

STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING

ALL VOTES

01/07/2023 to 30/09/2023

Date range covered : 07/01/2023 to 09/30/2023

Tower Semiconductor Ltd.

Meeting Date: 07/03/2023

Country: Israel

Ticker: TSEM

Meeting Type: Annual

Primary ISIN: IL0010823792

Primary SEDOL: 2898173

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Amir Elstein as Director	Mgmt	For	For	For
1.2	Elect Russell Ellwanger as Director	Mgmt	For	For	For
1.3	Elect Kalman Kaufman as Director	Mgmt	For	For	For
1.4	Elect Dana Gross as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i></p>					
1.5	Elect Ilan Flato as Director	Mgmt	For	For	For
1.6	Elect Yoav Chelouche as Director	Mgmt	For	For	For
1.7	Elect Iris Avner as Director	Mgmt	For	For	For
1.8	Elect Michal Vakrat Wolkin as Director	Mgmt	For	For	For
1.9	Elect Avi Hasson as Director	Mgmt	For	For	For
2	Elect Amir Elstein as Chairman and Approve His Terms of Compensation (Subject to approval of his election as Director under Proposal 1)	Mgmt	For	For	For
3	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. All cash or share-based awards and payments that fall outside the companys remuneration policy should require ex-ante shareholder approval. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Companies should consider extending vesting periods for long-term incentive plans to 5 years or longer or as a minimum introduce an additional holding or deferral period.</i></p>					
4	Approve Amended Compensation of Russell Ellwanger, CEO	Mgmt	For	For	For

Tower Semiconductor Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Grant of Equity to Russell Ellwanger, CEO	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. Companies should consider extending vesting periods for long-term incentive plans to 5 years or longer or as a minimum introduce an additional holding or deferral period. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>					
6	Approve Grant of Equity to Each Member of the Board (Excluding Amir Elstein and Russell Ellwanger) Subject to Approval of Each Such Director's Election	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. Companies should consider extending vesting periods for long-term incentive plans to 5 years or longer or as a minimum introduce an additional holding or deferral period. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>					
7	Appoint Brightman Almagor Zohar & Co. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>					
8	Discuss Financial Statements and the Report of the Board	Mgmt			
A	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	Against

Koninklijke Ahold Delhaize NV

Meeting Date: 07/05/2023

Country: Netherlands

Ticker: AD

Meeting Type: Extraordinary Shareholders

Primary ISIN: NL0011794037

Primary SEDOL: BD0Q398

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Jolanda Poots-Bijl to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Snowflake Inc.

Meeting Date: 07/05/2023	Country: USA	Ticker: SNOW
	Meeting Type: Annual	
	Primary ISIN: US8334451098	Primary SEDOL: BN134B7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Teresa Briggs	Mgmt	For	Withhold	Withhold
	Voter Rationale: Changes in company bylaws or articles of incorporation should not erode shareholders' rights and should be subject to shareholder approval. Specifically, the board failed to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.				
1b	Elect Director Jeremy Burton	Mgmt	For	Withhold	Withhold
	Voter Rationale: Changes in company bylaws or articles of incorporation should not erode shareholders' rights and should be subject to shareholder approval. Specifically, the board failed to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.				
1c	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

J Sainsbury Plc

Meeting Date: 07/06/2023	Country: United Kingdom	Ticker: SBRY
	Meeting Type: Annual	
	Primary ISIN: GB00B019KW72	Primary SEDOL: B019KW7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Blathnaid Bergin as Director	Mgmt	For	For	For
6	Re-elect Jo Bertram as Director	Mgmt	For	For	For
7	Re-elect Brian Cassin as Director	Mgmt	For	For	For
8	Re-elect Jo Harlow as Director	Mgmt	For	For	For
9	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
10	Re-elect Tanuj Kapilashrami as Director	Mgmt	For	For	For
11	Re-elect Simon Roberts as Director	Mgmt	For	For	For
12	Re-elect Martin Scicluna as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
13	Re-elect Keith Weed as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Land Securities Group Plc

Meeting Date: 07/06/2023

Country: United Kingdom

Ticker: LAND

Meeting Type: Annual

Primary ISIN: GB00BYW0PQ60

Primary SEDOL: BYW0PQ6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Sir Ian Cheshire as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.</i>					
5	Elect Miles Roberts as Director	Mgmt	For	For	For
6	Re-elect Mark Allan as Director	Mgmt	For	For	For
7	Re-elect Vanessa Simms as Director	Mgmt	For	For	For
8	Re-elect Edward Bonham Carter as Director	Mgmt	For	Abstain	For
<i>Voter Rationale: A vote FOR the director is warranted as although the gender diversity levels are below 40% this is due to the departure of the chair and COO, both of whom were female. The board will look to consider diversity in the succession planning.</i>					
9	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	For
10	Re-elect Madeleine Cosgrave as Director	Mgmt	For	For	For
11	Re-elect Christophe Evain as Director	Mgmt	For	For	For
12	Re-elect Manjiry Tamhane as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Share Incentive Plan	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Severn Trent Plc

Meeting Date: 07/06/2023

Country: United Kingdom

Ticker: SVT

Meeting Type: Annual

Primary ISIN: GB00B1FH8J72

Primary SEDOL: B1FH8J7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Kevin Beeston as Director	Mgmt	For	For	For
5	Re-elect John Coghlan as Director	Mgmt	For	For	For
6	Re-elect Tom Delay as Director	Mgmt	For	For	For
7	Re-elect Liv Garfield as Director	Mgmt	For	For	For
8	Re-elect Christine Hodgson as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.</i>					
9	Elect Sarah Legg as Director	Mgmt	For	For	For
10	Elect Helen Miles as Director	Mgmt	For	For	For
11	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
12	Re-elect Gillian Sheldon as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

National Grid Plc

Meeting Date: 07/10/2023

Country: United Kingdom

Ticker: NG

Meeting Type: Annual

Primary ISIN: GB00BDR05C01

Primary SEDOL: BDR05C0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
7	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
8	Re-elect Ian Livingston as Director	Mgmt	For	For	For
9	Re-elect Iain Mackay as Director	Mgmt	For	For	For
10	Re-elect Anne Robinson as Director	Mgmt	For	For	For
11	Re-elect Earl Shipp as Director	Mgmt	For	For	For
12	Re-elect Jonathan Silver as Director	Mgmt	For	Against	Against
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
13	Re-elect Tony Wood as Director	Mgmt	For	For	For
14	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Industria de Diseno Textil SA

Meeting Date: 07/11/2023

Country: Spain

Ticker: ITX

Meeting Type: Annual

Primary ISIN: ES0148396007

Primary SEDOL: BP9DL90

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve Standalone Financial Statements	Mgmt	For	For	For
1.b	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5.a	Fix Number of Directors at 10	Mgmt	For	For	For
5.b	Reelect Amancio Ortega Gaona as Director	Mgmt	For	For	For
5.c	Reelect Jose Luis Duran Schulz as Director	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
7	Approve Long-Term Incentive Plan	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i>					
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Substantial pay-outs under incentive schemes should only be available for superior performance. Reaching threshold targets may warrant vesting of only a small proportion of incentive awards.</i>					
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Receive Amendments to Board of Directors Regulations	Mgmt			

The British Land Co. Plc

Meeting Date: 07/11/2023

Country: United Kingdom

Ticker: BLND

Meeting Type: Annual

Primary ISIN: GB0001367019

Primary SEDOL: 0136701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Abstain	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mark Aedy as Director	Mgmt	For	For	For
5	Re-elect Simon Carter as Director	Mgmt	For	For	For
6	Re-elect Lynn Gladden as Director	Mgmt	For	For	For
7	Re-elect Irvinder Goodhew as Director	Mgmt	For	For	For
8	Re-elect Alastair Hughes as Director	Mgmt	For	For	For
9	Re-elect Bhavesh Mistry as Director	Mgmt	For	For	For
10	Re-elect Preben Prebensen as Director	Mgmt	For	For	For
11	Re-elect Tim Score as Director	Mgmt	For	Refer	For
12	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
13	Re-elect Loraine Woodhouse as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Approve Savings-Related Share Option Scheme	Mgmt	For	For	For
19	Approve Long-Term Incentive Plan	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Black Knight, Inc.

Meeting Date: 07/12/2023

Country: USA

Ticker: BKI

Meeting Type: Annual

Primary ISIN: US09215C1053

Primary SEDOL: BDG75V1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anthony M. Jabbour	Mgmt	For	For	For
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
1.2	Elect Director Catherine L. (Katie) Burke	Mgmt	For	For	For
<i>Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.</i>					
1.3	Elect Director David K. Hunt	Mgmt	For	For	For
<i>Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.</i>					
1.4	Elect Director Joseph M. Otting	Mgmt	For	For	For
1.5	Elect Director Ganesh B. Rao	Mgmt	For	For	For
1.6	Elect Director John D. Rood	Mgmt	For	For	For
<i>Voter Rationale: We would encourage the issuer to set interim GHG emissions reduction target(s).</i>					
1.7	Elect Director Nancy L. Shanik	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs.</i>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies who have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					

Burberry Group Plc

Meeting Date: 07/12/2023

Country: United Kingdom

Ticker: BRBY

Meeting Type: Annual

Primary ISIN: GB0031743007

Primary SEDOL: 3174300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Refer	For
<i>Voter Rationale: Equity awards to executives should be linked to stretching performance targets rather than time-based vesting requirements.</i>					
3	Approve Remuneration Report	Mgmt	For	Refer	For
<i>Voter Rationale: Equity awards to executives should be linked to stretching performance targets rather than time-based vesting requirements.</i>					
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Gerry Murphy as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
6	Re-elect Jonathan Akeroyd as Director	Mgmt	For	For	For
7	Re-elect Orna NiChionna as Director	Mgmt	For	For	For
8	Re-elect Fabiola Arredondo as Director	Mgmt	For	For	For
9	Re-elect Sam Fischer as Director	Mgmt	For	For	For
10	Re-elect Ron Frasch as Director	Mgmt	For	For	For
11	Re-elect Danuta Gray as Director	Mgmt	For	Refer	For
<i>Voter Rationale: In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board.</i>					
12	Re-elect Debra Lee as Director	Mgmt	For	For	For
13	Re-elect Antoine de Saint-Affrique as Director	Mgmt	For	Against	For
<i>Voter Rationale: Though the number of boards exceeds the guidelines, his sustainability experience is invaluable given the importance this plays in Burberry's ongoing brand elevation.</i>					
14	Elect Alan Stewart as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 07/13/2023

Country: United Kingdom

Ticker: BT.A

Meeting Type: Annual

Primary ISIN: GB0030913577

Primary SEDOL: 3091357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
<i>Voter Rationale: Equity awards to executives should be linked to stretching performance targets rather than time-based vesting requirements.</i>					
3	Approve Remuneration Policy	Mgmt	For	Refer	For
<i>Voter Rationale: Equity awards to executives should be linked to stretching performance targets rather than time-based vesting requirements.</i>					
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Adam Crozier as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
6	Re-elect Philip Jansen as Director	Mgmt	For	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For	For
8	Re-elect Adel Al-Saleh as Director	Mgmt	For	For	For
9	Re-elect Isabel Hudson as Director	Mgmt	For	For	For
10	Re-elect Matthew Key as Director	Mgmt	For	For	For
11	Re-elect Allison Kirkby as Director	Mgmt	For	Against	For
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
12	Re-elect Sara Weller as Director	Mgmt	For	For	For
13	Elect Ruth Cairnie as Director	Mgmt	For	For	For
14	Elect Maggie Chan Jones as Director	Mgmt	For	For	For
15	Elect Steven Guggenheimer as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Authorise UK Political Donations	Mgmt	For	For	For

Liberty Global Plc

Meeting Date: 07/13/2023	Country: United Kingdom	Ticker: LBTYA
	Meeting Type: Court	
	Primary ISIN: GB00B8W67662	Primary SEDOL: B8W6766

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class C Shareholders	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Liberty Global Plc

Meeting Date: 07/13/2023	Country: United Kingdom	Ticker: LBTYA
	Meeting Type: Special	
	Primary ISIN: GB00B8W67662	Primary SEDOL: B8W6766

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting For Class A, Class B and Class C Shareholders	Mgmt			
1	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
	Voter Rationale: Board efforts to reduce supermajority provisions are appreciated, as they create artificial barriers for shareholders. Majority voting should be sufficient to change policies.				
2	Eliminate Supermajority Vote Requirement for Certain Business Combination	Mgmt	For	For	For
	Voter Rationale: Board efforts to reduce supermajority provisions are appreciated, as they create artificial barriers for shareholders. Majority voting should be sufficient to change policies.				
3	Adjourn Meeting	Mgmt	For	For	For

VMware, Inc.

Meeting Date: 07/13/2023

Country: USA

Ticker: VMW

Meeting Type: Annual

Primary ISIN: US9285634021

Primary SEDOL: B23SN61

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Bates	Mgmt	For	For	For
1b	Elect Director Michael Dell	Mgmt	For	Against	For
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time. We note that with the pending merger with Broadcom, our time concerns are mitigated.</i>					
1c	Elect Director Egon Durban	Mgmt	For	Against	For
<i>Voter Rationale: Directors are expected to hold only a small number of directorships and ensure they have sufficient time and energy to discharge their role properly, particularly during unexpected company situations requiring substantial amounts of time. We note that with the pending merger with Broadcom, our time concerns are mitigated.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					

Chewy, Inc.

Meeting Date: 07/14/2023

Country: USA

Ticker: CHWY

Meeting Type: Annual

Primary ISIN: US16679L1098

Primary SEDOL: BJLFHW7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Castelli	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders.</i>					
1.2	Elect Director James Nelson	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
1.3	Elect Director Martin H. Nesbitt	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Raymond Svider	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: The remuneration committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness. The nomination committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness. The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board. We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders. Changes in company bylaws or articles of incorporation should not erode shareholders' rights and should be subject to shareholder approval. Specifically, the board failed to remove, or subject to a reasonable sunset requirement, the classified board, and the "pop-up" supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For

Fresenius Medical Care AG & Co. KGaA
Meeting Date: 07/14/2023

Country: Germany

Ticker: FME

Meeting Type: Extraordinary Shareholders

Primary ISIN: DE0005785802

Primary SEDOL: 5129074

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change of Corporate Form to a Stock Corporation (AG)	Mgmt	For	For	For
2.1	Elect Shervin Korangy to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	For	For
2.2	Elect Marcus Kuhnert to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	For	For
2.3	Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	For	For
2.4	Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For

Bank Leumi Le-Israel Ltd.

Meeting Date: 07/17/2023

Country: Israel

Ticker: LUMI

Meeting Type: Annual

Primary ISIN: IL0006046119

Primary SEDOL: 6076425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Brightman Almagor Zohar and Co. (Deloitte) as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>					
	Regarding Items 3-5: Elect Two Directors Out of a Pool of Three Nominees	Mgmt			
3	Elect Uri Alon as Director	Mgmt	For	For	For
4	Elect Avi Bzura as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: A vote AGAINST the reelection of Avi Bzura (item 4) for being classified as a non-independent director while being a member of the audit committee.</i></p>					
5	Elect Esther Deutsch as Director	Mgmt	For	For	For
	Regarding Items 6-7: Elect One External Directors Out of a Pool of Two Nominees	Mgmt			
6	Elect Yedidia Stern as External Director	Mgmt	For	For	For
7	Elect Oded Sarig as External Director	Mgmt	For	Abstain	Abstain
<p><i>Voter Rationale: Considering that only one candidate may be elected to serve on the board, and without providing a negative assessment of the candidate's' skills and qualifications, or his ability to effectively serve as a director, a vote ABSTAIN the election of Oded Sarig (item 7) is warranted.</i></p>					
A	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	Against
	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	Against

Bank Leumi Le-Israel Ltd.

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

Liberty Media Corporation

Meeting Date: 07/17/2023	Country: USA	Ticker: FWONK
	Meeting Type: Special	
	Primary ISIN: US5312298541	Primary SEDOL: BD8QGD5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off Agreement	Mgmt	For	For	For
2	Amend Certificate of Incorporation Re: Tracking Stock	Mgmt	For	For	For
3	Amend Certificate of Incorporation Re: Liberty SiriusXM Group Recapitalization	Mgmt	For	For	For
4	Amend Certificate of Incorporation Re: Formula One Group Recapitalization	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For

NICE Ltd. (Israel)

Meeting Date: 07/17/2023	Country: Israel	Ticker: NICE
	Meeting Type: Annual	
	Primary ISIN: IL0002730112	Primary SEDOL: 6647133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Reelect David Kostman as Director	Mgmt	For	Against	Against
	Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time. Additionally, we encourage the company to set decarbonisation targets on at least scope 1&2 emissions as soon as possible and disclose a clear plan for achieving them. Since there is no chair of the sustainability committee, we hold the lead independent director accountable.				
1.b	Reelect Rimon Ben-Shaoul as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.c	Reelect Yehoshua (Shuki) Ehrlich as Director	Mgmt	For	For	For
1.d	Reelect Leo Apotheker as Director	Mgmt	For	For	For
1.e	Reelect Joseph (Joe) Cowan as Director	Mgmt	For	For	For
2	Reapprove Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					
3	Approve Extended CEO Bonus Plan	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
4	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
5	Discuss Financial Statements and the Report of the Board for 2021	Mgmt			
A	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	Against
	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	Against
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	Against
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	For

Constellation Brands, Inc.

Meeting Date: 07/18/2023

Country: USA

Ticker: STZ

Meeting Type: Annual

Primary ISIN: US21036P1084

Primary SEDOL: 2170473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christy Clark	Mgmt	For	For	For
1b	Elect Director Jennifer M. Daniels	Mgmt	For	For	For
1c	Elect Director Nicholas I. Fink	Mgmt	For	For	For
1d	Elect Director Ernesto M. Hernandez	Mgmt	For	For	For
1e	Elect Director Susan Somersille Johnson	Mgmt	For	Against	Against
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
1f	Elect Director Jose Manuel Madero Garza	Mgmt	For	For	For
1g	Elect Director Daniel J. McCarthy	Mgmt	For	For	For
1h	Elect Director William A. Newlands	Mgmt	For	For	For
1i	Elect Director Richard Sands	Mgmt	For	For	For
<i>Voter Rationale: The nominee is a former executive and considered to be non-independent.</i>					
1j	Elect Director Robert Sands	Mgmt	For	For	For
<i>Voter Rationale: The nominee is a former executive and considered to be non-independent.</i>					
1k	Elect Director Judy A. Schmeling	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose GHG Emissions Reductions Targets	SH	Against	For	For
<i>Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning climate risk so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. To meet the ambition of the Paris Agreement and avoid massive risk to shareholder value, corporations should demonstrate the nexus between their climate aspirations and business strategy via disclosure of credible Paris- or 1.5 degree-aligned emissions reduction targets. Current disclosure does not sufficiently provide investors such information. We urge the company to set scope 1 and 2 GHG emissions reduction targets beyond 2025 to inform strategy and investments over the longer term. We also urge the setting of targets for material categories of Scope 3 emissions.</i>					
6	Report on Support for a Circular Economy for Packaging	SH	Against	For	For
<i>Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning energy efficiency so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. Externalities from energy inefficiencies may be material to the company's overall risk profile. Current disclosure does not provide shareholders the requisite information to determine whether the company is effectively addressing such potential risks.</i>					

Extra Space Storage Inc.

Meeting Date: 07/18/2023

Country: USA

Ticker: EXR

Meeting Type: Special

Primary ISIN: US30225T1025

Primary SEDOL: B02HWR9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Experian Plc

Meeting Date: 07/19/2023

Country: Jersey

Ticker: EXPN

Meeting Type: Annual

Primary ISIN: GB00B19NLV48

Primary SEDOL: B19NLV4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Craig Boundy as Director	Mgmt	For	For	For
5	Elect Kathleen DeRose as Director	Mgmt	For	For	For
6	Elect Esther Lee as Director	Mgmt	For	For	For
7	Elect Louise Pentland as Director	Mgmt	For	For	For
8	Re-elect Alison Brittain as Director	Mgmt	For	For	For
9	Re-elect Brian Cassin as Director	Mgmt	For	For	For
10	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
11	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
12	Re-elect Jonathan Howell as Director	Mgmt	For	Abstain	For
13	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
14	Re-elect Mike Rogers as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Experian Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Link Real Estate Investment Trust

Meeting Date: 07/19/2023	Country: Hong Kong	Ticker: 823
	Meeting Type: Annual	
	Primary ISIN: HK0823032773	Primary SEDOL: B0PB4M7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Nicholas Charles Allen as Director	Mgmt	For	For	For
3.2	Elect Christopher John Brooke as Director	Mgmt	For	For	For
3.3	Elect Poh Lee Tan as Director	Mgmt	For	For	For
4	Elect Melissa Wu Mao Chin as Director	Mgmt	For	For	For
5	Authorize Repurchase of Issued Units	Mgmt	For	For	For

Halma Plc

Meeting Date: 07/20/2023	Country: United Kingdom	Ticker: HLMA
	Meeting Type: Annual	
	Primary ISIN: GB0004052071	Primary SEDOL: 0405207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Elect Steve Gunning as Director	Mgmt	For	For	For
5	Re-elect Dame Louise Makin as Director	Mgmt	For	For	For
Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.					
6	Re-elect Marc Ronchetti as Director	Mgmt	For	For	For
7	Re-elect Jennifer Ward as Director	Mgmt	For	For	For

Halma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Carole Cran as Director	Mgmt	For	For	For
9	Re-elect Jo Harlow as Director	Mgmt	For	Refer	For
10	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
11	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
12	Re-elect Tony Rice as Director	Mgmt	For	For	For
13	Re-elect Roy Twite as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kingspan Group Plc

Meeting Date: 07/20/2023	Country: Ireland	Ticker: KRX
	Meeting Type: Special	
	Primary ISIN: IE0004927939	Primary SEDOL: 4491235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Cancellation of the Listing of Ordinary Shares from the Premium Segment of the Official List of the Financial Conduct Authority and Remove Ordinary Shares from Trading on the London Stock Exchange plc's Main Market	Mgmt	For	For	For

Mapletree Logistics Trust

Meeting Date: 07/20/2023	Country: Singapore	Ticker: M44U
	Meeting Type: Annual	
	Primary ISIN: SG1S03926213	Primary SEDOL: B0D6P43

Mapletree Logistics Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For
<i>Voter Rationale: Shareholders should have the right to elect directors annually in order to hold them to account. Companies should develop and disclose a policy aimed at encouraging greater diversity, including gender, at the board and executive management levels, and throughout the organisation.</i>					
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against
<i>Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.</i>					

Remy Cointreau SA

Meeting Date: 07/20/2023

Country: France

Ticker: RCO

Meeting Type: Annual/Special

Primary ISIN: FR0000130395

Primary SEDOL: 4741714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Refer	Against
<i>Voter Rationale: Vote AGAINST as the company has not provided sufficient information regarding the management of conflicts of interest.</i>					
5	Reelect Laure Heriard Dubreuil as Director	Mgmt	For	For	For
6	Elect Sonia Bonnet-Bernard as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Marc Heriard Dubreuil, Chairman of the Board	Mgmt	For	For	For

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Marie-Amelie de Leusse, Chairwoman of the Board	Mgmt	For	For	For
10	Approve Compensation of Eric Vallat, CEO	Mgmt	For	Against	Against
<i>Voter Rationale: Vote AGAINST due to concerns with disclosure.</i>					
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against
<i>Voter Rationale: Vote AGAINST due to concerns with disclosure.</i>					
12	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
<i>Voter Rationale: Vote AGAINST due to concerns with disclosure on LTIP and no cap on external rem.</i>					
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SSE Plc

Meeting Date: 07/20/2023

Country: United Kingdom

Ticker: SSE

Meeting Type: Annual

Primary ISIN: GB0007908733

Primary SEDOL: 0790873

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Gregor Alexander as Director	Mgmt	For	For	For
5	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For	For
6	Re-elect John Bason as Director	Mgmt	For	For	For
7	Re-elect Tony Cocker as Director	Mgmt	For	For	For
8	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For
9	Re-elect Helen Mahy as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.</i>					
11	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
12	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
13	Re-elect Melanie Smith as Director	Mgmt	For	For	For
14	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Net Zero Transition Report	Mgmt	For	Refer	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

McKesson Corporation

Meeting Date: 07/21/2023

Country: USA

Ticker: MCK

Meeting Type: Annual

Primary ISIN: US58155Q1031

Primary SEDOL: 2378534

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1d	Elect Director James H. Hinton	Mgmt	For	For	For
1e	Elect Director Donald R. Knauss	Mgmt	For	For	For
1f	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1g	Elect Director Linda P. Mantia	Mgmt	For	For	For

McKesson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Maria Martinez	Mgmt	For	Against	Against
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
1i	Elect Director Susan R. Salka	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<i>Voter Rationale: Companies should request approval of compensation policies covering severance packages and signing bonuses from shareholders. The prospect of separating the voting rights of a merger or acquisition from the compensation packages associate with it is welcome.</i>					

United Utilities Group Plc

Meeting Date: 07/21/2023	Country: United Kingdom	Ticker: UU
	Meeting Type: Annual	
	Primary ISIN: GB00B39J2M42	Primary SEDOL: B39J2M4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Re-elect Sir David Higgins as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
5	Re-elect Louise Beardmore as Director	Mgmt	For	For	For
6	Re-elect Phil Aspin as Director	Mgmt	For	For	For

United Utilities Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Liam Butterworth as Director	Mgmt	For	For	For
8	Re-elect Kath Cates as Director	Mgmt	For	For	For
9	Re-elect Alison Goligher as Director	Mgmt	For	For	For
10	Elect Michael Lewis as Director	Mgmt	For	For	For
11	Re-elect Paulette Rowe as Director	Mgmt	For	For	For
12	Re-elect Doug Webb as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Linde Plc

Meeting Date: 07/24/2023	Country: Ireland	Ticker: LIN
	Meeting Type: Annual	
	Primary ISIN: IE000S9YS762	Primary SEDOL: BNZHB81

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
<i>Voter Rationale: The nominee is a former executive and considered to be non-independent.</i>					
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Joe Kaeser	Mgmt	For	Against	Abstain
Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board. In the context of increasingly complex international accounting standards, the audit committee benefits from members who have a good and recent understanding of the accounting rules and of the audit process.					
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.					
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice.					
4	Reduce Supermajority Vote Requirement	Mgmt	For	For	For
Voter Rationale: Board efforts to reduce supermajority provisions are appreciated, as they create artificial barriers for shareholders. Majority voting should be sufficient to change policies.					

VF Corporation

Meeting Date: 07/25/2023	Country: USA	Ticker: VFC
Meeting Type: Annual		
	Primary ISIN: US9182041080	Primary SEDOL: 2928683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard T. Carucci	Mgmt	For	For	For
1b	Elect Director Alex Cho	Mgmt	For	For	For
1c	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1d	Elect Director Benno Dorer	Mgmt	For	For	For
1e	Elect Director Mark S. Hoplamazian	Mgmt	For	For	For
1f	Elect Director Laura W. Lang	Mgmt	For	For	For
1g	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1h	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For

VF Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Carol L. Roberts	Mgmt	For	For	For
1j	Elect Director Matthew J. Shattock	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
<i>Voter Rationale: Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					

Vodafone Group Plc

Meeting Date: 07/25/2023

Country: United Kingdom

Ticker: VOD

Meeting Type: Annual

Primary ISIN: GB00BH4HKS39

Primary SEDOL: BH4HKS3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
3	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
4	Re-elect Stephen Carter as Director	Mgmt	For	For	For
5	Re-elect Michel Demare as Director	Mgmt	For	For	For
6	Re-elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For
7	Re-elect Deborah Kerr as Director	Mgmt	For	For	For
8	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
9	Re-elect David Nish as Director	Mgmt	For	For	For
10	Elect Christine Ramon as Director	Mgmt	For	For	For
11	Re-elect Simon Segars as Director	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For

Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Policy	Mgmt	For	Refer	For
<i>Voter Rationale: The policy raises concern that the under exceptional circumstances, vesting under the LTIP can occur before 3 years. While this is the case under exceptional circumstances the company notes that the awards will retain a performance period of at least 3 years. A vote FOR is warranted.</i>					
14	Approve Remuneration Report	Mgmt	For	Abstain	For
<i>Voter Rationale: The policy raises concern that the CEO has yet to build up the required shareholding within the 5 year period. The CEO was appointed to the role in Jan 2023 and received an increase in their base pay and an increase in their required shareholdings. Given the change in base pay and shareholding requirements a vote FOR is warranted.</i>					
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Approve Global Incentive Plan	Mgmt	For	For	For

Booz Allen Hamilton Holding Corporation

Meeting Date: 07/26/2023

Country: USA

Ticker: BAH

Meeting Type: Annual

Primary ISIN: US0995021062

Primary SEDOL: B5367T7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph W. Shrader	Mgmt	For	For	For
<i>Voter Rationale: The nominee is a former executive and considered to be non-independent.</i>					
1b	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1c	Elect Director Joan Lordi C. Amble	Mgmt	For	For	For
1d	Elect Director Melody C. Barnes	Mgmt	For	For	For
1e	Elect Director Michele A. Flournoy	Mgmt	For	For	For
1f	Elect Director Mark E. Gaumond	Mgmt	For	For	For

Booz Allen Hamilton Holding Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Ellen Jewett	Mgmt	For	For	For
1h	Elect Director Arthur E. Johnson	Mgmt	For	For	For
1i	Elect Director Gretchen W. McClain	Mgmt	For	For	For
1j	Elect Director Rory P. Read	Mgmt	For	For	For
1k	Elect Director Charles O. Rossotti	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies who have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The annual bonus should be assessed using no less than two metrics.					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Voter Rationale: We support an annual say on pay frequency.					
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For	For
Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.					

Clarivate Plc

Meeting Date: 07/27/2023	Country: Jersey	Ticker: CLVT
Meeting Type: Special	Primary ISIN: JE00BJJN4441	Primary SEDOL: BJJN444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Horizon Therapeutics Public Limited Company

Meeting Date: 07/27/2023

Country: Ireland

Ticker: HZNP

Meeting Type: Annual

Primary ISIN: IE00BQPVPQZ61

Primary SEDOL: BQPVPQZ6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gino Santini	Mgmt	For	For	For
1b	Elect Director James Shannon	Mgmt	For	Against	Against
<i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board.</i>					
1c	Elect Director Timothy P. Walbert	Mgmt	For	For	For
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
<i>Voter Rationale: Companies who have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					

Macquarie Group Limited

Meeting Date: 07/27/2023

Country: Australia

Ticker: MQG

Meeting Type: Annual

Primary ISIN: AU000000MQG1

Primary SEDOL: B28YTC2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Nicola M Wakefield Evans as Director	Mgmt	For	For	For
<i>Voter Rationale: A company that has the same auditor for a period of over 10 years should consider a tender process to bringing a new audit firm. We are especially concerned about the oversight and governance of the current audit firm.</i>					
2b	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
3	Adopt Remuneration Report	Mgmt	For	Refer	Against
<i>Voter Rationale: Significant salary increases should be linked to material changes in the business or in the role and responsibilities of executive directors. The remuneration report does not articulate how executives performed against historic performance targets. The board should articulate how bonus payments reflect prior year performance, as well as outlining forward-looking targets that underpin long-term incentive plans.</i>					
4	Approve Termination Benefits	Mgmt	For	Refer	For

Macquarie Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	Mgmt	For	For	For

Singapore Airlines Limited

Meeting Date: 07/27/2023	Country: Singapore	Ticker: C6L
	Meeting Type: Annual	
	Primary ISIN: SG1V61937297	Primary SEDOL: 6811734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
<i>Voter Rationale: Companies should develop and disclose a policy aimed at encouraging greater diversity, including gender, at the board and executive management levels, and throughout the organisation.</i>					
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Goh Choon Phong as Director	Mgmt	For	For	For
<i>Voter Rationale: 'Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
3b	Elect Dominic Ho Chiu Fai as Director	Mgmt	For	For	For
3c	Elect Lee Kim Shin as Director	Mgmt	For	For	For
4	Approve Directors' Emoluments	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7	Approve Grant of Awards and Issuance of Shares Under the SIA Performance Share Plan 2014 and/or the SIA Restricted Share Plan 2014	Mgmt	For	For	For
8	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For

STERIS plc

Meeting Date: 07/27/2023	Country: Ireland	Ticker: STE
	Meeting Type: Annual	
	Primary ISIN: IE00BFY8C754	Primary SEDOL: BFY8C75

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Esther M. Alegria	Mgmt	For	For	For
1b	Elect Director Richard C. Breeden	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee serves as Audit Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.</i>					
1c	Elect Director Daniel A. Carestio	Mgmt	For	For	For
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee serves as Nominating Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent. Company fails to meet our Net Zero Model expectations. In particular, we note the company has failed to set reduction targets. Climate change presents an ongoing and serious long-term risk that can impact shareholder value. Companies should improve their public disclosure and strategy setting in relation to climate change.</i>					
1e	Elect Director Christopher S. Holland	Mgmt	For	For	For
1f	Elect Director Jacqueline B. Kosecoff	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee serves as Remuneration Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.</i>					
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
1h	Elect Director Nirav R. Shah	Mgmt	For	For	For
1i	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
1j	Elect Director Richard M. Steeves	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee is a former executive and considered to be non-independent. The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
7	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	For	For	For

Mapletree Pan Asia Commercial Trust

Meeting Date: 07/28/2023	Country: Singapore	Ticker: N2IU
	Meeting Type: Annual	
	Primary ISIN: SG2D18969584	Primary SEDOL: B5143W8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For
<i>Voter Rationale: Shareholders should have the right to elect directors annually in order to hold them to account. Companies should develop and disclose a policy aimed at encouraging greater diversity, including gender, at the board and executive management levels, and throughout the organisation.</i>					
2	Approve PricewaterhouseCoopers LLP as Auditor and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against
<i>Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.</i>					

Singapore Telecommunications Limited

Meeting Date: 07/28/2023	Country: Singapore	Ticker: Z74
	Meeting Type: Annual	
	Primary ISIN: SG1T75931496	Primary SEDOL: B02PY11

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
<i>Voter Rationale: Companies should develop and disclose a policy aimed at encouraging greater diversity, including gender, at the board and executive management levels, and throughout the organisation.</i>					
2	Approve Final Dividend	Mgmt	For	For	For

Singapore Telecommunications Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Lee Theng Kiat as Director	Mgmt	For	For	For
<i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>					
4	Elect Tan Tze Gay as Director	Mgmt	For	Against	Against
<i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness.</i>					
5	Elect Yong Ying-I as Director	Mgmt	For	For	For
6	Approve Directors' Fees	Mgmt	For	For	For
7	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Approve Mandate for Transactions with Sembcorp Power Pte Ltd under the Conditional Power Purchase Agreement	Mgmt	For	For	For

Check Point Software Technologies Ltd.

Meeting Date: 08/03/2023

Country: Israel

Ticker: CHKP

Meeting Type: Annual

Primary ISIN: IL0010824113

Primary SEDOL: 2181334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Gil Shwed as Director	Mgmt	For	For	For
1b	Reelect Jerry Ungerman as Director	Mgmt	For	For	For
<i>Voter Rationale: We welcome the publication of Check Point Software Technologies' ESG report and recognize their continued focus on disclosure of ESG efforts including Scope 1 & 2 emissions inventory. We encourage the company to set a decarbonisation targets on at least scope 1&2 emissions as soon as possible, and disclose a clear plan for achieving them.</i>					
1c	Reelect Tzipi Ozer-Armon as Director	Mgmt	For	For	For
1d	Reelect Tal Shavit as Director	Mgmt	For	For	For
1e	Elect Jill D. Smith as Director	Mgmt	For	Against	For
1f	Reelect Shai Weiss as Director	Mgmt	For	For	For
2	Elect Ray Rothrock as Director	Mgmt	For	For	For

Check Point Software Technologies Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Appointment of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
4	Approve Compensation of CEO	Mgmt	For	Against	Abstain
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					
5	Approve Amended Compensation of Non-Executive Directors	Mgmt	For	Against	Abstain
<i>Voter Rationale: Variable remuneration and equity incentives should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable.</i>					
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	Refer	For

James Hardie Industries Plc

Meeting Date: 08/03/2023

Country: Ireland

Ticker: JHX

Meeting Type: Annual

Primary ISIN: AU000000JHX1

Primary SEDOL: B60QWJ2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve the Remuneration Report	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. The remuneration committee should not allow vesting of incentive awards for substantially below median performance. The remuneration report does not articulate how executives performed against historic performance targets. The board should articulate how bonus payments reflect prior year performance, as well as outlining forward-looking targets that underpin long-term incentive plans.</i>					
3a	Elect Renee Peterson as Director	Mgmt	For	For	For
3b	Elect Nigel Stein as Director	Mgmt	For	Refer	Against
<i>Voter Rationale: The late lodgment of the company's Notice of Meeting compared to prior years raises corporate governance concerns.</i>					

James Hardie Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Elect Harold Wiens as Director	Mgmt	For	For	For
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Grant of Return on Capital Employed Restricted Stock Units to Aaron Erter	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The remuneration committee should not allow vesting of incentive awards for substantially below median performance.</i>					
6	Approve Grant of Relative Total Shareholder Return Restricted Stock Units to Aaron Erter	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The remuneration committee should not allow vesting of incentive awards for substantially below median performance.</i>					
7	Approve Renewal of the James Hardie 2020 Non-Executive Director Equity Plan and Issue of Shares Thereunder	Mgmt	None	For	For
8	Approve Renewal of Authority for Directors to Allot and Issue Shares	Mgmt	For	For	For
9	Approve Renewal of Authority for Director to Issues Shares without Pre-emptive Rights	Mgmt	For	For	For

Jazz Pharmaceuticals plc

Meeting Date: 08/03/2023

Country: Ireland

Ticker: JAZZ

Meeting Type: Annual

Primary ISIN: IE00B4Q5ZN47

Primary SEDOL: B4Q5ZN4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce C. Cozadd	Mgmt	For	For	For
1b	Elect Director Heather Ann McSharry	Mgmt	For	For	For
1c	Elect Director Anne O'Riordan	Mgmt	For	For	For
1d	Elect Director Rick E. Winningham	Mgmt	For	For	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
<i>Voter Rationale: Companies who have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					

Jazz Pharmaceuticals plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
<i>Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.</i>					
5	Adjourn Meeting	Mgmt	For	For	For

CAE Inc.

Meeting Date: 08/09/2023	Country: Canada	Ticker: CAE
	Meeting Type: Annual/Special	
	Primary ISIN: CA1247651088	Primary SEDOL: 2162760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For
1.2	Elect Director Margaret S. (Peg) Billson	Mgmt	For	For	For
1.3	Elect Director Sophie Brochu	Mgmt	For	For	For
1.4	Elect Director Elise Eberwein	Mgmt	For	For	For
1.5	Elect Director Marianne Harrison	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	For	For
1.7	Elect Director Mary Lou Maher	Mgmt	For	For	For
1.8	Elect Director Francois Olivier	Mgmt	For	For	For
1.9	Elect Director Marc Parent	Mgmt	For	For	For
1.10	Elect Director David G. Perkins	Mgmt	For	For	For
1.11	Elect Director Michael E. Roach	Mgmt	For	For	For
1.12	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
1.13	Elect Director Andrew J. Stevens	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Omnibus Incentive Plan	Mgmt	For	For	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					

Bank Leumi Le-Israel Ltd.

Meeting Date: 08/10/2023	Country: Israel	Ticker: LUMI
	Meeting Type: Special	
	Primary ISIN: IL0006046119	Primary SEDOL: 6076425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Grant of Options to Hanan Friedman, CEO	Mgmt	For	Against	Against
<i>Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					
2	Approve Restricted Shares Plan to Directors	Mgmt	For	Against	Against
<i>Voter Rationale: Variable remuneration and equity incentives should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable.</i>					
A	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	Against
	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	Against
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	Against
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	For

Electronic Arts Inc.

Meeting Date: 08/10/2023	Country: USA	Ticker: EA
	Meeting Type: Annual	
	Primary ISIN: US2855121099	Primary SEDOL: 2310194

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For
1h	Elect Director Andrew Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance.</i>					
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Against
<i>Voter Rationale: The company's current cash severance multiple is 2x base salary and target bonus, which we consider best practice, and the company already requires shareholder approval for arrangements in excess of 2.99 times base salary and target bonus.</i>					

EMS-Chemie Holding AG

Meeting Date: 08/12/2023	Country: Switzerland	Ticker: EMSN
	Meeting Type: Annual	
	Primary ISIN: CH0016440353	Primary SEDOL: 7635610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Acknowledge Proper Convening of Meeting	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.2.1	Approve Remuneration of Board of Directors in the Amount of CHF 764,000	Mgmt	For	For	For
3.2.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>					
4	Approve Allocation of Income and Ordinary Dividends of CHF 15.75 per Share and a Special Dividend of CHF 4.25 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For	Against	Against
<p><i>Voter Rationale: The company should move towards a three-committee structure (audit, remuneration and nomination) in line with regional best practice, with independent board committees that report annually on their activities. We hold this nominee responsible for the lack of key committee(s). The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 30% of the board. In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board. To ensure the effectiveness of the board, the board should include between 5 and 15 directors.</i></p>					
6.1.2	Elect Magdalena Martullo as Director	Mgmt	For	For	For
6.1.3	Elect Joachim Streu as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.1.4	Elect Rainer Roten as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.2	Ratify BDO AG as Auditors	Mgmt	For	For	For
6.3	Designate Robert Daeppen as Independent Proxy	Mgmt	For	For	For
7	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For

EMS-Chemie Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voter Rationale: Any Other Business' should not be a voting item.					

Qorvo, Inc.

Meeting Date: 08/15/2023	Country: USA	Ticker: QRVO
	Meeting Type: Annual	
	Primary ISIN: US74736K1016	Primary SEDOL: BR9YYP4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph G. Quinsey	Mgmt	For	Against	Against
Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board.					
1b	Elect Director Robert A. Bruggeworth	Mgmt	For	For	For
Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.					
1c	Elect Director Judy Bruner	Mgmt	For	For	For
1d	Elect Director Jeffery R. Gardner	Mgmt	For	For	For
1e	Elect Director John R. Harding	Mgmt	For	For	For
1f	Elect Director David H. Y. Ho	Mgmt	For	For	For
Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.					
1g	Elect Director Roderick D. Nelson	Mgmt	For	For	For
Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.					
1h	Elect Director Walden C. Rhines	Mgmt	For	For	For
Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.					
1i	Elect Director Susan L. Spradley	Mgmt	For	For	For
Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.					

Qorvo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Israel Discount Bank Ltd.

Meeting Date: 08/16/2023	Country: Israel	Ticker: DSCT
	Meeting Type: Annual	
	Primary ISIN: IL0006912120	Primary SEDOL: 6451271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Ziv Haft & Co. and Somekh Chaikin as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Against
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>					
	Regarding Items 3.1-3.2 Elect / Reelect Two External Directors Out of a Pool of Three Nominees	Mgmt			
3.1	Reelect Aharon Abramovich as External Director	Mgmt	For	For	For
3.2	Elect Ofer Levy as External Director	Mgmt	For	For	For
3.3	Elect Amir Kushilevitz Ilan as External Director	Mgmt	For	Abstain	Abstain
<p><i>Voter Rationale: Considering that only two directors may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or his ability to effectively serve as a director, a vote ABSTAIN the election of Amir Kushilevitz (item 3.3) is warranted.</i></p>					
	Regarding Items 3.1-3.2 Elect / Reelect Three External Directors Out of a Pool of Four Nominees	Mgmt			
4.1	Reelect Iris Avner as External Director	Mgmt	For	For	For

Israel Discount Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Elect Shlomo Mor-Yosef as External Director	Mgmt	For	Abstain	Abstain
Voter Rationale: Considering that only three directors may be elected to serve on the board, and without providing a negative assessment of the candidate's skills and qualifications, or his ability to effectively serve as a director, a vote ABSTAIN the election of Shlomo Mor-Yosef (item 4.2) is warranted.					
4.3	Elect Ari Pinto as External Director	Mgmt	For	For	For
4.4	Elect Sigal Regev as External Director	Mgmt	For	For	For
5	Approve Employment Terms of Avraham Levi, CEO	Mgmt	For	Against	Against
Voter Rationale: All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs.					
A	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	Against
	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	Against
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	Against
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	For

The J. M. Smucker Company

Meeting Date: 08/16/2023	Country: USA	Ticker: SJM
Meeting Type: Annual	Primary ISIN: US8326964058	Primary SEDOL: 2951452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mercedes Abramo	Mgmt	For	For	For

The J. M. Smucker Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Tarang P. Amin	Mgmt	For	For	For
1c	Elect Director Susan E. Chapman-Hughes	Mgmt	For	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
1e	Elect Director Jonathan E. Johnson, III	Mgmt	For	For	For
1f	Elect Director Kirk L. Perry	Mgmt	For	For	For
1g	Elect Director Alex Shumate	Mgmt	For	For	For
1h	Elect Director Mark T. Smucker	Mgmt	For	For	For
1i	Elect Director Jodi L. Taylor	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					

Xero Limited

Meeting Date: 08/17/2023	Country: New Zealand	Ticker: XRO
	Meeting Type: Annual	
	Primary ISIN: NZXROE0001S2	Primary SEDOL: B8P4LP4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
2	Elect Mark Cross as Director	Mgmt	For	Refer	Against
<i>Voter Rationale: We expect say-on-pay resolution to a shareholder vote at the AGM, and we are concerned about the problematic pay practices that the poor disclosure and the lack of meaningful performance hurdles still persist.</i>					
3	Elect Anjali Joshi as Director	Mgmt	For	For	For
4	Approve Xero Limited USA Incentive Scheme	Mgmt	For	Against	Against
<i>Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					

Xero Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve the Increase in Non-Executive Directors' Fee Cap	Mgmt	None	For	For

Microchip Technology Incorporated

Meeting Date: 08/22/2023	Country: USA	Ticker: MCHP
	Meeting Type: Annual	
	Primary ISIN: US5950171042	Primary SEDOL: 2592174

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	For	Against	For
Voter Rationale: While the average board tenure at the company is higher than the market average and there are several longer-tenured directors, the company is currently in the midst of board refreshment. We will continue to monitor this.					
1.2	Elect Director Karlton D. Johnson	Mgmt	For	For	For
1.3	Elect Director Wade F. Meyercord	Mgmt	For	Against	For
Voter Rationale: While the average board tenure at the company is higher than the market average and there are several longer-tenured directors, the company is currently in the midst of board refreshment. We will continue to monitor this.					
1.4	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1.5	Elect Director Robert A. Rango	Mgmt	For	For	For
1.6	Elect Director Karen M. Rapp	Mgmt	For	Against	For
Voter Rationale: While the average board tenure at the company is higher than the market average, there are several longer-tenured directors, and gender diversity has dropped due to a recently resigned woman director, the company is currently in the midst of board refreshment. We will continue to monitor this.					
1.7	Elect Director Steve Sanghi	Mgmt	For	For	For
Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.					
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.					
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.					

Microchip Technology Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Voter Rationale: We support an annual say on pay frequency.					
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Refer	Against
Voter Rationale: The company has put in place several programs and processes to monitor use of its products throughout its supply chain, including Know Your Customer. Furthermore, they company is active within the industry to help develop best practices and innovative solutions on this issue.					

Dynatrace, Inc.

Meeting Date: 08/23/2023	Country: USA	Ticker: DT
	Meeting Type: Annual	
	Primary ISIN: US2681501092	Primary SEDOL: BJV2RD9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rick McConnell	Mgmt	For	For	For
1b	Elect Director Michael Capone	Mgmt	For	Withhold	For
Voter Rationale: Changes in company bylaws or articles of incorporation should not erode shareholders' rights and should be subject to shareholder approval. Specifically, the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.					
1c	Elect Director Stephen Lifshatz	Mgmt	For	Withhold	For
Voter Rationale: Changes in company bylaws or articles of incorporation should not erode shareholders' rights and should be subject to shareholder approval. Specifically, the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Voter Rationale: Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. however, we note these were make-whole awards and the company provided sufficient disclosure as to the grants. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. Variable remuneration should not contain a significant overlap of metrics.					

Meeting Date: 08/23/2023

Country: Netherlands

Ticker: PRX

Meeting Type: Annual

Primary ISIN: NL0013654783

Primary SEDOL: BJDS7L3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs.</i>					
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	For	For
8.2	Reelect Rachel Jafta as Non-Executive Director	Mgmt	For	Abstain	Abstain
<i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 40% of the board.</i>					
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	For	For
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	For	For
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
10	Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against
<i>Voter Rationale: Any share repurchase request in excess of 10% should be undertaken in exceptional circumstances only and be fully justified by the company.</i>					
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
14	Discuss Voting Results	Mgmt			

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Close Meeting	Mgmt			

Oracle Corp Japan

Meeting Date: 08/24/2023	Country: Japan	Ticker: 4716	
	Meeting Type: Annual		
		Primary ISIN: JP3689500001	Primary SEDOL: 6141680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Misawa, Toshimitsu	Mgmt	For	For	For
1.2	Elect Director S. Krishna Kumar	Mgmt	For	For	For
1.3	Elect Director Garrett Ilg	Mgmt	For	For	For
1.4	Elect Director Vincent S. Grelli	Mgmt	For	Against	Against
Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully independent.					
1.5	Elect Director Kimberly Woolley	Mgmt	For	Against	Against
Voter Rationale: The remuneration committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness. The nominating committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness.					
1.6	Elect Director Fujimori, Yoshiaki	Mgmt	For	For	For
1.7	Elect Director John L. Hall	Mgmt	For	Against	Against
Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully independent. The remuneration committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness. The nominating committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness.					
1.8	Elect Director Natsuno, Takeshi	Mgmt	For	For	For
1.9	Elect Director Kuroda, Yukiko	Mgmt	For	For	For

Fisher & Paykel Healthcare Corporation Limited

Meeting Date: 08/29/2023	Country: New Zealand	Ticker: FPH	
	Meeting Type: Annual		
		Primary ISIN: NZFAPE0001S2	Primary SEDOL: 6340250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Pip Greenwood as Director	Mgmt	For	For	For
2	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

Fisher & Paykel Healthcare Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	For	Against	Against
<i>Voter Rationale: A vote AGAINST this resolution is warranted on the basis that the proposed NED fee pool increase is substantial. Concerns are highlighted that the level of chair and NED fees are higher than New Zealand market capitalisation peers. The proposed increase in NED fee cap would allow the company to increase individual fees which would further contribute to put NED fees at this company well above its NZX-listed market capitalisation peers.</i>					
4	Approve Issuance of Performance Share Rights to Lewis Gradon	Mgmt	For	For	For
<i>Voter Rationale: The long-term incentive plan is linked to a single performance target. Companies should base vesting levels on multiple performance criteria that reflect both absolute and relative financial metrics rather than a single performance criterion, and should stagger vesting to reward progressively better performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					
5	Approve Issuance of Options to Lewis Gradon	Mgmt	For	For	For
<i>Voter Rationale: The long-term incentive plan is linked to a single performance target. Companies should base vesting levels on multiple performance criteria that reflect both absolute and relative financial metrics rather than a single performance criterion, and should stagger vesting to reward progressively better performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					

Mizrahi Tefahot Bank Ltd.

Meeting Date: 09/05/2023	Country: Israel	Ticker: MZTF
	Meeting Type: Special	
	Primary ISIN: IL0006954379	Primary SEDOL: 6916703

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles	Mgmt	For	For	For
2	Issue Amended the Bank's Indemnification and Exemption Agreements	Mgmt	For	For	For
A	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	Against
	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	Against

Mizrahi Tefahot Bank Ltd.

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

Ashtead Group Plc

Meeting Date: 09/06/2023	Country: United Kingdom	Ticker: AHT	
	Meeting Type: Annual	Primary ISIN: GB0000536739	Primary SEDOL: 0053673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For	For
Voter Rationale: The board chairman serves as a member of the Nomination Committee.					
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.					
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Meeting Date: 09/06/2023

Country: Switzerland

Ticker: CFR

Meeting Type: Annual

Primary ISIN: CH0210483332

Primary SEDOL: BCRWZ18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	For	For
<p><i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time. The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 40% of the board. Given the recent updates to the board, we will keep this matter under review. To ensure the effectiveness of the board, the board should include between 5 and 15 directors.</i></p>					
5.2	Reelect Josua Malherbe as Director	Mgmt	For	Against	Against
<p><i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committees impartiality and effectiveness.</i></p>					
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Clay Brendish as Director	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Against	Against
<i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committees impartiality and effectiveness.</i>					
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For	For
5.9	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For
5.12	Reelect Guillaume Pictet as Director	Mgmt	For	Against	Against
<i>Voter Rationale: The audit committee should be fully independent and this director's membership could hamper the committees impartiality and effectiveness.</i>					
5.13	Reelect Maria Ramos as Director	Mgmt	For	For	For
5.14	Reelect Anton Rupert as Director	Mgmt	For	For	For
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	For	For
5.17	Elect Fiona Druckenmiller as Director	Mgmt	For	For	For
5.18	Elect Bram Schot as Director	Mgmt	For	For	For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	Against	Against
<i>Voter Rationale: In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board.</i>					
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Appoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	Against	Against
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.3 Million	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Mgmt	For	Against	Against
<i>Voter Rationale: All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Significant salary increases should be linked to material changes in the business or in the role and responsibilities of executive directors.</i>					
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Companies that received high levels of dissent on remuneration-related proposals should engage with their key shareholders to understand the rationale for opposition and explain in the next annual report how the company intends to address shareholder concerns. Companies should consider extending vesting periods for long-term incentive plans to 5 years or longer or as a minimum introduce an additional holding or deferral period.</i>					
10.1	Amend Articles Re: Registration Threshold for Nominees	Mgmt	For	For	For
10.2	Amend Articles Re: Restriction on Empty Voting	Mgmt	For	For	For
10.3	Amend Articles Re: General Meeting	Mgmt	For	Against	Against
<i>Voter Rationale: Changes in company's articles or by-laws should not erode shareholder rights.</i>					
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
10.5	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against
<i>Voter Rationale: Any Other Business' should not be a voting item.</i>					

Berkeley Group Holdings Plc

Meeting Date: 09/08/2023

Country: United Kingdom

Ticker: BKG

Meeting Type: Annual

Primary ISIN: GB00BLJNXL82

Primary SEDOL: BLJNXL8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Re-elect Michael Dobson as Director	Mgmt	For	For	For
4	Re-elect Rachel Downey as Director	Mgmt	For	For	For

Berkeley Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Rob Perrins as Director	Mgmt	For	For	For
6	Re-elect Richard Stearn as Director	Mgmt	For	For	For
7	Re-elect Andy Kemp as Director	Mgmt	For	For	For
8	Re-elect Natasha Adams as Director	Mgmt	For	For	For
9	Re-elect William Jackson as Director	Mgmt	For	For	For
10	Re-elect Elizabeth Adekunle as Director	Mgmt	For	For	For
11	Re-elect Sarah Sands as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Deckers Outdoor Corporation

Meeting Date: 09/11/2023	Country: USA	Ticker: DECK
Meeting Type: Annual	Primary ISIN: US2435371073	Primary SEDOL: 2267278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael F. Devine, III	Mgmt	For	For	For
1.2	Elect Director David A. Burwick	Mgmt	For	For	For
1.3	Elect Director Nelson C. Chan	Mgmt	For	For	For
1.4	Elect Director Cynthia (Cindy) L. Davis	Mgmt	For	For	For
1.5	Elect Director Juan R. Figuereo	Mgmt	For	For	For
1.6	Elect Director Maha S. Ibrahim	Mgmt	For	For	For
1.7	Elect Director Victor Luis	Mgmt	For	For	For
1.8	Elect Director Dave Powers	Mgmt	For	For	For

Deckers Outdoor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Lauri M. Shanahan	Mgmt	For	For	For
1.10	Elect Director Bonita C. Stewart	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
<i>Voter Rationale: Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					

Gen Digital Inc.

Meeting Date: 09/12/2023	Country: USA	Ticker: GEN
	Meeting Type: Annual	
	Primary ISIN: US6687711084	Primary SEDOL: BJN4XN5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	For	For	For
<i>Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.</i>					
1b	Elect Director Pavel Baudis	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
1d	Elect Director Frank E. Dangeard	Mgmt	For	For	For
1e	Elect Director Nora M. Denzel	Mgmt	For	For	For
<i>Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.</i>					
1f	Elect Director Peter A. Feld	Mgmt	For	For	For
<i>Voter Rationale: Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.</i>					
1g	Elect Director Emily Heath	Mgmt	For	For	For
1h	Elect Director Vincent Pilette	Mgmt	For	For	For
1i	Elect Director Sherrese M. Smith	Mgmt	For	For	For

Gen Digital Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ondrej Vlcek	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. The remuneration committee should not allow vesting of incentive awards for substantially below median performance.					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Voter Rationale: We support an annual say on pay frequency.					
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voter Rationale: Companies should request approval of compensation policies covering severance packages and signing bonuses from shareholders. The prospect of separating the voting rights of a merger or acquisition from the compensation packages associate with it is welcome.					

NIKE, Inc.

Meeting Date: 09/12/2023	Country: USA	Ticker: NKE
	Meeting Type: Annual	
	Primary ISIN: US6541061031	Primary SEDOL: 2640147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For	For
1b	Elect Director Alan B. Graf, Jr.	Mgmt	For	Withhold	For
Voter Rationale: The nominee serves as Audit Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent. Nevertheless, we find this director to be sufficiently independent at this time.					
1c	Elect Director John Rogers, Jr.	Mgmt	For	For	For
1d	Elect Director Robert Swan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance.Long-term incentives should not be delivered via cash or other non-equity vehicles.All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs.A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. Company is taking notable steps to improve plan, including increasing PSUs and removing cash from the LTIP.					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Voter Rationale: We support an annual say on pay frequency.					

NIKE, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
5	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<i>Voter Rationale: The proposed enhanced disclosure would help the board and shareholders better assess existing and potential future risks related to human capital management.</i>					
6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	For	Against
<i>Voter Rationale: At this time, we believe the company's current disclosure provides requisite information to determine whether management and the board are considering attendant material risks.</i>					

Logitech International S.A.

Meeting Date: 09/13/2023

Country: Switzerland

Ticker: LOGN

Meeting Type: Annual

Primary ISIN: CH0025751329

Primary SEDOL: B18ZRK2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Approve Remuneration Report	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For
6A	Amend Articles Re: Shareholders Rights and General Meeting of Shareholders	Mgmt	For	For	For
6B	Amend Articles Re: Compensation and Mandates	Mgmt	For	For	For
6C	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For
6D	Amend Articles Re: Administrative amendments to the Articles of Incorporation	Mgmt	For	For	For
7	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Elections to the Board of Directors	Mgmt			
8A	Elect Director Patrick Aebischer	Mgmt	For	For	For
8B	Elect Director Wendy Becker	Mgmt	For	For	For
8C	Elect Director Edouard Bugnion	Mgmt	For	For	For
8D	Elect Director Guy Gecht	Mgmt	For	For	For
8E	Elect Director Marjorie Lao	Mgmt	For	For	For
8F	Elect Director Neela Montgomery	Mgmt	For	For	For
8G	Elect Director Deborah Thomas	Mgmt	For	For	For
8H	Elect Director Christopher Jones	Mgmt	For	For	For
8I	Elect Director Kwok Wang Ng	Mgmt	For	For	For
8J	Elect Director Sascha Zahn	Mgmt	For	For	For
9	Elect Wendy Becker as Board Chairman	Mgmt	For	For	For
	Elections to the Compensation Committee	Mgmt			
10A	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	For
10B	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For	For	For
10C	Appoint Deborah Thomas as Member of the Compensation Committee	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of CHF 3,700,000	Mgmt	For	For	For
12	Approve Remuneration of the Group Management Team in the Amount of USD 26,700,000	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2024	Mgmt	For	For	For
14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For	For	For
A	Authorize Independent Representative to Vote on Any New or Amended Resolutions	Mgmt	For	Against	Against
<i>Voter Rationale: Any Other Business' should not be a voting item.</i>					

NetApp, Inc.

Meeting Date: 09/13/2023

Country: USA

Ticker: NTAP

Meeting Type: Annual

Primary ISIN: US64110D1046

Primary SEDOL: 2630643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
1c	Elect Director Gerald Held	Mgmt	For	For	For
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Carrie Palin	Mgmt	For	For	For
1h	Elect Director Scott F. Schenkel	Mgmt	For	For	For
1i	Elect Director George T. Shaheen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against
<i>Voter Rationale: While we are generally supportive of proposals requesting a lowering of the special meeting threshold, we do not believe removing the one-year holding requirement is beneficial to long-term shareholders.</i>					
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
7	Amend Omnibus Stock Plan	Mgmt	For	Against	For
<i>Voter Rationale: While we have concerns regarding the level of dilution under the plan and the granting of shares without shares being available gives us pause, there is no pay for performance disconnect with share usage, the grants made under the long-term incentive plan have historically been well-structured, and the plan is key to broad recruitment and retention.</i>					

Conagra Brands, Inc.

Meeting Date: 09/14/2023	Country: USA	Ticker: CAG
	Meeting Type: Annual	
	Primary ISIN: US2058871029	Primary SEDOL: 2215460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	For	For	For
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	For	For	For
1d	Elect Director Sean M. Connolly	Mgmt	For	For	For
1e	Elect Director George Dowdie	Mgmt	For	For	For
1f	Elect Director Francisco J. Fraga	Mgmt	For	For	For
1g	Elect Director Fran Horowitz	Mgmt	For	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Melissa Lora	Mgmt	For	For	For
1j	Elect Director Ruth Ann Marshall	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee serves as Remuneration Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.</i>					
1k	Elect Director Denise A. Paulonis	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
<i>Voter Rationale: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs.</i>					
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies who have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					
6	Provide Right to Call a Special Meeting	SH	Against	For	For
<i>Voter Rationale: Holders of significant share capital should be entitled to call a special meeting. A total holding requirement of 10% is a suitable threshold to prevent abuse</i>					

Open Text Corporation

Meeting Date: 09/14/2023

Country: Canada

Ticker: OTEX

Meeting Type: Annual

Primary ISIN: CA6837151068

Primary SEDOL: 2260824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director P. Thomas Jenkins	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee is a former executive and considered to be non-independent. The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible.</i>					
1.2	Elect Director Mark J. Barrenechea	Mgmt	For	For	For
1.3	Elect Director Randy Fowlie	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee serves as Audit Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.</i>					
1.4	Elect Director David Fraser	Mgmt	For	For	For
1.5	Elect Director Gail E. Hamilton	Mgmt	For	For	For
1.6	Elect Director Robert (Bob) Hau	Mgmt	For	For	For
1.7	Elect Director Ann M. Powell	Mgmt	For	Against	Against
<i>Voter Rationale: Companies that received high levels of dissent on remuneration-related proposals should engage with their key shareholders to understand the rationale for opposition and explain in the next annual report how the company intends to address shareholder concerns.</i>					
1.8	Elect Director Stephen J. Sadler	Mgmt	For	Against	Against
<i>Voter Rationale: The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible.</i>					
1.9	Elect Director Michael Slaunwhite	Mgmt	For	For	For
1.10	Elect Director Katharine B. Stevenson	Mgmt	For	For	For
1.11	Elect Director Deborah Weinstein	Mgmt	For	Against	Against
<i>Voter Rationale: We expect companies to have policies in place to increase racial diversity on the board. Our minimum expectation is that at least one board member identifies as a member of an underrepresented community. The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs.</i>					

Novartis AG

Meeting Date: 09/15/2023

Country: Switzerland

Ticker: NOVN

Meeting Type: Extraordinary Shareholders

Primary ISIN: CH0012005267

Primary SEDOL: 7103065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG	Mgmt	For	For	For
2	Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off	Mgmt	For	For	For
3	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voter Rationale: Any Other Business' should not be a voting item.					

Mercury NZ Limited

Meeting Date: 09/19/2023	Country: New Zealand	Ticker: MCY
	Meeting Type: Annual	
	Primary ISIN: NZMRPE0001S2	Primary SEDOL: B8W6K56

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Hannah Hamling as Director	Mgmt	For	For	For
2	Elect Scott St John as Director	Mgmt	For	For	For
3	Elect Adrian Littlewood as Director	Mgmt	For	For	For
4	Elect Mark Binns as Director	Mgmt	For	For	For

Darden Restaurants, Inc.

Meeting Date: 09/20/2023	Country: USA	Ticker: DRI
	Meeting Type: Annual	
	Primary ISIN: US2371941053	Primary SEDOL: 2289874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	For	For	For
1.2	Elect Director Ricardo (Rick) Cardena	Mgmt	For	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1.4	Elect Director James P. Fogarty	Mgmt	For	For	For
1.5	Elect Director Cynthia T. Jamison	Mgmt	For	For	For
1.6	Elect Director Nana Mensah	Mgmt	For	For	For
1.7	Elect Director William S. Simon	Mgmt	For	Withhold	For

Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Charles M. Sonsteby	Mgmt	For	For	For
1.9	Elect Director Timothy J. Wilmott	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
Voter Rationale: A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
Voter Rationale: We support an annual say on pay frequency.					
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.					
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning climate risk so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. To meet the ambition of the Paris Agreement and avoid massive risk to shareholder value, corporations should demonstrate the nexus between their climate aspirations and business strategy via disclosure of credible Paris- or 1.5 degree-aligned emissions reduction targets. Current disclosure does not sufficiently provide investors such information. Company fails to meet our Net Zero Model expectations. In particular, we note the company has failed to set reduction targets. Climate change presents an ongoing and serious long-term risk that can impact shareholder value. Companies should improve their public disclosure and strategy setting in relation to climate change.					
6	Report on Risks Due to Restrictions on Reproductive Rights	SH	Against	Refer	Against
Voter Rationale: At this time, we believe the company's current disclosure provides requisite information to determine whether management and the board are considering attendant material risks.					

FedEx Corporation

Meeting Date: 09/21/2023	Country: USA	Ticker: FDX
Meeting Type: Annual		
	Primary ISIN: US31428X1063	Primary SEDOL: 2142784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1d	Elect Director Amy B. Lane	Mgmt	For	For	For
1e	Elect Director R. Brad Martin	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Nancy A. Norton	Mgmt	For	For	For
1g	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1h	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1i	Elect Director Susan C. Schwab	Mgmt	For	For	For
1j	Elect Director Frederick W. Smith	Mgmt	For	For	For
1k	Elect Director David P. Steiner	Mgmt	For	For	For
1l	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1m	Elect Director Paul S. Walsh	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee serves as Remuneration Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. The annual bonus should be assessed using no less than two metrics. The remuneration committee should not allow vesting of incentive awards for substantially below median performance. Long-term incentives should not be delivered via cash or other non-equity vehicles. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
5	Amend Clawback Policy	SH	Against	Refer	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks and opportunities.</i>					
6	Report on Just Transition	SH	Against	For	For
<i>Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning climate risk so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. To meet the ambition of the Paris Agreement and avoid massive risk to shareholder value, corporations should demonstrate the nexus between their climate aspirations and business strategy via disclosure of credible Paris- or 1.5 degree-aligned emissions reduction targets. Current disclosure does not sufficiently provide investors such information.</i>					
7	Adopt a Paid Sick Leave Policy	SH	Against	Refer	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks and opportunities.</i>					
8	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks and opportunities.</i>					

Take-Two Interactive Software, Inc.

Meeting Date: 09/21/2023

Country: USA

Ticker: TTWO

Meeting Type: Annual

Primary ISIN: US8740541094

Primary SEDOL: 2122117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Strauss Zelnick	Mgmt	For	For	For
1b	Elect Director Michael Dornemann	Mgmt	For	For	For
1c	Elect Director J Moses	Mgmt	For	Against	For
1d	Elect Director Michael Sheresky	Mgmt	For	Against	For
1e	Elect Director LaVerne Srinivasan	Mgmt	For	For	For
1f	Elect Director Susan Tolson	Mgmt	For	For	For
1g	Elect Director Paul Viera	Mgmt	For	For	For
1h	Elect Director Roland Hernandez	Mgmt	For	For	For
1i	Elect Director William "Bing" Gordon	Mgmt	For	For	For
1j	Elect Director Ellen Siminoff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
<i>Voter Rationale: The company maintains a unique compensation structure that pays executives through an external manager under a management services agreement. While some concerns remain around these compensation practices, including the high level of potential compensation and use of one off grants, the company has made several positive changes in the year under review in response to shareholder feedback. We will continue to monitor pay practices at the company and will support the proposal at this time.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	Against	For
<i>Voter Rationale: While we note that dilution associated with this plan is higher than we'd prefer, the plan is broad-based and is a key tool for recruitment and retention purposes across the entire business.</i>					
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies who have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.</i>					

General Mills, Inc.

Meeting Date: 09/26/2023

Country: USA

Ticker: GIS

Meeting Type: Annual

Primary ISIN: US3703341046

Primary SEDOL: 2367026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Kerry Clark	Mgmt	For	For	For

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1c	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
1d	Elect Director Maria G. Henry	Mgmt	For	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1f	Elect Director Elizabeth C. Lempres	Mgmt	For	For	For
1g	Elect Director Diane L. Neal	Mgmt	For	For	For
1h	Elect Director Steve Odland	Mgmt	For	For	For
1i	Elect Director Maria A. Sastre	Mgmt	For	For	For
1j	Elect Director Eric D. Sprunk	Mgmt	For	For	For
1k	Elect Director Jorge A. Uribe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
<i>Voter Rationale: Holders of significant share capital should be entitled to call a special meeting.</i>					
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	For
<i>Voter Rationale: Holders of significant share capital should be entitled to call a special meeting. A total holding requirement of 10% is a suitable threshold to prevent abuse.</i>					

Suncorp Group Limited

Meeting Date: 09/26/2023

Country: Australia

Ticker: SUN

Meeting Type: Annual

Primary ISIN: AU000000SUN6

Primary SEDOL: 6585084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	Refer	Against

Suncorp Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The remuneration report does not articulate how executives performed against historic performance targets. The board should articulate how bonus payments reflect prior year performance, as well as outlining forward-looking targets that underpin long-term incentive plans. The long-term incentive plan is linked to a single performance target. Companies should base vesting levels on multiple performance criteria that reflect both absolute and relative financial metrics rather than a single performance criterion, and should stagger vesting to reward progressively better performance</i></p>					
2	Approve Grant of Performance Rights to Steven Johnston	Mgmt	For	For	For
3a	Elect Elmer Funke Kupper as Director	Mgmt	For	For	For
3b	Elect Simon Machell as Director	Mgmt	For	For	For

Lasertec Corp.

Meeting Date: 09/27/2023	Country: Japan	Ticker: 6920
	Meeting Type: Annual	
	Primary ISIN: JP3979200007	Primary SEDOL: 6506267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 128	Mgmt	For	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	For	For
3.1	Elect Director Kusunose, Haruhiko	Mgmt	For	Against	Against
<p><i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developing markets, our minimum expectation is that women should comprise at least 13.5% of the board.</i></p>					
3.2	Elect Director Okabayashi, Osamu	Mgmt	For	Against	Against
<p><i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developing markets, our minimum expectation is that women should comprise at least 13.5% of the board.</i></p>					
3.3	Elect Director Moriizumi, Koichi	Mgmt	For	For	For
3.4	Elect Director Sendoda, Tetsuya	Mgmt	For	For	For
3.5	Elect Director Misawa, Yutaro	Mgmt	For	For	For
3.6	Elect Director Tajima, Atsushi	Mgmt	For	For	For
3.7	Elect Director Mihara, Koji	Mgmt	For	For	For
3.8	Elect Director Kamide, Kunio	Mgmt	For	For	For
3.9	Elect Director Iwata, Yoshiko	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Restricted Stock Plan	Mgmt	For	Against	Against
<p><i>Voter Rationale: This plan does not effectively link executive pay to performance. The board should introduce stretching performance targets that reward strong performance and build shareholder value over time.</i></p>					

Pan Pacific International Holdings Corp.

Meeting Date: 09/27/2023

Country: Japan

Ticker: 7532

Meeting Type: Annual

Primary ISIN: JP3639650005

Primary SEDOL: 6269861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For
2.1	Elect Director Yoshida, Naoki	Mgmt	For	Against	Against
<i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developing markets, our minimum expectation is that women should comprise at least 13.5% of the board.</i>					
2.2	Elect Director Sekiguchi, Kenji	Mgmt	For	Against	Against
<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>					
2.3	Elect Director Matsumoto, Kazuhiro	Mgmt	For	Against	Against
<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>					
2.4	Elect Director Moriya, Hideki	Mgmt	For	Against	Against
<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>					
2.5	Elect Director Ishii, Yuji	Mgmt	For	Against	Against
<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>					
2.6	Elect Director Ninomiya, Hitomi	Mgmt	For	Against	Against
<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>					
2.7	Elect Director Kubo, Isao	Mgmt	For	Against	Against
<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>					
2.8	Elect Director Yasuda, Takao	Mgmt	For	Against	Against
<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>					
3	Elect Director and Audit Committee Member Nishitani, Jumpei	Mgmt	For	For	For

Asahi Intecc Co., Ltd.

Meeting Date: 09/28/2023

Country: Japan

Ticker: 7747

Meeting Type: Annual

Primary ISIN: JP3110650003

Primary SEDOL: B019MQ5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14.48	Mgmt	For	For	For

Asahi Intecc Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Miyata, Masahiko	Mgmt	For	For	For
3.2	Elect Director Miyata, Kenji	Mgmt	For	For	For
3.3	Elect Director Kato, Tadakazu	Mgmt	For	For	For
3.4	Elect Director Matsumoto, Munechika	Mgmt	For	For	For
3.5	Elect Director Terai, Yoshinori	Mgmt	For	For	For
3.6	Elect Director Ito, Mizuho	Mgmt	For	For	For
3.7	Elect Director Nishiuchi, Makoto	Mgmt	For	For	For
3.8	Elect Director Ito, Kiyomichi	Mgmt	For	For	For
3.9	Elect Director Kusakari, Takahiro	Mgmt	For	For	For
3.10	Elect Director Taguchi, Akihiro	Mgmt	For	For	For

Diageo Plc

Meeting Date: 09/28/2023

Country: United Kingdom

Ticker: DGE

Meeting Type: Annual

Primary ISIN: GB0002374006

Primary SEDOL: 0237400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Long Term Incentive Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Debra Crew as Director	Mgmt	For	For	For
7	Re-elect Javier Ferran as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Nomination Committee.</i>					
8	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For	For
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
10	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
11	Re-elect Karen Blackett as Director	Mgmt	For	For	For
12	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
13	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For

Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Lamb Weston Holdings, Inc.

Meeting Date: 09/28/2023

Country: USA

Ticker: LW

Meeting Type: Annual

Primary ISIN: US5132721045

Primary SEDOL: BDQZFJ3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For
1b	Elect Director Charles A. Blixt	Mgmt	For	For	For
1c	Elect Director Robert J. Coviello	Mgmt	For	For	For
1d	Elect Director Rita Fisher	Mgmt	For	For	For
1e	Elect Director Andre J. Hawaux	Mgmt	For	For	For
1f	Elect Director W.G. Jurgensen	Mgmt	For	For	For
1g	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1h	Elect Director Hala G. Modellmog	Mgmt	For	For	For
1i	Elect Director Robert A. Niblock	Mgmt	For	For	For
1j	Elect Director Maria Renna Sharpe	Mgmt	For	For	For
1k	Elect Director Thomas P. Werner	Mgmt	For	For	For

Lamb Weston Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Aegon NV

Meeting Date: 09/29/2023

Country: Netherlands

Ticker: AGN

Meeting Type: Extraordinary Shareholders

Primary ISIN: NL0000303709

Primary SEDOL: 5927375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Approve Cross-Border Conversion and Amend Articles of Association	Mgmt	For	For	For
3.1	Elect William Connelly as Non-Executive Director	Mgmt	For	For	For
3.2	Elect Mark Ellman as Non-Executive Director	Mgmt	For	For	For
3.3	Elect Karen Fawcett as Non-Executive Director	Mgmt	For	For	For
3.4	Elect Jack McGarry as Non-Executive Director	Mgmt	For	For	For
3.5	Elect Caroline Ramsay as Non-Executive Director	Mgmt	For	For	For
3.6	Elect Thomas Wellauer as Non-Executive Director	Mgmt	For	For	For
3.7	Elect Corien Wortmann-Kool as Non-Executive Director	Mgmt	For	For	For
3.8	Elect Dona Young as Non-Executive Director	Mgmt	For	For	For
3.9	Elect Lard Friese as Executive Director	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers Societe Cooperative, Incorporated as Independent Auditor of Aegon S.A.	Mgmt	For	For	For

Aegon NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Ratify PricewaterhouseCoopers Accountants N.V as Independent Auditor of Aegon Ltd. for the Financial Year 2023	Mgmt	For	For	For
4.3	Ratify Ernst & Young Accountants LLP as Independent Auditor of Aegon Ltd. for the Financial Year 2024	Mgmt	For	For	For
5	Other Business (Non-Voting)	Mgmt			
6	Close Meeting	Mgmt			

Aegon NV

Meeting Date: 09/30/2023

Country: Netherlands

Ticker: AGN

Meeting Type: Extraordinary Shareholders

Primary ISIN: NL0000303709

Primary SEDOL: 5927375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Change Jurisdiction, Nationality and Transfer Registered Office of the Company from Grand Duchy of Luxembourg to Bermuda, Change Company Name from Aegon S.A to Aegon Ltd. and Approve Memorandum of Continuance of the Company	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			

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