale: A vote FOR is merited for this prove Profit Distribution ing Policy Rationale: A vote FOR is warranted becaused Procedures Governing the Acquisition	prove Financial Statements Mgmt Ing Policy Rationale: A vote FOR is merited for this routine resolution because Prove Profit Distribution Mgmt Ing Policy Rationale: A vote FOR is warranted because the proposed payout mend Procedures Governing the Acquisition Mgmt	prove Financial Statements Mgmt For ing Policy Rationale: A vote FOR is merited for this routine resolution because no concerns his prove Profit Distribution Mgmt For ing Policy Rationale: A vote FOR is warranted because the proposed payout is considered real mend Procedures Governing the Acquisition Mgmt For	prove Financial Statements Mgmt For For ing Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified. sprove Profit Distribution Mgmt For For ing Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable. mend Procedures Governing the Acquisition Mgmt For For	Proponent Mgmt Rec ISS Rec Policy Rec prove Financial Statements Mgmt For For For For For For For For For Ing Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified. Proposed Profit Distribution Mgmt For For For For For Ing Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable. Proposed Text Proposed For	Proponent Mgmt Rec ISS Rec Policy Rec Instruction Mgmt Por For For For For For For For For For F	Proponent Mgmt Rec ISS Rec Policy Rec Instruction Mgmt prove Financial Statements Mgmt For For For For For No ing Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified. Prove Profit Distribution Mgmt For For For For No ing Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable. mend Procedures Governing the Acquisition Mgmt For For For For No	Proponent Mgmt Rec ISS Rec Policy Rec Instruction Mgmt Policy prove Financial Statements Mgmt For For For For For No No No ing Policy Rationale: A vote FOR is merited for this routine resolution because no concerns have been identified. Prove Profit Distribution Mgmt For For For For No No No ing Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable. In prove Profit Distribution Mgmt For For For For No

Harmonic Drive Systems, Inc.

regulations and based on operational needs.

Meeting Date: 06/22/2022 Record Date: 03/31/2022 Country: Japan

Meeting Type: Annual

Primary Security ID: J1886F103

Ticker: 6324

Voting Policy: Sustainability

Shares Voted: 53,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 11	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is proposed dividend.	warranted because: * T	There are no particul	ar concerns with the I	level of the				
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is change to the articles.	warranted because: * T	There are no particulo	ar concerns resulting	from the				
3.1	Elect Director Ito, Mitsumasa	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR this nominee is	warranted because: * 7	There are no particul	ar concerns about the	e nominee.				
3.2	Elect Director Nagai, Akira	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: A vote AGAINST this nomin director and there is a lack of diversity on the board		e: * The nominee is a	an incumbent represe	entative				
3.3	Elect Director Maruyama, Akira	Mgmt	For	For	Against	Against	Yes	No	Yes
	Voting Policy Rationale: A vote AGAINST this nomin director and there is a lack of diversity on the board		e: * The nominee is a	an incumbent represe	entative				
3.4	Elect Director Kamijo, Kazutoshi	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR this nominee is	warranted because: * 7	There are no particul	ar concerns about the	e nominee.				
3.5	Elect Director Tanioka, Yoshihiro	Mgmt	For	For	For	For	No	No	No
,	Voting Policy Rationale: A vote FOR this nominee is	warranted because: * 7	There are no particul	ar concerns about the	e nominee.				

Harmonic Drive Systems, Inc.

Proposal Number		Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.6	Elect Director Yoshida, Haruhiko	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa even though the individual cannot be regarded as inde the risk of actually increasing management dominance	pendent, still appears mea	•	·	un				
3.7	Elect Director Nakamura, Masanobu	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa even though the individual cannot be regarded as inde the risk of actually increasing management dominance	pendent, still appears mea	•	·					
3.8	Elect Director Fukuda, Yoshio	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa	rranted because: * There	are no particul	ar concerns about the nomined	е.				
3.9	Elect Director Hayashi, Kazuhiko	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is wa even though the individual cannot be regarded as inde the risk of actually increasing management dominance	pendent, still appears mea	•	•	un				
4	Appoint Statutory Auditor Iguchi, Hidefumi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this statutory audit about the nominee.	tor nominee is warranted i	because: * The	re are no particular concerns					
5	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this proposal payment of bonuses to outsiders is an inappropriate pr		The bonus amou	unts are not disclosed. * The					
6	Approve Restricted Stock Plan	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wa share price performance and align their interests more	•	,	nelp sharpen recipients' focus o	on				
7	Approve Annual Bonus	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the proposal is was excessively high.	rranted because: * The to	tal proposed an	mount of the bonuses is not					

Japan Elevator Service Holdings Co., Ltd.

Meeting Date: 06/23/2022 **Record Date:** 03/31/2022

Country: Japan **Meeting Type:** Annual Ticker: 6544

Primary Security ID: J2S19B100

Voting Policy: Sustainability

Shares Voted: 99,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 14	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is warn proposed dividend.	ranted because: * There a	are no particula	r concerns with the level of th	е				
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.

Japan Elevator Service Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3.1	Elect Director Ishida, Katsushi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	r concerns about the nominee) <u>,</u>				
3.2	Elect Director Imamura, Kimihiko	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	r concerns about the nominee	9,				
3.3	Elect Director Kuramoto, Shuji	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	er concerns about the nominee	2.				
3.4	Elect Director Uno, Shinsuke	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	r concerns about the nominee	·,				
3.5	Elect Director Watanabe, Takeshi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	r concerns about the nominee	9,				
3.6	Elect Director Murakami, Daiki	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	r concerns about the nominee	9,				
3.7	Elect Director Watanabe, Hitoshi	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	r concerns about the nominee	9,				
3.8	Elect Director Endo, Noriko	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	r concerns about the nominee	9,				
3.9	Elect Director Yano, Mika	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There a	are no particula	er concerns about the nominee	2,				

RAKUS Co., Ltd.

Meeting Date: 06/24/2022 **Record Date:** 03/31/2022

Country: Japan

Meeting Type: Annual

Primary Security ID: J6S879103

Ticker: 3923

Voting Policy: Sustainability

Shares Voted: 102.300

					Shares Voted: 102,300					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
1	Approve Allocation of Income, with a Final Dividend of JPY 1.9	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this proposal or proposed dividend.	is warranted because: *]	There are no particul	lar concerns with the i	level of the					
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this proposal change to the articles.	is warranted because: *]	There are no particul	lar concerns resulting	from the					
3.1	Elect Director Nakamura, Takanori	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this nominee	is warranted because: *	There are no particul	lar concerns about the	e nominee.					
3.2	Elect Director Matsushima, Yoshifumi	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this nominee	is warranted because: * :	There are no particul	lar concerns about the	e nominee.					

RAKUS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
3.3	Elect Director Motomatsu, Shinichiro	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There	are no particula	ar concerns about the nominee	e.					
3.4	Elect Director Ogita, Kenji	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There	are no particula	ar concerns about the nominee	2.					
3.5	Elect Director Kunimoto, Yukihiko	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this nominee is warranted because: * The appointment of this outside director candidate, even though the individual cannot be regarded as independent, still appears meaningful as voting against this nominee may run the risk of actually increasing management dominance of the board.									
3.6	Elect Director Saito, Reika	Mgmt	For	For	For	For	No	No	No	
	Voting Policy Rationale: A vote FOR this nominee is war	ranted because: * There	are no particula	ar concerns about the nominee						

SMS Co., Ltd.

Meeting Date: 06/24/2022 Record Date: 03/31/2022 **Country:** Japan **Meeting Type:** Annual **Ticker:** 2175

Primary Security ID: J7568Q101

Voting Policy: Sustainability

Shares Voted: 100,800

	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
Approve Allocation of Income, with a Final Dividend of JPY 10.5	Mgmt	For	For	For	For	No	No	No
	warranted because: *]	There are no particula	ar concerns with the	level of the				
Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Mgmt	For	Against	Against	Against	Yes	No	No
company to hold virtual only meetings permanently,	without further need t	o consult shareholde	rs, even after the cur					
Elect Director Goto, Natsuki	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR this nominee is	warranted because: *	There are no particula	ar concerns about the	e nominee.				
Elect Director Sugizaki, Masato	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR this nominee is	warranted because: *	There are no particula	ar concerns about the	e nominee.				
Elect Director and Audit Committee Member Matsubayashi, Tomoki	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR this nominee is	warranted because: *	There are no particula	ar concerns about the	e nominee.				
Elect Director and Audit Committee Member Suzumura, Toyotaro	Mgmt	For	For	For	For	No	No	No
Voting Policy Rationale: A vote FOR this nominee is	warranted because: *	There are no particula	ar concerns about the	e nominee.				
Elect Director and Audit Committee Member Takagi, Nobuko	Mgmt	For	For	For	For	No	No	No
	Approve Allocation of Income, with a Final Dividend of JPY 10.5 Voting Policy Rationale: A vote FOR this proposal is a proposed dividend. Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings Voting Policy Rationale: A vote AGAINST this propose company to hold virtual only meetings permanently, crisis is resolved, and the proposed language fails to Elect Director Goto, Natsuki Voting Policy Rationale: A vote FOR this nominee is a Elect Director Sugizaki, Masato Voting Policy Rationale: A vote FOR this nominee is a Elect Director and Audit Committee Member Matsubayashi, Tomoki Voting Policy Rationale: A vote FOR this nominee is a Elect Director and Audit Committee Member Matsubayashi, Tomoki Voting Policy Rationale: A vote FOR this nominee is a Elect Director and Audit Committee Member Suzumura, Toyotaro	Approve Allocation of Income, with a Final Dividend of JPY 10.5 Voting Policy Rationale: A vote FOR this proposal is warranted because: * proposed dividend. Amend Articles to Disclose Shareholder Mgmt Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings Voting Policy Rationale: A vote AGAINST this proposal is warranted because company to hold virtual only meetings permanently, without further need to crisis is resolved, and the proposed language fails to specify situations under Elect Director Goto, Natsuki Mgmt Voting Policy Rationale: A vote FOR this nominee is warranted because: * Elect Director sugizaki, Masato Mgmt Voting Policy Rationale: A vote FOR this nominee is warranted because: * Elect Director and Audit Committee Member Mgmt Matsubayashi, Tomoki Voting Policy Rationale: A vote FOR this nominee is warranted because: * Elect Director and Audit Committee Member Mgmt Suzumura, Toyotaro Voting Policy Rationale: A vote FOR this nominee is warranted because: * Elect Director and Audit Committee Member Mgmt Suzumura, Toyotaro	Approve Allocation of Income, with a Final Mgmt For Dividend of JPY 10.5 Voting Policy Rationale: A vote FOR this proposal is warranted because: * There are no particular proposed dividend. Amend Articles to Disclose Shareholder Mgmt For Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The passage of the company to hold virtual only meetings permanently, without further need to consult shareholder crisis is resolved, and the proposed language fails to specify situations under which virtual meet Elect Director Goto, Natsuki Mgmt For Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular Elect Director Sugizaki, Masato Mgmt For Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular for Matsubayashi, Tomoki Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular for Matsubayashi, Tomoki Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular for Matsubayashi, Tomoki Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular for Suzumura, Toyotaro Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular for Suzumura, Toyotaro	Approve Allocation of Income, with a Final Dividend of JPY 10.5 **Voting Policy Rationale: A vote FOR this proposal is warranted because: * There are no particular concerns with the proposed dividend.** Amend Articles to Disclose Shareholder Mgmt For Against Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings **Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The passage of this proposal will autompany to hold virtual only meetings permanently, without further need to consult shareholders, even after the curcrisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held. Elect Director Goto, Natsuki Mgmt For For **Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the Elect Director Sugizaki, Masato Mgmt For For **Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the Elect Director and Audit Committee Member Mgmt For For **Woting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the Elect Director and Audit Committee Member Mgmt For For **Woting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the Elect Director and Audit Committee Member Mgmt For For **Suzumura*, Toyotaro** **Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the Elect Director and Audit Committee Member Mgmt For For	Approve Allocation of Income, with a Final Dividend of JPY 10.5 Voting Policy Rationale: A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend. Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held. Elect Director Goto, Natsuki Mgmt For For For For Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee. Elect Director Sugizaki, Masato Mgmt For For For For For For Matsubayashi, Tomoki Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee. Elect Director and Audit Committee Member Mgmt For For For For For For Sozumura, Toyotaro Woting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee. Elect Director and Audit Committee Member Mgmt For For For For For For	Approve Allocation of Income, with a Final Dividend of JPY 10.5 ***Voting Policy Rationale: A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.** **Amend Articles to Disclose Shareholder Mgmt For Against Against Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings and the hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.** Elect Director Goto, Natsuki Mgmt For	Approve Allocation of Income, with a Final Mgmt For For For For For For Policy Rect Instruction Mgmt For	Proposal Text Proposal Text Proposal Text Proposal Text Proposal Text Proposal Text Proposal Magnit Proposal M

SMS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	vote Against Mgmt	Against Policy	Against ISS
5	Elect Alternate Director and Audit Committee Member Mizunuma, Taro	Mgmt	For	For	For	For	No	No	No

Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.

Benefit One Inc.

Meeting Date: 06/28/2022 **Record Date:** 03/31/2022

Country: Japan Meeting Type: Annual Ticker: 2412

Primary Security ID: J0447X108

Voting Policy: Sustainability

Shares Voted: 81,200

xt	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
eles to Change Location of Head close Shareholder Meeting Internet	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this proposal is v e articles.	warranted because: * Ti	here are no particulo	ar concerns resulting fro	om the				
or Fukasawa, Junko	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this nominee is I	warranted because: * Ti	here are no particul	ar concerns about the r	nominee.				
or Shiraishi, Norio	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this nominee is I	warranted because: * Ti	here are no particul	ar concerns about the r	nominee.				
or Tanaka, Hideyo	Mgmt	For	For	For	For	No	No	No
Rationale: A vote FOR this nominee is t	warranted because: * Ti	here are no particul	ar concerns about the r	nominee.				
or Ozaki, Kenji	Mgmt	For	For	For	For	No	No	No
or O	zaki, Kenji	zaki, Kenji Mgmt	zaki, Kenji Mgmt For	zaki, Kenji Mgmt For For	ionale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee. Zaki, Kenji Mgmt For For For For ionale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.	zaki, Kenji Mgmt For For For For	zaki, Kenji Mgmt For For For No	zaki, Kenji Mgmt For For For No No

Polycab India Limited

Meeting Date: 06/29/2022

Country: India

Ticker: 542652

Record Date: 06/22/2022

Meeting Type: Annual

Primary Security ID: Y6S83Q102

Voting Policy: Sustainability

Shares Voted: 33,500

						•			
Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS	
Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No	
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.									
Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	For	No	No	No	
	Accept Standalone Financial Statements and Statutory Reports Voting Policy Rationale: A vote FOR this resolution is v company's financial statements. Accept Consolidated Financial Statements	Accept Standalone Financial Statements and Mgmt Statutory Reports Voting Policy Rationale: A vote FOR this resolution is warranted given the absence company's financial statements. Accept Consolidated Financial Statements Mgmt	Accept Standalone Financial Statements and Mgmt For Statutory Reports **Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any knowledge company's financial statements.** Accept Consolidated Financial Statements Mgmt For	Accept Standalone Financial Statements and Mgmt For For Statutory Reports **Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements. **Accept Consolidated Financial Statements Mgmt For For	Proposal Text Proponent Mgmt Rec ISS Rec Policy Rec Accept Standalone Financial Statements and Statements and Statutory Reports Mgmt For For For Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements. Accept Consolidated Financial Statements Mgmt For For For	Proposal Text Proponent Mgmt Rec ISS Rec Policy Rec Instruction Accept Standalone Financial Statements and Statements and Statements and Statements and Statements Mgmt For For <td< td=""><td>Proposal TextProponentMgmt RecISS RecVoting Policy RecVote InstructionAgainst MgmtAccept Standalone Financial Statements and Statements and Statutory ReportsMgmtForForForForForVoting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.ForForForForNo</td><td>Proposal TextProponentMgmt RecISS RecVoting Policy RecVote InstructionAgainst MgmtAgainst PolicyAccept Standalone Financial Statements and Statutory ReportsMgmtForForForForForForVoting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.ForForForForNoNo</td></td<>	Proposal TextProponentMgmt RecISS RecVoting Policy RecVote InstructionAgainst MgmtAccept Standalone Financial Statements and Statements and Statutory ReportsMgmtForForForForForVoting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.ForForForForNo	Proposal TextProponentMgmt RecISS RecVoting Policy RecVote InstructionAgainst MgmtAgainst PolicyAccept Standalone Financial Statements and Statutory ReportsMgmtForForForForForForVoting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.ForForForForNoNo	

Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.

Polycab India Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
3	Approve Dividend	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is w	arranted because this is a	routine divider	nd proposal.					
4	Reelect Rakesh Talati as Director	Mgmt	For	Against	Against	Against	Yes	No	No
5	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this proposal is wa auditor, the remuneration, and the way the cost audit	-	of any known	issues concerning the cost					
6	Approve Continuation of Appointment of Inder T. Jaisinghani as Managing Director Designated as "Chairman & Managing Director"	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is wan executive director and serves as a member on the a independence norms are not met (after Sustainability Anon-independent director nominee. The main reason for CEO, and as such, removing him from the board would								
7	Amend Articles of Association	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution is w company's amended Articles of Association has not bee making an informed voting decision. The main reason i	en disclosed in the public o	domain, which p	prevents shareholders from					
8	Approve Payment of Commission to Independent Directors	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST this resolution	is warranted as the appro	oval will be vali	d till perpetuity and					

Solaria Energia y Medio Ambiente SA

shareholders will not get to review the payments in the future.

Meeting Date: 06/29/2022

Country: Spain

Ticker: SLR

Record Date: 06/24/2022

Meeting Type: Annual

Primary Security ID: E8935P110

Voting Policy: Sustainability

Shares Voted: 31,650

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is war procedures used.	rranted due to a lack of o	concern regarding th	ne accounts presente	ed or audit				
2	Approve Allocation of Income	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this income allo income allocation.	ocation proposal is warra	anted due to a lack o	of concerns about the	e proposed				
3	Approve Discharge of Board	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution not fulfilled their fiduciary duties.	is warranted as there is	no evidence that the	e board or the manag	gement have				
4.A	Dismiss Inversiones Miditel SL as Director	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wa	rranted due to a lack of u	governance concern	s about the proposal	1				

Solaria Energia y Medio Ambiente SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt	Vote Against Policy	Vote Against ISS
4.B	Elect Maria Dolores Larranaga Horna as Director	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the election does not meet the 50 percent independence guidely			•	board				
5	Approve Remuneration Policy	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item due to a lack of specific concerns about the company's remuneration policy.								
6	Approve Remuneration of Directors	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this resolution within market standards.								
7	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 400 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against	Against	Yes	No	No
	Voting Policy Rationale: A vote AGAINST the contin Potential dilution exceeds the 10-percent limit for n		nvertible debt securit	ies is warranted beca	ause the				
8	Authorize Share Repurchase Program	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR the share repul within recommended limits and there are no conce			•	ons are				
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this standard re the agreements validly adopted by the general mee		s it provides the boar	rd with the means to	carry out				
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For	For	No	No	No
	Voting Policy Rationale: A vote FOR this item is wan	rranted due to a lack of	specific concerns abo	out the company's pa	ny practices.				