

VOTE SUMMARY REPORT

Date range covered : 07/01/2022 to 09/30/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): SUN LIFE REAL ASSET - KBI

Severn Trent Plc

Meeting Date: 07/07/2022

Country: United Kingdom

Ticker: SVT

Record Date: 07/05/2022

Meeting Type: Annual

Primary Security ID: G8056D159

Shares Voted: 102,104

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 James Bowling as Director	Mgmt	For	For	For
6	Re-elect John Coghlan as Director	Mgmt	For	For	For
7	Elect Tom Delay as Director	Mgmt	For	For	For
8	Re-elect Olivia Garfield as Director	Mgmt	For	For	For
9	Re-elect Christine Hodgson as Director	Mgmt	For	For	For
10	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
11	Re-elect Philip Remnant as Director	Mgmt	For	For	For
12	Elect Gillian Sheldon as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
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	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Yara International ASA

Meeting Date: 07/07/2022

Country: Norway

Ticker: YAR

Record Date:

Meeting Type: Extraordinary
Shareholders

Primary Security ID: R9900C106

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3.1	Approve Spin-Off Agreement	Mgmt	For	For	Do Not Vote
3.2	Approve Merger Agreement with Yara Clean Ammonia NewCo AS and Yara Clean Ammonia Holding AS	Mgmt	For	For	Do Not Vote

National Grid Plc

Meeting Date: 07/11/2022

Country: United Kingdom

Ticker: NG

Record Date: 07/07/2022

Meeting Type: Annual

Primary Security ID: G6S9A7120

Shares Voted: 153,709

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
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	Elect Ian Livingston as Director	Mgmt	For	For	For
9	Elect Iain Mackay as Director	Mgmt	For	For	For
10	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	For	For
13	Elect Tony Wood as Director	Mgmt	For	For	For
14	Elect Martha Wyrsh as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Policy	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19	Approve Climate Transition Plan	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Approve Scrip Dividend Scheme	Mgmt	For	For	For
23	Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Core & Main, Inc.

Meeting Date: 07/19/2022

Country: USA

Ticker: CNM

Record Date: 05/20/2022

Meeting Type: Annual

Primary Security ID: 21874C102

Shares Voted: 150,491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Berges	Mgmt	For	Withhold	Withhold
1.2	Elect Director Dennis G. Gipson	Mgmt	For	Withhold	Withhold
1.3	Elect Director Stephen O. LeClair	Mgmt	For	Withhold	Withhold
1.4	Elect Director Nathan K. Sleeper	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Advanced Drainage Systems, Inc.

Meeting Date: 07/21/2022

Country: USA

Ticker: WMS

Record Date: 05/27/2022

Meeting Type: Annual

Primary Security ID: 00790R104

Shares Voted: 33,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anesa T. Chaibi	Mgmt	For	For	For
1b	Elect Director Robert M. Eversole	Mgmt	For	For	For
1c	Elect Director Alexander R. Fischer	Mgmt	For	For	For
1d	Elect Director Kelly S. Gast	Mgmt	For	For	For
1e	Elect Director M.A. (Mark) Haney	Mgmt	For	For	For
1f	Elect Director Ross M. Jones	Mgmt	For	For	For
1g	Elect Director Manuel J. "Manny" Perez de la Mesa	Mgmt	For	For	For
1h	Elect Director Anil Seetharam	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Johnson Matthey Plc

Meeting Date: 07/21/2022

Country: United Kingdom

Ticker: JMAT

Record Date: 07/19/2022

Meeting Type: Annual

Primary Security ID: G51604166

Shares Voted: 97,744

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	Elect Liam Condon as Director	Mgmt	For	For	For
5	Elect Rita Forst as Director	Mgmt	For	For	For
6	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
7	Re-elect Xiaozhi Liu as Director	Mgmt	For	For	For
8	Re-elect Chris Mottershead as Director	Mgmt	For	For	For

Johnson Matthey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect John O'Higgins as Director	Mgmt	For	For	For
10	Re-elect Stephen Oxley as Director	Mgmt	For	For	For
11	Re-elect Patrick Thomas as Director	Mgmt	For	For	For
12	Re-elect Doug Webb as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers 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	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

SSE Plc

Meeting Date: 07/21/2022

Country: United Kingdom

Ticker: SSE

Record Date: 07/19/2022

Meeting Type: Annual

Primary Security ID: G8842P102

Shares Voted: 177,626

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	Amend Performance Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Gregor Alexander as Director	Mgmt	For	For	For
7	Elect Dame Elish Angiolini as Director	Mgmt	For	For	For
8	Elect John Bason as Director	Mgmt	For	For	For
9	Re-elect Dame Sue Bruce as Director	Mgmt	For	For	For
10	Re-elect Tony Cocker as Director	Mgmt	For	For	For
11	Elect Debbie Crosbie as Director	Mgmt	For	For	For

SSE Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Peter Lynas as Director	Mgmt	For	For	For
13	Re-elect Helen Mahy as Director	Mgmt	For	For	For
14	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
15	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
16	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
17	Re-elect Melanie Smith as Director	Mgmt	For	For	For
18	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
20	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Approve Net Zero Transition Report	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

HomeServe Plc

Meeting Date: 07/22/2022

Country: United Kingdom

Ticker: HSV

Record Date: 07/20/2022

Meeting Type: Annual

Primary Security ID: G4639X119

Shares Voted: 224,983

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	Against	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Tommy Breen as Director	Mgmt	For	Against	Against
5	Re-elect Ross Clemmow as Director	Mgmt	For	For	For
6	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
7	Re-elect Richard Harpin as Director	Mgmt	For	For	For
8	Re-elect David Bower as Director	Mgmt	For	For	For
9	Re-elect Tom Rusin as Director	Mgmt	For	For	For
10	Re-elect Katrina Cliffe as Director	Mgmt	For	For	For

HomeServe Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Stella David as Director	Mgmt	For	For	For
12	Re-elect Edward Fitzmaurice as Director	Mgmt	For	For	For
13	Re-elect Olivier Gremillon as Director	Mgmt	For	For	For
14	Re-elect Ron McMillan as Director	Mgmt	For	For	For
15	Reappoint Deloitte 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
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
22	Amend HomeServe 2018 Long-Term Incentive Plan	Mgmt	For	For	For

HomeServe Plc

Meeting Date: 07/22/2022 **Country:** United Kingdom **Ticker:** HSV
Record Date: 07/20/2022 **Meeting Type:** Special
Primary Security ID: G4639X119

Shares Voted: 224,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Homeserve plc by Hestia Bidco Limited	Mgmt	For	For	For

HomeServe Plc

Meeting Date: 07/22/2022 **Country:** United Kingdom **Ticker:** HSV
Record Date: 07/20/2022 **Meeting Type:** Court
Primary Security ID: G4639X119

Shares Voted: 224,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

United Utilities Group Plc

Meeting Date: 07/22/2022

Country: United Kingdom

Ticker: UU

Record Date: 07/20/2022

Meeting Type: Annual

Primary Security ID: G92755100

Shares Voted: 624,805

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	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Sir David Higgins as Director	Mgmt	For	For	For
6	Re-elect Steve Mogford as Director	Mgmt	For	For	For
7	Re-elect Phil Aspin as Director	Mgmt	For	For	For
8	Elect Louise Beardmore as Director	Mgmt	For	For	For
9	Elect Liam Butterworth as Director	Mgmt	For	For	For
10	Re-elect Kath Cates as Director	Mgmt	For	For	For
11	Re-elect Alison Goligher as Director	Mgmt	For	For	For
12	Re-elect Paulette Rowe as Director	Mgmt	For	For	For
13	Re-elect Doug Webb as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Climate-Related Financial Disclosures	Mgmt	For	Against	Against
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	Approve Long Term Plan	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 and Expenditure	Mgmt	For	For	For

Meeting Date: 07/28/2022

Country: United Kingdom

Ticker: TATE

Record Date: 07/26/2022

Meeting Type: Annual

Primary Security ID: G86838151

Shares Voted: 508,332

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 Gerry Murphy as Director	Mgmt	For	For	For
5	Re-elect Nick Hampton as Director	Mgmt	For	For	For
6	Elect Dawn Allen as Director	Mgmt	For	For	For
7	Re-elect John Cheung as Director	Mgmt	For	For	For
8	Re-elect Patricia Corsi as Director	Mgmt	For	For	For
9	Elect Isabelle Esser as Director	Mgmt	For	For	For
10	Re-elect Paul Forman as Director	Mgmt	For	For	For
11	Re-elect Lars Frederiksen as Director	Mgmt	For	For	For
12	Re-elect Kimberly Nelson as Director	Mgmt	For	For	For
13	Re-elect Sybella Stanley as Director	Mgmt	For	For	For
14	Re-elect Warren Tucker 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 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	Approve Reduction and Cancellation of Capital Cumulative Preference Shares	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

VA Tech Wabag Limited

Meeting Date: 08/24/2022

Country: India

Ticker: 533269

Record Date: 08/17/2022

Meeting Type: Annual

Primary Security ID: Y9356W111

Shares Voted: 214,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect S Varadarajan as Director	Mgmt	For	For	For
3	Reelect Milin Mehta as Director	Mgmt	For	For	For
4	Approve Remuneration of Cost Auditors	Mgmt	For	For	For

Companhia de Saneamento de Minas Gerais

Meeting Date: 09/06/2022

Country: Brazil

Ticker: CSMG3

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: P28269101

Shares Voted: 795,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Kathleen Garcia Nascimento as Fiscal Council Member	Mgmt	For	For	For
2	Elect Thales Almeida Pereira Fernandes as Fiscal Council Member	Mgmt	For	For	For

ABB Ltd.

Meeting Date: 09/07/2022

Country: Switzerland

Ticker: ABBN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H0010V101

Shares Voted: 109,145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off of Accelleron Industries AG	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

China Water Affairs Group Limited

Meeting Date: 09/09/2022

Country: Bermuda

Ticker: 855

Record Date: 09/05/2022

Meeting Type: Annual

Primary Security ID: G21090124

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
3.1	Elect Ding Bin as Director	Mgmt	For	For	For
3.2	Elect Zhao Hai Hu as Director	Mgmt	For	For	For
3.3	Elect Chau Kam Wing as Director	Mgmt	For	For	For
3.4	Elect Siu Chi Ming as Director	Mgmt	For	For	For
3.5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
8	Adopt New Share Option Scheme	Mgmt	For	Against	Against

VOTE SUMMARY REPORT

Date range covered : 10/01/2022 to 12/31/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): SUN LIFE REAL ASSET - KBI

Greencoat Renewables PLC

Meeting Date: 10/13/2022 **Country:** Ireland **Ticker:** GRP
Record Date: 10/09/2022 **Meeting Type:** Special
Primary Security ID: G4081F103

Shares Voted: 4,699,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amendment to the Company's Investment Policy	Mgmt	For	For	For

Companhia de Saneamento de Minas Gerais

Meeting Date: 10/21/2022 **Country:** Brazil **Ticker:** CSMG3
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: P28269101

Shares Voted: 795,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Issuance of Non-Convertible Debentures Re: Long-term Loan Operation	Mgmt	For	For	For

Companhia de Saneamento de Minas Gerais

Meeting Date: 11/04/2022 **Country:** Brazil **Ticker:** CSMG3
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: P28269101

Shares Voted: 795,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Juliano Fisicaro Borges as Fiscal Council Member	Mgmt	For	For	For

Alfen NV

Meeting Date: 11/21/2022 **Country:** Netherlands **Ticker:** ALFEN
Record Date: 10/24/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N0227W101

Shares Voted: 16,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Jeanine van der Vlist to Supervisory Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Origin Enterprises Plc

Meeting Date: 11/22/2022

Country: Ireland

Ticker: OIZ

Record Date: 11/18/2022

Meeting Type: Annual

Primary Security ID: G68097107

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Approve Final Dividend	Mgmt	For	For	Do Not Vote
3a	Re-elect Gary Britton as Director	Mgmt	For	Against	Do Not Vote
3b	Re-elect Aidan Connolly as Director	Mgmt	For	For	Do Not Vote
3c	Re-elect Sean Coyle as Director	Mgmt	For	For	Do Not Vote
3d	Re-elect TJ Kelly as Director	Mgmt	For	For	Do Not Vote
3e	Re-elect Helen Kirkpatrick as Director	Mgmt	For	For	Do Not Vote
3f	Re-elect Christopher Richards as Director	Mgmt	For	For	Do Not Vote
3g	Re-elect Lesley Williams as Director	Mgmt	For	For	Do Not Vote
3h	Elect Alan Ralph as Director	Mgmt	For	For	Do Not Vote
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	Do Not Vote
5	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
6	Authorise Issue of Equity	Mgmt	For	For	Do Not Vote
7a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	Do Not Vote

Origin Enterprises Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	Do Not Vote
8a	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	Do Not Vote
8b	Authorise Reissuance Price Range at which Treasury Shares May be Re-issued Off-Market	Mgmt	For	For	Do Not Vote
9	Amend Articles of Association to Increase the Limit on the Aggregate Basic Fee Payable to Non-executive Director	Mgmt	For	For	Do Not Vote

Genus Plc

Meeting Date: 11/23/2022

Country: United Kingdom

Ticker: GNS

Record Date: 11/21/2022

Meeting Type: Annual

Primary Security ID: G3827X105

Shares Voted: 47,160

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	Re-elect Iain Ferguson as Director	Mgmt	For	For	For
6	Re-elect Stephen Wilson as Director	Mgmt	For	For	For
7	Re-elect Alison Henriksen as Director	Mgmt	For	For	For
8	Re-elect Lysanne Gray as Director	Mgmt	For	For	For
9	Re-elect Lykele van der Broek as Director	Mgmt	For	For	For
10	Re-elect Lesley Knox as Director	Mgmt	For	For	For
11	Re-elect Jason Chin as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit and Risk 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

Genus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ferguson Plc

Meeting Date: 11/30/2022 **Country:** Jersey **Ticker:** FERG
Record Date: 11/28/2022 **Meeting Type:** Annual
Primary Security ID: G3421J106

Shares Voted: 27,850

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
3.1	Re-elect Kelly Baker as Director	Mgmt	For	For	For
3.2	Re-elect Bill Brundage as Director	Mgmt	For	For	For
3.3	Re-elect Geoff Drabble as Director	Mgmt	For	For	For
3.4	Re-elect Catherine Halligan as Director	Mgmt	For	For	For
3.5	Re-elect Brian May as Director	Mgmt	For	For	For
3.6	Re-elect Kevin Murphy as Director	Mgmt	For	For	For
3.7	Re-elect Alan Murray as Director	Mgmt	For	For	For
3.8	Re-elect Tom Schmitt as Director	Mgmt	For	For	For
3.9	Re-elect Nadia Shouraboura as Director	Mgmt	For	For	For
3.10	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Approve Non-Employee Director Incentive Plan	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Ferguson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Adopt New Articles of Association	Mgmt	For	For	For

Yara International ASA

Meeting Date: 12/06/2022

Country: Norway

Ticker: YAR

Record Date: 12/05/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: R9900C106

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
2	Elect Ketil E. Boe as Chairman of Meeting; Designate Lars Mattis H. Hanssen as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3	Approve Additional Dividends of NOK 10.00 Per Share	Mgmt	For	For	Do Not Vote

VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 03/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): SUN LIFE REAL ASSET - KBI

Koninklijke DSM NV

Meeting Date: 01/23/2023

Country: Netherlands

Ticker: DSM

Record Date: 12/26/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N5017D122

Shares Voted: 31,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation on the Transaction	Mgmt			
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	For	For
4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Close Meeting	Mgmt			

Evoqua Water Technologies Corp.

Meeting Date: 02/07/2023

Country: USA

Ticker: AQUA

Record Date: 12/12/2022

Meeting Type: Annual

Primary Security ID: 30057T105

Shares Voted: 68,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ron C. Keating	Mgmt	For	Withhold	Withhold
1.2	Elect Director Martin J. Lamb	Mgmt	For	Withhold	Withhold
1.3	Elect Director Peter M. Wilver	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Deere & Company

Meeting Date: 02/22/2023

Country: USA

Ticker: DE

Record Date: 12/27/2022

Meeting Type: Annual

Primary Security ID: 244199105

Shares Voted: 14,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Orsted A/S

Meeting Date: 03/07/2023

Country: Denmark

Ticker: ORSTED

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: K7653Q105

Shares Voted: 43,984

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of DKK 13.5 Per Share	Mgmt	For	For	For
6.1	Fix Number of Directors at Eight	Mgmt	For	For	For
6.2	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	Abstain	Abstain
6.3	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	For
6.4a	Reelect Jorgen Kildah as Director	Mgmt	For	For	For
6.4b	Reelect Peter Korsholm as Director	Mgmt	For	For	For
6.4c	Reelect Dieter Wimmer as Director	Mgmt	For	For	For
6.4d	Reelect Julia King as Director	Mgmt	For	For	For
6.4e	Elect Annica Bresky as New Director	Mgmt	For	For	For
6.4f	Elect Andrew Brown as New Director	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Johnson Controls International Plc

Meeting Date: 03/08/2023

Country: Ireland

Ticker: JCI

Record Date: 01/05/2023

Meeting Type: Annual

Primary Security ID: G51502105

Shares Voted: 42,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean Blackwell	Mgmt	For	For	For
1b	Elect Director Pierre Cohade	Mgmt	For	For	For
1c	Elect Director Michael E. Daniels	Mgmt	For	For	For
1d	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1e	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1f	Elect Director Ayesha Khanna	Mgmt	For	For	For
1g	Elect Director Simone Menne	Mgmt	For	For	For

Johnson Controls International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director George R. Oliver	Mgmt	For	For	For
1i	Elect Director Jurgen Tinggren	Mgmt	For	For	For
1j	Elect Director Mark Vergnano	Mgmt	For	For	For
1k	Elect Director John D. Young	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
7	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
8	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For

Aalberts NV

Meeting Date: 03/09/2023

Country: Netherlands

Ticker: AALB

Record Date: 02/09/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N00089271

Shares Voted: 55,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect T. (Thessa) Menssen to Supervisory Board	Mgmt	For	For	For
3	Elect F. (Frank) Melzer to Supervisory Board	Mgmt	For	For	For
4	Other Business (Non-Voting)	Mgmt			
5	Close Meeting	Mgmt			

Agilent Technologies, Inc.

Meeting Date: 03/15/2023

Country: USA

Ticker: A

Record Date: 01/24/2023

Meeting Type: Annual

Primary Security ID: 00846U101

Agilent Technologies, Inc.

Shares Voted: 17,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi K. Kunz	Mgmt	For	For	For
1.2	Elect Director Susan H. Rataj	Mgmt	For	For	For
1.3	Elect Director George A. Scangos	Mgmt	For	For	For
1.4	Elect Director Dow R. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Samsung SDI Co., Ltd.

Meeting Date: 03/15/2023

Country: South Korea

Ticker: 006400

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: Y74866107

Shares Voted: 12,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Elect Jeon Young-hyeon as Inside Director	Mgmt	For	For	For
2.2	Elect Kwon Oh-gyeong as Outside Director	Mgmt	For	For	For
2.3	Elect Kim Deok-hyeon as Outside Director	Mgmt	For	For	For
2.4	Elect Lee Mi-gyeong as Outside Director	Mgmt	For	For	For
3.1	Elect Kwon Oh-gyeong as a Member of Audit Committee	Mgmt	For	For	For
3.2	Elect Lee Mi-gyeong as a Member of Audit Committee	Mgmt	For	For	For
4	Elect Choi Won-wook as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Fluence Energy, Inc.

Meeting Date: 03/20/2023

Country: USA

Ticker: FLNC

Record Date: 01/23/2023

Meeting Type: Annual

Primary Security ID: 34379V103

Shares Voted: 58,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cynthia Arnold	Mgmt	For	For	For
1.2	Elect Director Herman Bulls	Mgmt	For	Withhold	Withhold
1.3	Elect Director Emma Falck	Mgmt	For	Withhold	Withhold
1.4	Elect Director Ricardo Falu	Mgmt	For	Withhold	Withhold
1.5	Elect Director Elizabeth Fessenden	Mgmt	For	For	For
1.6	Elect Director Harald von Heynitz	Mgmt	For	For	For
1.7	Elect Director Barbara Humpton	Mgmt	For	Withhold	Withhold
1.8	Elect Director Axel Meier	Mgmt	For	Withhold	Withhold
1.9	Elect Director Tish Mendoza	Mgmt	For	Withhold	Withhold
1.10	Elect Director Julian Nebreda	Mgmt	For	Withhold	Withhold
1.11	Elect Director John Christopher Shelton	Mgmt	For	Withhold	Withhold
1.12	Elect Director Simon James Smith	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

ABB Ltd.

Meeting Date: 03/23/2023

Country: Switzerland

Ticker: ABBN

Record Date:

Meeting Type: Annual

Primary Security ID: H0010V101

Shares Voted: 81,270

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 (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of CHF 0.84 per Share	Mgmt	For	For	For
5.1	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
5.2	Amend Articles Re: Restriction on Registration	Mgmt	For	For	For
5.3	Amend Articles Re: General Meeting	Mgmt	For	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
5.5	Amend Articles Re: Board of Directors and Compensation	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 259.3 Million and the Lower Limit of CHF 212.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 43.9 Million	Mgmt	For	For	For
8.1	Reelect Gunnar Brock as Director	Mgmt	For	For	For
8.2	Reelect David Constable as Director	Mgmt	For	For	For
8.3	Reelect Frederico Curado as Director	Mgmt	For	For	For
8.4	Reelect Lars Foerberg as Director	Mgmt	For	For	For
8.5	Elect Denise Johnson as Director	Mgmt	For	For	For
8.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
8.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
8.8	Reelect David Meline as Director	Mgmt	For	For	For
8.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
8.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against	Against
9.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
10	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Kubota Corp.

Meeting Date: 03/24/2023

Country: Japan

Ticker: 6326

Record Date: 12/31/2022

Meeting Type: Annual

Primary Security ID: J36662138

Shares Voted: 176,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	For	For
1.2	Elect Director Yoshikawa, Masato	Mgmt	For	For	For
1.3	Elect Director Watanabe, Dai	Mgmt	For	For	For
1.4	Elect Director Kimura, Hiroto	Mgmt	For	For	For
1.5	Elect Director Yoshioka, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanada, Shingo	Mgmt	For	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For	For
1.8	Elect Director Ina, Koichi	Mgmt	For	For	For
1.9	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.10	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.11	Elect Director Kawana, Koichi	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Andritz AG

Meeting Date: 03/29/2023

Country: Austria

Ticker: ANDR

Record Date: 03/19/2023

Meeting Type: Annual

Primary Security ID: A11123105

Shares Voted: 53,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Andritz AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Amend Articles Re: Company Announcements	Mgmt	For	For	For
10.1	New/Amended Proposals from Shareholders	Mgmt	None	Against	Against
10.2	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Against	Against

COWAY Co., Ltd.

Meeting Date: 03/29/2023 **Country:** South Korea **Ticker:** 021240
Record Date: 12/31/2022 **Meeting Type:** Annual
Primary Security ID: Y1786S109

Shares Voted: 89,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Elect Bang Jun-hyeok as Inside Director	Mgmt	For	For	For
3.2	Elect Seo Jang-won as Inside Director	Mgmt	For	For	For
3.3	Elect Kim Soon-tae as Inside Director	Mgmt	For	For	For
3.4	Elect Yoon Bu-hyeon as Outside Director	Mgmt	For	For	For
3.5	Elect Kim Gyu-ho as Outside Director	Mgmt	For	For	For
4	Elect Kim Jin-bae as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
5.1	Elect Yoon Bu-hyeon as a Member of Audit Committee	Mgmt	For	For	For
5.2	Elect Lee Gil-yeon as a Member of Audit Committee	Mgmt	For	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Orbia Advance Corporation SAB de CV

Meeting Date: 03/30/2023 **Country:** Mexico **Ticker:** ORBIA
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: P7S81Y105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept CEO's Report and Board's Report on Operations and Results	Mgmt	For	For	For
1.2	Accept Individual and Consolidated Financial Statements	Mgmt	For	For	For
1.3	Accept Report on Compliance of Fiscal Obligations	Mgmt	For	For	For
2.1	Accept Report of Audit Committee	Mgmt	For	For	For
2.2	Accept Report of Corporate Governance, Responsibility and Compensation Committee	Mgmt	For	For	For
2.3	Accept Report of Finance Committee	Mgmt	For	For	For
3.1	Approve Allocation of Individual and Consolidated Net Profit in the Amount of USD 567 Million and USD 665 Million Respectively	Mgmt	For	For	For
3.2	Approve Allocation of Individual and/or Consolidated Profits Referred to in Previous Item 3.1 to Accumulated Results Account	Mgmt	For	For	For
3.3	Approve Ordinary Cash Dividends of USD 240 Million	Mgmt	For	For	For
4.1	Ratify Antonio Del Valle Ruiz as Honorary and Lifetime Board Chairman	Mgmt	For	For	For
4.2a	Elect or Ratify Juan Pablo Del Valle Perochena as Board Member	Mgmt	For	For	For
4.2b	Elect or Ratify Antonio Del Valle Perochena as Board Member	Mgmt	For	For	For
4.2c	Elect or Ratify Maria de Guadalupe Del Valle Perochena as Board Member	Mgmt	For	For	For
4.2d	Elect or Ratify Francisco Javier Del Valle Perochena as Board Member	Mgmt	For	For	For
4.2e	Elect or Ratify Guillermo Ortiz Martinez as Board Member	Mgmt	For	Against	Against
4.2f	Elect or Ratify Divo Milan Haddad as Board Member	Mgmt	For	For	For
4.2g	Elect or Ratify Alma Rosa Moreno Razo as Board Member	Mgmt	For	For	For
4.2h	Elect or Ratify Maria Teresa Altagracia Arnal Machado as Board Member	Mgmt	For	For	For
4.2i	Elect or Ratify Jack Goldstein Ring as Board Member	Mgmt	For	For	For
4.2j	Elect or Ratify Edward Mark Rajkowski as Board Member	Mgmt	For	For	For
4.2k	Elect or Ratify Mihir Arvind Desai as Board Member	Mgmt	For	For	For
4.3a	Elect or Ratify Juan Pablo Del Valle Perochena as Chairman of Board of Directors	Mgmt	For	For	For

Orbia Advance Corporation SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3b	Elect or Ratify Juan Pablo Del Rio Benitez as Secretary (Non-Member) of Board	Mgmt	For	For	For
4.3c	Elect or Ratify Sheldon Vincent Hirt as Alternate Secretary (Non-Member) of Board	Mgmt	For	For	For
4.4a	Elect or Ratify Edward Mark Rajkowski as Chairman of Audit Committee	Mgmt	For	For	For
4.4b	Elect or Ratify Maria Teresa Altagracia Arnal Machado as Chairman of Corporate Practices, Responsibility and Compensation Committee	Mgmt	For	For	For
5	Approve Remuneration of Members of Board and Key Committees	Mgmt	For	Against	Against
6.1	Approve Cancellation of Balance of Amount Approved to be Used for Acquisition of Company's Shares	Mgmt	For	For	For
6.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	Against	Against
7	Accept Report on Adoption or Modification of Policies in Share Repurchases of Company	Mgmt	For	For	For
8	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

AECOM

Meeting Date: 03/31/2023 **Country:** USA **Ticker:** ACM
Record Date: 01/30/2023 **Meeting Type:** Annual
Primary Security ID: 00766T100

Shares Voted: 69,822

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For
1.2	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.3	Elect Director Kristy Pipes	Mgmt	For	For	For
1.4	Elect Director Troy Rudd	Mgmt	For	For	For
1.5	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
1.6	Elect Director Daniel R. Tishman	Mgmt	For	For	For
1.7	Elect Director Sander van't Noordende	Mgmt	For	For	For
1.8	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

VOTE SUMMARY REPORT

Date range covered : 04/01/2023 to 06/30/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): SUN LIFE REAL ASSET - KBI

Alfen NV

Meeting Date: 04/06/2023 **Country:** Netherlands **Ticker:** ALFEN
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: N0227W101

Shares Voted: 21,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Open Meeting	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				
2.b	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice, regarding actual content and disclosure. Although we note that some of the non-financial KPIs are not accompanied by full information on targets or achievement, the overall level of disclosure and information allows for a good understanding on the alignment between pay and performance.</i>				
2.c	Adopt Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>				
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
3.b	Discuss Allocation of Income	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				
5	Amend Remuneration Policy of Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>				
6	Discussion on Company's Corporate Governance	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				

Alfen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
7.b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Alfen to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i>				
8	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
9	Other Business (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				
10	Close Meeting	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				

A. O. Smith Corporation

Meeting Date: 04/11/2023 **Country:** USA **Ticker:** AOS
Record Date: 02/21/2023 **Meeting Type:** Annual
Primary Security ID: 831865209

Shares Voted: 41,398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald D. Brown	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: A WITHHOLD vote for governance committee member Ronald Brown is warranted given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1.2	Elect Director Earl E. Exum	Mgmt	For	For	For
	<i>Voting Policy Rationale: A WITHHOLD vote for governance committee member Ronald Brown is warranted given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1.3	Elect Director Michael M. Larsen	Mgmt	For	For	For
	<i>Voting Policy Rationale: A WITHHOLD vote for governance committee member Ronald Brown is warranted given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				
1.4	Elect Director Idelle K. Wolf	Mgmt	For	For	For
	<i>Voting Policy Rationale: A WITHHOLD vote for governance committee member Ronald Brown is warranted given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset. A vote FOR the remaining director nominees is warranted.</i>				

A. O. Smith Corporation

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
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Some concerns are raised by the committee's decision to discretionarily increase annual incentive payouts, as does the continued limited disclosure of annual incentive metric performance goals and actual results. Nevertheless, annual incentives are based entirely on pre-set financial metrics with adjusted awards still paid out below target, and long-term incentives are predominantly based on performance measures.</i>				
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
5	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing diversity and inclusion initiatives.</i>				

Vestas Wind Systems A/S

Meeting Date: 04/12/2023 **Country:** Denmark **Ticker:** VWS
Record Date: 04/05/2023 **Meeting Type:** Annual
Primary Security ID: K9773J201

Shares Voted: 150,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
	<i>Voting Policy Rationale: This is a routine, non-voting item.</i>				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>				
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the omission of dividend is warranted because the company's earnings are negative.</i>				
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, concerns are noted regarding the lack of ex-post disclosure on performance targets for variable remuneration.</i>				
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.</i>				

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
6.b	Reelect Bruce Grant as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
6.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
6.g	Reelect Lena Olving as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i>				
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.</i>				
10	Other Business	Mgmt			
	<i>Voting Policy Rationale: This is a routine, non-voting item.</i>				

Atlantica Sustainable Infrastructure Plc

Meeting Date: 04/13/2023

Country: United Kingdom

Ticker: AY

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: G0751N103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i>				
2	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is considered warranted, but it is not without concern: * One-third the LTIP to be granted in FY2023 is subject to continued employment only. The main reasons for support are: * LTIP awards granted during the year under review are wholly performance-based; and * There are no other significant concerns identified.</i>				
3	Approve Remuneration Policy	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is not considered warranted: * The new remuneration policy features a provision to award a one-time transaction-related bonus to executives including the CEO; and * One-third of future LTIP awards to executive directors will be based on continued employment only, representing a retrograde step from the wholly performance-based LTIP currently in operation.</i>				
4	Elect Director Michael Woolcombe	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
5	Elect Director Michael Forsayeth	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
6	Elect Director William Aziz	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
7	Elect Director Brenda Eprile	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
8	Elect Director Debora Del Favero	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
9	Elect Director Arun Banskota	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
10	Elect Director George Trisic	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
11	Elect Director Edward C. Hall, III	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
12	Elect Director Santiago Seage	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
13	Reappoint Ernst & Young LLP and Ernst & Young S.L. as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i>				
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i>				
15	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				

Atlantica Sustainable Infrastructure Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
17	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
18	Approve Reduction in Share Capital	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because the proposed capital reduction is not contentious and would increase further capital flexibility.</i>					
19	Authorise Share Repurchase Program	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>					

Adecoagro SA

Meeting Date: 04/19/2023

Country: Luxembourg

Ticker: AGRO

Record Date: 03/02/2023

Meeting Type: Annual

Primary Security ID: L00849106

Shares Voted: 557,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
2	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
3	Approve Allocation of Income	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted as no concerns are raised with respect to the proposed dividend payout in line with the company's dividend policy.</i>					
4	Approve Dividends	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted as no concerns are raised with respect to the proposed dividend payout in line with the company's dividend policy.</i>					
5	Approve Discharge of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year.</i>					
6	Approve Remuneration of Directors for FY 2022	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because there is no sign of excessiveness concerning the board remuneration.</i>					

Adecoagro SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					
8.1	Elect Plinio Musetti as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Plinio Villares Musetti is warranted, because: * They are the incumbent board chair and there is a lack of gender diversity on the board. * The nominee is non-independent, while the board lacks sufficient independence among its members. * The nominee is non-independent and he will sit on the remuneration committee that is not sufficiently independent. Votes FOR the remaining nominees are warranted.</i>					
8.2	Elect Mariano Bosch as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Plinio Villares Musetti is warranted, because: * They are the incumbent board chair and there is a lack of gender diversity on the board. * The nominee is non-independent, while the board lacks sufficient independence among its members. * The nominee is non-independent and he will sit on the remuneration committee that is not sufficiently independent. Votes FOR the remaining nominees are warranted.</i>					
8.3	Elect Daniel Gonzalez as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Plinio Villares Musetti is warranted, because: * They are the incumbent board chair and there is a lack of gender diversity on the board. * The nominee is non-independent, while the board lacks sufficient independence among its members. * The nominee is non-independent and he will sit on the remuneration committee that is not sufficiently independent. Votes FOR the remaining nominees are warranted.</i>					
9	Approve Remuneration of Directors for FY 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted in the absence of particular concerns regarding the proposed remuneration.</i>					

Wilmar International Limited

Meeting Date: 04/20/2023 **Country:** Singapore **Ticker:** F34
Record Date: **Meeting Type:** Annual
Primary Security ID: Y9586L109

Shares Voted: 1,284,200

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>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>					
2	Approve Final Dividend	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i>					
3	Approve Directors' Fees	Mgmt	For	For	For
<i>Voting Policy Rationale: Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR this proposal is warranted.</i>					
4	Elect Kuok Khoon Ean as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST the election of Siong Guan Lim is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, would not have independent directors representing the majority of the board. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning these nominees.</i>					

Wilmar International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Kuok Khoon Hua as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the election of Siong Guan Lim is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, would not have independent directors representing the majority of the board. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning these nominees.</i>				
6	Elect Lim Siong Guan as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the election of Siong Guan Lim is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, would not have independent directors representing the majority of the board. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning these nominees.</i>				
7	Elect Kishore Mabubhani as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the election of Siong Guan Lim is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, would not have independent directors representing the majority of the board. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning these nominees.</i>				
8	Elect Gregory Morris as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the election of Siong Guan Lim is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, would not have independent directors representing the majority of the board. A vote FOR the remaining nominees is warranted given the absence of any known issues concerning these nominees.</i>				
9	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>				
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.</i>				
11	Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * the company could be considered a mature company, and the limit under the scheme, together with other share incentive schemes of the company, is 15 percent of the company's issued capital; * the performance conditions and vesting periods attached to the options have not been disclosed; * the scheme permits options to be issued with an exercise price at a discount to the market price on the date of grant; and * the directors eligible to receive options under the scheme are involved in the administration of the scheme.</i>				
12	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
	<i>Voting Policy Rationale: Given the protections that Singapore law and listing requirements provide, related-party transactions are routine items in Singapore. As such, a vote FOR this resolution is warranted.</i>				
13	Authorize Share Repurchase Program	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.</i>				

Livent Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: LTHM

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 53814L108

Livent Corporation

Shares Voted: 76,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul W. Graves	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Andrea E. Utecht	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Christina Lampe-Onnerud	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
4	Declassify the Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>				
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>				

Aptiv PLC

Meeting Date: 04/26/2023

Country: Jersey

Ticker: APTV

Record Date: 03/02/2023

Meeting Type: Annual

Primary Security ID: G6095L109

Shares Voted: 43,423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Richard L. (Rick) Clemmer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Nancy E. Cooper	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Joseph L. (Jay) Hooley	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Aptiv PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Merit E. Janow	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Sean O. Mahoney	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Paul M. Meister	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Colin J. Parris	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Ana G. Pinczuk	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Concerns are raised with respect to the target LTI value increase for the CEO and non-disclosure of forward-looking goals for performance equity awards. However, STI awards were primarily based on objective financial metrics and, in a supplemental filing, the company discloses clearly the target goals and quantified performance results, both before and after certain adjustments made by the committee, as well as the corresponding impact on individual awards. Moreover, the committee capped the STI payouts (post-adjustments) to target level in recognition of negative stock price performance during the year.</i>				

ASML Holding NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: ASML

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 6,697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item</i>				
3a	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is in line with market practice and no problematic pay practices are identified, whereas pay is aligned with company performance.</i>				

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>				
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
3d	Approve Dividends	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>				
4a	Approve Discharge of Management Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.</i>				
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>				
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Qualified support for Item 6a is warranted as the proposed policy is in line with common market practice and not particular concerns are raised with the policy itself. However, this is not without concern for the approval of fees no longer being subject to special majority requirements and the potential for additional pay in case of significant additional work. A vote FOR Item 6b is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>				
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>				

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8c	Discuss Composition of the Supervisory Board	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow ASML Holding to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i>				
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i>				
13	Other Business (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				
14	Close Meeting	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				

BorgWarner Inc.

Meeting Date: 04/26/2023 **Country:** USA **Ticker:** BWA
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 099724106

Shares Voted: 75,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Sara A. Greenstein	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Michael S. Hanley	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director Frederic B. Lissalde	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

BorgWarner Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Shaun E. McAlmont	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Alexis P. Michas	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Sailaja K. Shankar	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Hau N. Thai-Tang	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Both the annual and long-term incentive programs are largely based on pre-set, objective performance goals with clearly disclosed targets and opportunities. Long-term incentive vesting was reasonable for the most recent closing cycle and the committee provides full, forward-looking disclosure of the financial goals for performance equity. However, in the annual incentive program, the committee set both financial targets below last year's actual performance with limited rationale and also incorporated a new, subjective modifier that resulted in an increased payout for the year in review. These actions, coupled with increased CEO pay levels in the most recent two fiscal years, warrant continued investor monitoring.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>				
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right.</i>				
7	Report on Just Transition	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from additional disclosure on the potential social impacts that transitioning to a low carbon economy may have on the company and its operations. Such information would allow shareholders to better assess the company's efforts to manage and mitigate those risks.</i>				

Eaton Corporation plc

Meeting Date: 04/26/2023

Country: Ireland

Ticker: ETN

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: G29183103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Olivier Leonetti	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Silvio Napoli	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gregory R. Page	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Sandra Pianalto	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Robert V. Pragada	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gerald B. Smith	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Dorothy C. Thompson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Darryl L. Wilson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. Despite some adjustments to the annual incentive payouts, these awards were earned below target and half of the company's long-term equity grants remain based on objective long-term company performance.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
5	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				

Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.

Sociedad Quimica y Minera de Chile SA

Meeting Date: 04/26/2023 **Country:** Chile **Ticker:** SQM.B
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: P8716X108

Shares Voted: 29,959

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine proposal is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>				
2	Designate Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company's most recent auditor opinion is unqualified; and * There are no known concerns over the company's relationship with its external auditor.</i>				
3	Designate Risk Assessment Companies	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted because the designation of risk assessment companies and account inspectors are mainly administrative items with little impact on shareholders.</i>				
4	Designate Account Inspectors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted because the designation of risk assessment companies and account inspectors are mainly administrative items with little impact on shareholders.</i>				
5	Approve Investment Policy	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company disclosed its proposed investment and financing policies; and * There are no known concerns regarding the terms of the proposed policies.</i>				
6	Approve Financing Policy	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company disclosed its proposed investment and financing policies; and * There are no known concerns regarding the terms of the proposed policies.</i>				
7	Approve Dividends	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>				
	Vote for Item 8.A or Item 8.B only; If You Vote for More than One Option, then the Ballot on this Resolution will not Count	Mgmt			
8.A	Elect Antonio Gil Nievas as Director Representing Series B Shareholders	Mgmt	None	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has disclosed the name of the director nominee representing series B shares; and * There are no known concerns regarding the proposed nominee, who is an independent incumbent director representing class B shares.</i>				

Sociedad Quimica y Minera de Chile SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.B	Elect Directors	Mgmt	None	Abstain	Abstain
	<i>Voting Policy Rationale: An ABSTAIN vote is warranted for this bundled election proposal to allow shareholders to support the independent nominee presented by class B holders under Item 8.a of this meeting agenda.</i>				
9	Approve Remuneration of Board of Directors and Board Committees	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this request is warranted because: * There are no known concerns over director pay practices; and * The setting of the budget of the Directors' Committee is a routine request.</i>				
10	Designate Newspaper to Publish Meeting Announcements, Other Business and Execution of Shareholders' Meeting Resolutions	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this administrative formality is warranted.</i>				

FMC Corporation

Meeting Date: 04/27/2023 **Country:** USA **Ticker:** FMC
Record Date: 03/01/2023 **Meeting Type:** Annual
Primary Security ID: 302491303

Shares Voted: 46,622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pierre Brondeau	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carol Anthony ("John") Davidson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Mark Douglas	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Kathy L. Fortmann	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director C. Scott Greer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director K'Lynne Johnson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Margareth Ovrum	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

FMC Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Robert C. Pallash	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. While some concerns are noted in the long-term incentive plan, annual incentives are largely based on pre-set objective measures and a majority of the equity awards were performance-based.</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				

Kerry Group Plc

Meeting Date: 04/27/2023 **Country:** Ireland **Ticker:** KRZ
Record Date: 04/23/2023 **Meeting Type:** Annual
Primary Security ID: G52416107

Shares Voted: 51,872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.</i>				
2	Approve Final Dividend	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.</i>				
3a	Elect Patrick Rohan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4b	Re-elect Hugh Brady as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4d	Re-elect Karin Dorrepaal as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4e	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4f	Re-elect Michael Kerr as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4g	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4h	Re-elect Tom Moran as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4i	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4j	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
4k	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>				
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i>				
7	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no material concerns have been identified.</i>				
8	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>				
12	Approve Employee Share Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified. The Plan is broad-based and used for general employees.</i>				

The Weir Group Plc

Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: WEIR

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: G95248137

Shares Voted: 85,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.</i>				
2	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted but is not without concern for shareholders: * The Company has likely benefited from windfall gains due to the recovery of the Company's share price from the COVID-19 pandemic. The main reasons for support are: * The Company has announced that a 15% reduction should apply to the second tranche of the 2020 RSP award. This mirrors the downward discretion utilised by the remuneration committee during FY2021 for the first tranche. * The Company has provided a persuasive explanation as to why it believes a significant proportion of its share price recovery was due to management actions rather than a return to the pre-COVID normal.</i>				
3	Approve Final Dividend	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.</i>				
4	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5	Re-elect Jon Stanton as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
6	Re-elect John Heasley as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
7	Elect Dame Nicole Brewer as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
8	Re-elect Clare Chapman as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
9	Elect Tracey Kerr as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
10	Re-elect Ben Magara as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
11	Re-elect Sir Jim McDonald as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
12	Re-elect Srinivasan Venkatakrisnan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
13	Re-elect Stephen Young as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>				

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>				
16	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>				
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i>				

Veolia Environnement SA

Meeting Date: 04/27/2023 **Country:** France **Ticker:** VIE
Record Date: 04/25/2023 **Meeting Type:** Annual/Special
Primary Security ID: F9686M107

Shares Voted: 342,984

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
3	Approve Non-Deductible Expenses	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine tax-related proposal is warranted.</i>				
4	Approve Allocation of Income and Dividends of EUR 1.12 per Share	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted, despite the high payout ratio, because the company maintains enough reserves to afford the proposed distribution of dividends.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of any specific concerns.</i>				
6	Reelect Maryse Aulagnon as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Item 6 to 9).</i>				
7	Elect Olivier Andries as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Item 6 to 9).</i>				
8	Elect Veronique Bedague-Hamilius as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Item 6 to 9).</i>				
9	Elect Francisco Reynes as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Item 6 to 9).</i>				
10	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
11	Approve Compensation of Antoine Frerot, Chairman and CEO from January 1, 2022 until June 30, 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the remuneration report of Antoine Frérot as former Chair/CEO (item 11) is warranted, although the following concerns are raised: * The 2020 LTI plan is not prorated despite the change in governance, thus allowing post mandate vesting. * There is no disclosure of the level of achievement of performance conditions for the 2019 LTIP plan. Main reason for support is the increased disclosure of the level of achievement of performance conditions for the 2020 LTIP plan and the rationale supporting the absence of prorated vesting for this plan. Vote FOR the remuneration report of Antoine Frérot as Chairman (Item 12) is warranted because it does not raise any significant concerns.</i>				
12	Approve Compensation of Antoine Frerot, Chairman of the Board from July 1, 2022 until December 31, 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the remuneration report of Antoine Frérot as former Chair/CEO (item 11) is warranted, although the following concerns are raised: * The 2020 LTI plan is not prorated despite the change in governance, thus allowing post mandate vesting. * There is no disclosure of the level of achievement of performance conditions for the 2019 LTIP plan. Main reason for support is the increased disclosure of the level of achievement of performance conditions for the 2020 LTIP plan and the rationale supporting the absence of prorated vesting for this plan. Vote FOR the remuneration report of Antoine Frérot as Chairman (Item 12) is warranted because it does not raise any significant concerns.</i>				
13	Approve Compensation of Estelle Brachlianoff, CEO from July 1, 2022 until December 31, 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration report is warranted because it does not raise any significant concern.</i>				
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted but not without concerns as the company did not provide a compelling answer following the shareholders' dissent received at the previous AGM regarding the remuneration policy of the Chairman.</i>				
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted in the absence of specific concerns.</i>				

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted but is not without concerns as the proposed modification triggers a 9.25-percent increase of the global package opportunity which is not supported by a compelling rationale. Main reason for support is that the proposed increased weight of LTIP in the global package opportunity is unproblematic and the global package opportunity increase would lead to a reasonable positioning among peers.</i>				
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this remuneration policy is warranted because it does not raise any significant concern.</i>				
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: Such share buyback programs merit a vote FOR.</i>				
19	Extraordinary Business	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>				
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted in the absence of any specific concerns.</i>				
21	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed authorization are not problematic.</i>				
22	Amend Article 15 of Bylaws Re: Corporate Purpose	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted as this proposal would deprive shareholders of any right of approval on the content or any influence over the future possible evolutions of the corporate purpose of the company by granting the board an exclusive competence to formulate it.</i>				
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>				

Companhia de Saneamento de Minas Gerais

Meeting Date: 04/28/2023

Country: Brazil

Ticker: CSMG3

Record Date:

Meeting Type: Annual

Primary Security ID: P28269101

Shares Voted: 798,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	Mgmt	For	Against	Against

Companhia de Saneamento de Minas Gerais

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: A vote AGAINST this administrative request is warranted in light of a qualified auditor's opinion for the 2022 financial statements.</i>				
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>				
3	Approve Interest-on-Capital-Stock Payment Date	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>				
4	Approve Investment Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this administrative request is warranted.</i>				

Companhia de Saneamento de Minas Gerais

Meeting Date: 04/28/2023 **Country:** Brazil **Ticker:** CSMG3
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: P28269101

Shares Voted: 798,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company's disclosure lacks transparency regarding key remuneration figures.</i>				
2	Amend Articles and Consolidate Bylaws	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this request is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are administrative in nature and do not impact shareholder value.</i>				
3	Amend Dividend Distribution Policy	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the company has disclosed detailed information regarding its proposed dividend policy.</i>				

Greencoat Renewables PLC

Meeting Date: 04/28/2023 **Country:** Ireland **Ticker:** GRP
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: G4081F103

Shares Voted: 4,541,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Greencoat Renewables PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.</i>				
2a	Re-elect Ronan Murphy as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nomination committee chair Marco Graziano are warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i>				
2b	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nomination committee chair Marco Graziano are warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i>				
2c	Re-elect Kevin McNamara as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nomination committee chair Marco Graziano are warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i>				
2d	Re-elect Marco Graziano as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST incumbent nomination committee chair Marco Graziano are warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i>				
2e	Elect Eva Lindqvist as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes AGAINST incumbent nomination committee chair Marco Graziano are warranted for lack of diversity on the board. A vote FOR the remaining nominees is warranted.</i>				
3	Ratify BDO as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.</i>				
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>				
5	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6 to 7 A vote FOR this resolution is warranted because: * The Company has provided a commitment that shares would be issued at or above NAV.</i>				
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6 to 7 A vote FOR this resolution is warranted because: * The Company has provided a commitment that shares would be issued at or above NAV.</i>				
7	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For
	<i>Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6 to 7 A vote FOR this resolution is warranted because: * The Company has provided a commitment that shares would be issued at or above NAV.</i>				
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>				
9	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because treasury shares will be reissued only at a price representing a premium or a discount smaller than the average discount at which the shares held in treasury have been repurchased.</i>				

Greencoat Renewables PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Reduction of the Share Premium Account	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>					

Iberdrola SA

Meeting Date: 04/28/2023 **Country:** Spain **Ticker:** IBE
Record Date: 04/21/2023 **Meeting Type:** Annual
Primary Security ID: E6165F166

Shares Voted: 424,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of specific concern about the non-financial information reported by the company.</i>					
4	Approve Discharge of Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties during fiscal year under review.</i>					
5	Amend Preamble and Heading of the Preliminary Title of the Bylaws	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted due to a lack of concerns about the proposed bylaw amendments.</i>					
6	Amend Articles Re: Corporate Structure of the Iberdrola Group	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted due to a lack of concerns about the proposed bylaw amendments.</i>					
7	Amend Article 8 Re: Internal Regulations and Compliance System	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted due to a lack of concerns about the proposed bylaw amendments.</i>					
8	Approve Engagement Dividend	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this Item is warranted, due to a lack of concern regarding the proposed engagement dividend.</i>					
9	Approve Allocation of Income and Dividends	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this income allocation proposal is warranted because the proposed dividend is uncontroversial.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Scrip Dividends	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed scrip dividends have a cash option attached.</i>				
11	Approve Scrip Dividends	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed scrip dividends have a cash option attached.</i>				
12	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposed capital reduction and ratification of share repurchase program is warranted in the absence of concerns over the terms of transactions and because it allows the company to mitigate the dilutive effect of scrip dividends on earning per share.</i>				
13	Advisory Vote on Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted, considering the board's responsiveness to some shareholder concerns following last year's dissent (c 24 percent of voting shares opposed the company's 2021 remuneration report), acceptable remuneration arrangements with the new CEO, and a lack of misalignment between executive pay and shareholder return. However, this is not without the following concerns: * Executive pay level remains a cause of concern: the executive chairman's 202 total remuneration of EUR 13.06 million is 5.2x times the median of a group of European companies and is therefore considered excessive. In this regard, despite the increase in share price, the board does not adjust the number of performance-based share awards, which mechanically increases LTI opportunity and has contributed to excessive pay level. * The board does not seem to have pro-rated the new CEO's 2022 salary (he started his CEO office in Oct. 25, 2022).</i>				
14	Approve Restricted Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic. However, it is noted that despite the increase in share price, the board does not adjust the number of performance-based share awards, which mechanically increases LTI opportunity and has contributed to excessive pay level.</i>				
15	Reelect Maria Helena Antolin Raybaud as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the reelections of NI-NED Raybaud under Item 15 and executive chairman Sanchez Galan under Item 20 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote FOR Item 16 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Items 17-19 is warranted due to a lack of concerns about the independent director nominees.</i>				
16	Ratify Appointment of and Elect Armando Martinez Martinez as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the reelections of NI-NED Raybaud under Item 15 and executive chairman Sanchez Galan under Item 20 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote FOR Item 16 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Items 17-19 is warranted due to a lack of concerns about the independent director nominees.</i>				
17	Reelect Manuel Moreu Munaiz as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the reelections of NI-NED Raybaud under Item 15 and executive chairman Sanchez Galan under Item 20 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote FOR Item 16 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Items 17-19 is warranted due to a lack of concerns about the independent director nominees.</i>				
18	Reelect Sara de la Rica Goiricelaya as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the reelections of NI-NED Raybaud under Item 15 and executive chairman Sanchez Galan under Item 20 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote FOR Item 16 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Items 17-19 is warranted due to a lack of concerns about the independent director nominees.</i>				
19	Reelect Xabier Sagredo Ormaza as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the reelections of NI-NED Raybaud under Item 15 and executive chairman Sanchez Galan under Item 20 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote FOR Item 16 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Items 17-19 is warranted due to a lack of concerns about the independent director nominees.</i>				

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Reelect Jose Ignacio Sanchez Galan as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the reelections of NI-NED Raybaud under Item 15 and executive chairman Sanchez Galan under Item 20 is warranted, as the board meets the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. A vote FOR Item 16 is warranted due to a lack of concerns about the CEO nominee. A vote FOR Items 17-19 is warranted due to a lack of concerns about the independent director nominees.</i></p>					
21	Fix Number of Directors at 14	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as the proposed board size would remain within the 15-director limit as per local code of best practice.</i></p>					
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this standard resolution is warranted as it provides the board with the means to carry out the agreements validly adopted by the general meeting.</i></p>					

Kingspan Group Plc

Meeting Date: 04/28/2023 **Country:** Ireland **Ticker:** KRX
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: G52654103

Shares Voted: 30,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.</i></p>					
2	Approve Final Dividend	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item and no significant concerns have been identified.</i></p>					
3a	Re-elect Jost Massenberg as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>					
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>				
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>				
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>				
3f	Re-elect Linda Hickey as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>				
3g	Re-elect Anne Heraty as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>				
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>				
3j	Elect Senan Murphy as Director	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: Item 3a A vote AGAINST incumbent nomination committee chair Jost Massenberg is warranted for lack of diversity on the board. Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognizes reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, including a suite of reforms, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Item 3c-3j A vote FOR these Directors is considered warranted. There is concern over the roles of the directors in the context of the revelations of the Grenfell Tower Inquiry. Once the investigation has concluded, recommendations on director election will be made in the context of the findings.</i></p>				
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i></p>				
5	Approve Remuneration Report	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR the remuneration report is warranted, as no significant issues are highlighted.</i></p>				
6	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as no concerns are raised.</i></p>				
7	Authorise Issue of Equity	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
	<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>				

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Market Purchase of Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: vote FOR these resolutions is warranted because the proposed amount and duration is within recommended limits.</i>				
11	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i>				
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i>				

Albemarle Corporation

Meeting Date: 05/02/2023 **Country:** USA **Ticker:** ALB
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 012653101

Shares Voted: 4,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Lauren Brlas	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Ralf H. Cramer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director J. Kent Masters, Jr.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Glenda J. Minor	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director James J. O'Brien	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Diarmuid B. O'Connell	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Dean L. Seavers	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gerald A. Steiner	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Holly A. Van Deursen	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Alejandro D. Wolff	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Albemarle Corporation

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
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year under consideration. Annual incentives were largely based on pre-set financial metrics and equity awards were targeted to be half performance-conditioned with multi-year performance periods.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: * The shareholder value transfer appears to be within a reasonable range; * The plan does not allow for repricing of stock options without prior shareholder approval; and * The equity burn rate is reasonable.</i>				

CF Industries Holdings, Inc.

Meeting Date: 05/03/2023 **Country:** USA **Ticker:** CF
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 125269100

Shares Voted: 56,925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert C. Arzbaecher	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John W. Eaves	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Stephen J. Hagge	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Jesus Madrazo Yris	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Anne P. Noonan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Michael J. Toelle	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

CF Industries Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Theresa E. Wagler	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Celso L. White	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director W. Anthony Will	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted as pay is reasonably aligned with performance. Although a concern is noted about the use of one-year performance periods for the performance-based portion of the LTIP, the majority of CEO pay remains conditioned on objective financial performance, with clear disclosure of goals and weightings.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>				
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
6	Require Independent Board Chair	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>				

Essential Utilities, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: WTRG

Record Date: 03/06/2023

Meeting Type: Annual

Primary Security ID: 29670G102

Shares Voted: 208,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth B. Amato	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director David A. Ciesinski	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Christopher H. Franklin	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Daniel J. Hilferty	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Essential Utilities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Edwina Kelly	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director W. Bryan Lewis	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Ellen T. Ruff	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Lee C. Stewart	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				

Archer-Daniels-Midland Company

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** ADM
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: 039483102

Shares Voted: 62,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Theodore Colbert	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ellen de Brabander	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Juan R. Luciano	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Patrick J. Moore	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Debra A. Sandler	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lei Z. Schlitz	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
5	Require Independent Board Chair	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>				

Ecolab Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** ECL
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 278865100

Shares Voted: 36,921

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shari L. Ballard	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Barbara J. Beck	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Christophe Beck	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Eric M. Green	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Arthur J. Higgins	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Michael Larson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David W. MacLennan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director John J. Zillmer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>				
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: * the purchase price and share reserve are reasonable; * the plan is broad-based; and * there are limits on employee contributions.</i>				
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite not receiving an annual incentive payout, a pay-for-performance misalignment was identified, largely because of an increase in the CEO's equity award value. Equity grants remained majority time-based, per Sustainability Advisory Services' valuation, and the CEO received a larger grant, both as a dollar value and as a number of shares/options, than in the prior year. Lastly, the committee made a sizable, time-based stock grant to another NEO for the second consecutive year.</i>				
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
7	Require Independent Board Chair	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>				

Meeting Date: 05/04/2023

Country: Germany

Ticker: RWE

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: D6629K109

Shares Voted: 118,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i>				
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
3.3	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>				
6	Ratify Deloitte GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>				
7	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and performance appear reasonably aligned at this time.</i>				
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposed share repurchase program is warranted.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Billion; Approve Creation of EUR 190.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.</i>					
10	Approve Creation of EUR 380.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed authorizations are warranted.</i>					
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposed article amendment is warranted because: * The authorization is limited to Aug. 31, 2025, while shareholders' participation rights would be protected (in line with German law). However, this proposal is not without concern: * The company does not elaborate on the circumstances under which virtual-only meetings would be held; rather, decisions will be made on a case-by-case basis.</i>					

Danaher Corporation

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** DHR
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: 235851102

Shares Voted: 33,707

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>					
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>					
1c	Elect Director Linda Filler	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>					
1d	Elect Director Teri List	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>					
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>					

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Steven M. Rales	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director John T. Schwieters	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1l	Elect Director Alan G. Spoon	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1m	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
1n	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are primarily based on pre-set financial goals and half of the targeted long-term incentives are performance-based and utilize a multi-year performance period.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>				
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion efforts and management of related risks.</i>				

First Solar, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** FSLR
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 336433107

Shares Voted: 25,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Richard D. Chapman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Anita Marangoly George	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director George A. ("Chip") Hambro	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Molly E. Joseph	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Craig Kennedy	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Lisa A. Kro	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director William J. Post	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Paul H. Stebbins	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Michael T. Sweeney	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Mark R. Widmar	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Norman L. Wright	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The annual and long-term incentives are primarily based on pre-set metrics, and the long-term incentives are based on multi-year performance, although there is some concern regarding incomplete goal disclosure in the STI and LTI plans</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				

Ormat Technologies, Inc.

Meeting Date: 05/09/2023 **Country:** USA **Ticker:** ORA
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 686688102

Shares Voted: 53,676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Isaac Angel	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1B	Elect Director Karin Corfee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1C	Elect Director David Granot	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1D	Elect Director Michal Marom	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1E	Elect Director Mike Nikkel	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1F	Elect Director Dafna Sharir	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1G	Elect Director Stanley B. Stern	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1H	Elect Director Hidetake Takahashi	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1I	Elect Director Byron G. Wong	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Ormat Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				

Pentair plc

Meeting Date: 05/09/2023 **Country:** Ireland **Ticker:** PNR
Record Date: 03/10/2023 **Meeting Type:** Annual
Primary Security ID: G7S00T104

Shares Voted: 92,858

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Melissa Barra	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director T. Michael Glenn	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Theodore L. Harris	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director David A. Jones	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Gregory E. Knight	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Michael T. Speetzen	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director John L. Stauch	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Billie I. Williamson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Pentair plc

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
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives were based on pre-set financial performance metrics and half of equity incentives were performance-based, with a multi-year performance period.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Ratify Deloitte & Touche LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.</i>				
6	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.</i>				
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no concerns have been identified.</i>				

Ag Growth International Inc.

Meeting Date: 05/10/2023 **Country:** Canada **Ticker:** AFN
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 001181106

Shares Voted: 123,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Ten	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR this routine resolution.</i>				
2.1	Elect Director Rohit Bhardwaj	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2.2	Elect Director Anne De Greef-Safft	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2.3	Elect Director Mike Frank	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2.4	Elect Director Janet Giesselman	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				

Ag Growth International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Paul Householder	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2.6	Elect Director William (Bill) Lambert	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2.7	Elect Director Bill Maslechko	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2.8	Elect Director Malcolm (Mac) Moore	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2.9	Elect Director Claudia Roessler	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2.10	Elect Director David White	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
3	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (37 percent) were reasonable relative to total fees paid to the auditor.</i>				
4	Amend Equity Incentive Award Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Score Card evaluation (EPSC), vote FOR this full-value award plan.</i>				
5	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR the shareholder rights plan because it is a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.</i>				
6	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>				

American Water Works Company, Inc.

Meeting Date: 05/10/2023 **Country:** USA **Ticker:** AWK
Record Date: 03/17/2023 **Meeting Type:** Annual
Primary Security ID: 030420103

Shares Voted: 41,430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Martha Clark Goss	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director M. Susan Hardwick	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

American Water Works Company, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Kimberly J. Harris	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Laurie P. Havanec	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Julia L. Johnson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Patricia L. Kampling	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Karl F. Kurz	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Michael L. Marberry	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director James G. Stavridis	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Oversee and Report a Racial Equity Audit	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of American Water's efforts to address racial inequity.</i>				

Enel SpA

Meeting Date: 05/10/2023

Country: Italy

Ticker: ENEL

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: T3679P115

Shares Voted: 933,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise major concerns. This is not without highlighting that the proposed dividend payout ratio exceeds 100 percent for the fourth year in a row.</i>				
2	Approve Allocation of Income	Mgmt	For	For	For
	<i>Voting Policy Rationale: These items warrant a vote FOR because the company's financial statements and the proposed income allocation do not raise major concerns. This is not without highlighting that the proposed dividend payout ratio exceeds 100 percent for the fourth year in a row.</i>				
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: This item warrants a vote FOR because: * The repurchase limit of up to 10 percent of issued share capital is respected. * The holding limit of up to 10 percent of share capital in treasury is respected. This is not without highlighting that the company does not mention the maximum amount of shares that can be repurchased under this authorization. Rather, the company discloses a holding limit (500 million shares) and a maximum expenditure limit (EUR 2 billion). It would be preferable for the company to accompany the maximum expenditure limit with a limit expressed in number of shares subject to repurchase.</i>				
4	Fix Number of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.</i>				
5	Fix Board Terms for Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: This item warrants a vote FOR as it is routine and non-contentious.</i>				
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST this slate because: * Shareholders can support only one slate. * The Ministry of Economy slate has notable candidates for the chairman and CEO positions, and the Ministry of Economy itself would have enough votes to support their election unless Covalis slate is the most voted one and the vote for the second list is very disputed. It is notable, however, the lack of relevant skills and experience of the other four candidates considering Enel is a EUR 60 billion market cap company; these candidates mostly lack public board, c-suite, or industry experience. * Slate 2 is well rounded with individuals that can ensure proper oversight and have been selected following strict procedures. In addition, candidates on Slate 2 have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.</i>				
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	<i>Voting Policy Rationale: This resolution warrants a vote FOR because: * Shareholders can support only one slate. * This slate is well rounded with individuals that can ensure proper oversight and have been selected following strict procedures. * Candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni. * The Ministry of Economy slate has notable candidates for the chairman and CEO positions, and the Ministry of Economy itself would have enough votes to support their election unless Covalis slate is the most voted one and the vote for the second list is very disputed.</i>				
6.3	Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	SH	None	Against	Against
	<i>Voting Policy Rationale: Vote AGAINST this slate because: * Shareholders can support only one slate. * Covalis' majority slate is mostly missing relevant public board experience for a company the size of Enel (only one candidate with relevant experience though from a decade or two ago, and another with experience at small cap/microcap companies). The most notable candidate in the list would be Marco Mazzucchelli, former senior corporate and investment banker whose skills in deals and capital markets would address some of the company's key issues like debt and divestments. While nominating a majority slate, the shareholder is not proposing a CEO candidate. We note this slate is the only one with international candidates, a factor to consider given the company's international operations. * Slate 2 is well rounded with individuals that can ensure proper oversight and have been selected following strict procedures. In addition, candidates on Slate 2 have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.</i>				
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Elect Paolo Scaroni as Board Chair	SH	None	For	For
	<i>Voting Policy Rationale: Item 7.1 warrants a vote FOR because shareholders can support only one candidate, and Paolo Scaroni has relevant skills and experience. In addition, the other candidate, Marco Mazzucchelli, might not be elected under Item 6. Item 7.2 warrants a vote AGAINST because shareholders can support only one candidate, and Marco Mazzucchelli might not be elected under Item 6.</i>				
	Shareholder Proposal Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Mgmt			
7.2	Elect Marco Mazzucchelli as Board Chair	SH	None	Against	Against
	<i>Voting Policy Rationale: Item 7.1 warrants a vote FOR because shareholders can support only one candidate, and Paolo Scaroni has relevant skills and experience. In addition, the other candidate, Marco Mazzucchelli, might not be elected under Item 6. Item 7.2 warrants a vote AGAINST because shareholders can support only one candidate, and Marco Mazzucchelli might not be elected under Item 6.</i>				
	Management Proposals	Mgmt			
8	Approve Remuneration of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.</i>				
9	Approve Long Term Incentive Plan 2023	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the key terms of the proposed long-term incentive plan are not problematic. This is not without highlighting that the maximum potential payout in favor of the CEO/GM continues to appear rather high.</i>				
10.1	Approve Remuneration Policy	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene acceptable executive remuneration practice. This is not without highlighting that the changes to the non-compete clauses for the CEO raise some concerns as the resulting termination payments would be fully uncorrelated with performance, with higher risk of paying indemnities exceeding 24 months of actual short-term pay.</i>				
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: This item warrants a vote FOR because the 2022 compensation practices of the company are well described and do not contravene good market standards.</i>				
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against
	<i>Voting Policy Rationale: This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.</i>				

ICL Group Ltd.

Meeting Date: 05/10/2023

Country: Israel

Ticker: ICL

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: M53213100

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Yoav Doppelt as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Reelect Aviad Kaufman as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				
1.3	Reelect Avisar Paz as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				
1.4	Reelect Sagi Kabla as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				
1.5	Reelect Reem Aminoach as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				
1.6	Reelect Lior Reitblatt as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				
1.7	Reelect Tzipi Ozer Armon as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				
1.8	Reelect Gadi Lesin as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				
1.9	Reelect Michal Silverberg as Director	Mgmt	For	For	
	<i>Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.</i>				
2	Reappoint Somekh Chaikin (KPMG) as Auditors	Mgmt	For	For	
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the audit firm and fix their remuneration is warranted.</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	
	<i>Voting Policy Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.</i>				
	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	
	<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>				

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

K+S AG

Meeting Date: 05/10/2023 **Country:** Germany **Ticker:** SDF
Record Date: 05/03/2023 **Meeting Type:** Annual
Primary Security ID: D48164129

Shares Voted: 168,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p>					
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The proposed distribution is significantly higher compared to that proposed in past years. * The proposal is more balanced in terms of how capital is distributed considering varying interests of shareholders.</i></p>					
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
6.1	Elect Elke Eller to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent nominee Elke Eller is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.</i>				
6.2	Elect Christiane Hoelz to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent nominee Elke Eller is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.</i>				
6.3	Elect Christine Wolff to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST incumbent nominee Elke Eller is warranted for lack of diversity on the board. A vote FOR the remaining director nominee is warranted.</i>				
7	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Termination payments made to a former executive are in excess of market standards. * A former executive received guaranteed variable compensation. * The CEO receives a high level of pension contributions in the context of market practice.</i>				
8	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed remuneration policy is broadly in line with market practice and SRD II. Nevertheless, we note that there are still contracts to which old termination provisions apply that could lead to excessive termination payments. This feature is not in line with the German Corporate Governance Code or market practice.</i>				
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the remuneration policy for supervisory board members is warranted because it is in line with market practice and no significant concerns are noted.</i>				
10	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposed amendment is warranted because it is considered non-contentious.</i>				
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposed article amendment is warranted because: * The authorization is limited to a period of two years and shareholders' participation rights would be protected (in line with German law). However, this proposal is not without concern: * The company does not elaborate on the circumstances under which virtual-only meetings would be held; rather, decisions will be made on a case-by-case basis.</i>				
12	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposed amendment is warranted due to a lack of concerns.</i>				
	Shareholder Proposal Submitted by Deutsche Balaton AG	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve EUR 38.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	SH	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The boards' alternative capital return proposal, which includes a fivefold increase in dividend as compared to the prior period and a share buyback, appears reasonable in the context of the company's future funding needs and an increased uncertainty related to the potash market; and * The company proposal appears more balanced in terms of how capital is returned to shareholders, i.e. taking into consideration the varying shareholder interests.</i>				
	Management Proposal	Mgmt			
14	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new or modified motions are introduced by shareholders at the AGM that have not been made accessible beforehand. * The content of any new items or counterproposals is not known at this time. Thus, shareholder proposals filed at the AGM cannot be properly evaluated and acted upon by shareholders voting via proxy, which effectively disenfranchises them.</i>				

Nutrien Ltd.

Meeting Date: 05/10/2023 **Country:** Canada **Ticker:** NTR
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 67077M108

Shares Voted: 105,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher M. Burley	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.2	Elect Director Maura J. Clark	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.3	Elect Director Russell K. Girling	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.4	Elect Director Michael J. Hennigan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.5	Elect Director Miranda C. Hubbs	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.6	Elect Director Raj S. Kushwaha	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.7	Elect Director Alice D. Laberge	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.8	Elect Director Consuelo E. Madere	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				

Nutrien Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Keith G. Martell	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.10	Elect Director Aaron W. Regent	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.11	Elect Director Ken A. Seitz	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.12	Elect Director Nelson L. C. Silva	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR the ratification of KPMG LLP as auditor as non-audit fees (3 percent) were reasonable relative to total fees paid to the auditor.</i>				
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>				

Bunge Limited

Meeting Date: 05/11/2023

Country: Bermuda

Ticker: BG

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: G16962105

Shares Voted: 55,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Sheila Bair	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Carol Browner	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David Fransen *Withdrawn*	Mgmt			
1e	Elect Director Gregory Heckman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Bernardo Hees	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Michael Kobori	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Monica McGurk	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Bunge Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Kenneth Simril	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Mark Zenuk	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and company performance are reasonably aligned at this time. A majority of annual and long-term incentives are based on objective financial measures.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted. While the company's current severance arrangements are within market practice, and equity awards are double trigger, the implementation of a policy like the one described in the proposal would meaningfully mitigate the risk of cash severance payments that are excessive or not in line with market norms. Further, the proposal applies only to new or renewed severance arrangements.</i>				

Costain Group Plc

Meeting Date: 05/11/2023 **Country:** United Kingdom **Ticker:** COST
Record Date: 05/09/2023 **Meeting Type:** Annual
Primary Security ID: G24472204

Shares Voted: 1,343,458

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.</i>				
2	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is considered warranted, although it is not without concerns for shareholders: * There is scope for improvement in the disclosure, as well as selection, of personal objectives. The main reasons for support are: * The Company delivered an improved financial performance during the year, and all financial objectives were achieved above threshold performance. * No other significant issues have been identified.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted, although it is not without concerns: * The target bonus is more than 50% of maximum. The main reasons for support are: * Improvements have been made compared to the previous remuneration policy, including pension alignment with the workforce for all EDs and enhancement of post-cessation shareholding guidelines. * No other significant issues have been identified.</i>				
4	Elect Kate Rock as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5	Re-elect Alex Vaughan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
6	Re-elect Helen Willis as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
7	Re-elect Bishop Azmy as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
8	Re-elect Neil Crockett as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
9	Re-elect Jacqueline de Rojas as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
10	Re-elect Fiona MacAulay as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
11	Re-elect Tony Quinlan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted as no significant concerns have been identified.</i>				
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because there are no concerns regarding this proposal.</i>				
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the Company states that it does not intend to make overtly political payments but is making this technical proposal in order to avoid inadvertent contravention of UK legislation.</i>				
15	Authorise Issue of Equity	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
16	Approve Long-Term Incentive Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i>				
17	Approve Share Deferral Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				

Costain Group 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
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>					
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. No issues of concern have been identified.</i>					

Evoqua Water Technologies Corp.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** AQUA
Record Date: 04/05/2023 **Meeting Type:** Special
Primary Security ID: 30057T105

Shares Voted: 59,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
<i>Voting Policy Rationale: Shareholders are receiving a premium and the implied valuation of the merger consideration appears fair. Moreover, the strategic rationale is reasonable, the merger is expected to generate meaningful cost synergies, and the equity consideration allows shareholders to participate in the upside potential of the combined company. Lastly, there is a potential downside risk of non-approval. As such, support FOR the proposed transaction is warranted.</i>					
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Cash severance is double trigger and reasonably based, and no excise tax gross-ups are payable. Further, equity awards will only vest upon a qualifying termination of employment, and PSUs will vest at target.</i>					
3	Adjourn Meeting	Mgmt	For	For	For
<i>Voting Policy Rationale: Support FOR this agenda item is warranted as the underlying transaction warrants support.</i>					

Gladstone Land Corporation

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** LAND
Record Date: 03/24/2023 **Meeting Type:** Annual
Primary Security ID: 376549101

Shares Voted: 37,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Gladstone	Mgmt	For	For	For

Gladstone Land Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Paul Adalgren and John Outland for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. WITHHOLD votes are further warranted for compensation chair John Outland for failing to include a say-on-pay proposal on the ballot without disclosing a reason for the proposal's non-inclusion. Votes FOR remaining director nominee David Gladstone are warranted.</i>				
1.2	Elect Director Paul W. Adalgren	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Paul Adalgren and John Outland for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. WITHHOLD votes are further warranted for compensation chair John Outland for failing to include a say-on-pay proposal on the ballot without disclosing a reason for the proposal's non-inclusion. Votes FOR remaining director nominee David Gladstone are warranted.</i>				
1.3	Elect Director John H. Outland	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Paul Adalgren and John Outland for a material governance failure. The company's governing documents prohibit or restrict shareholders ability to amend the company bylaws. WITHHOLD votes are further warranted for compensation chair John Outland for failing to include a say-on-pay proposal on the ballot without disclosing a reason for the proposal's non-inclusion. Votes FOR remaining director nominee David Gladstone are warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

Itron, Inc.

Meeting Date: 05/11/2023 **Country:** USA **Ticker:** ITRI
Record Date: 03/07/2023 **Meeting Type:** Annual
Primary Security ID: 465741106

Shares Voted: 85,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary C. Hemmingsen	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Jerome J. Lande	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Frank M. Jaehnert	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The shares reserved is relatively conservative; and * The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i></p>					
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i></p>					

NORMA Group SE

Meeting Date: 05/11/2023 **Country:** Germany **Ticker:** NOEJ
Record Date: 05/04/2023 **Meeting Type:** Annual
Primary Security ID: D5813Z104

Shares Voted: 72,192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p>					
2	Approve Allocation of Income and Dividends of EUR 0.55 per Share	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i></p>					
3.1	Approve Discharge of Management Board Member Michael Schneider for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
3.2	Approve Discharge of Management Board Member Friedrich Klein for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
3.3	Approve Discharge of Management Board Member Annette Stieve for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
4.1	Approve Discharge of Supervisory Board Member Guenter Hauptmann for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					
4.2	Approve Discharge of Supervisory Board Member Erika Schulte for Fiscal Year 2022	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i></p>					

NORMA Group SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Rita Forst for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.4	Approve Discharge of Supervisory Board Member Miguel Borrego for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.5	Approve Discharge of Supervisory Board Member Knut Michelberger for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4.6	Approve Discharge of Supervisory Board Member Mark Wilhelms for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
6.1	Elect Markus Distelhoff to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
6.2	Elect Rita Forst to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
6.3	Elect Denise Koopmans to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
6.4	Elect Erika Schulte to the Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted.</i>				
7	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The company's remuneration report is broadly in line with best practice standards in Germany and no significant concerns were identified. * NORMA Group SE has taken several positive steps to improve its remuneration report in the past year. Nevertheless, we note that: * The CEO continued to receive a high level of pension contributions in the year under review.</i>				
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because: * The authorization is limited to a period of two years, the company is holding an in-person AGM this year, alternative meeting formats are not precluded, and shareholders' participation rights would be protected (in line with German law).</i>				
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposed amendment is warranted because it is non-contentious in nature.</i>				

Stantec Inc.

Meeting Date: 05/11/2023

Country: Canada

Ticker: STN

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 85472N109

Shares Voted: 88,872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas K. Ammerman	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.2	Elect Director Martin A. a Porta	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.3	Elect Director Shelley A. M. Brown	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.4	Elect Director Angeline G. Chen	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.5	Elect Director Patricia D. Galloway	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.6	Elect Director Robert (Bob) J. Gomes	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.7	Elect Director Gordon (Gord) A. Johnston	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.8	Elect Director Donald (Don) J. Lowry	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.9	Elect Director Marie-Lucie Morin	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.10	Elect Director Celina J. Wang Doka	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (6 percent) were reasonable relative to total fees paid to the auditor.</i>				
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>				

Xylem Inc.

Meeting Date: 05/11/2023

Country: USA

Ticker: XYL

Record Date: 04/05/2023

Meeting Type: Special

Primary Security ID: 98419M100

Shares Voted: 70,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	For	For
<p><i>Voting Policy Rationale: The strategic rationale appears reasonable, as the combined company will have increased scale and the opportunity to leverage AQUA's water treatment solutions across XYL's platform to help accelerate top-line growth and international expansion. Further, the merger is expected to generate meaningful cost synergies. That being said, the valuation of the deal and the fairness opinion both suggest that the company is paying full price for the target – which would appear consistent with the company's multi-year pursuit of AQUA. Though this may help account for the negative market reaction at announcement, it does not diminish the strategic rationale for the transaction. On balance, support FOR the proposed transaction is warranted.</i></p>					
2	Adjourn Meeting	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Support FOR this agenda item is warranted as the underlying transaction warrants support.</i></p>					

Arcadis NV

Meeting Date: 05/12/2023 **Country:** Netherlands **Ticker:** ARCAD
Record Date: 04/14/2023 **Meeting Type:** Annual
Primary Security ID: N0605M147

Shares Voted: 62,429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Open Meeting	Mgmt			
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p>					
1.b	Receive Announcements	Mgmt			
<p><i>Voting Policy Rationale: This is a non-voting item.</i></p>					
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p>					
3	Receive Report of Executive Board (Non-Voting)	Mgmt			
<p><i>Voting Policy Rationale: No vote is required for this item.</i></p>					
4.a	Adopt Financial Statements	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i></p>					
4.b	Approve Dividends	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i></p>					
5.a	Approve Discharge of Executive Board	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
7.a	Approve Remuneration Report for Executive Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. We do raise some concern regarding the STI non-financial individual performance metric (20 percent weight) regarding the implementation of the transformation plan, which resulted in a maximum achievement, but for which the company did not provide further color on the actual performance assessment.</i>				
7.b	Approve Remuneration Report for Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, regarding both actual content and disclosure. We do raise some concern regarding the STI non-financial individual performance metric (20 percent weight) regarding the implementation of the transformation plan, which resulted in a maximum achievement, but for which the company did not provide further color on the actual performance assessment.</i>				
8	Elect A.G. Brookes to Executive Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR this nominee are warranted at this time.</i>				
9.a	Reelect M.P. Lap to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR all director nominees are warranted at this time.</i>				
9.b	Elect B. Duganier to Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR all director nominees are warranted at this time.</i>				
9.c	Announce Vacancies on the Supervisory Board	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
10.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Arcadis to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i>				
12	Approve 2023 Arcadis N.V. Long-Term Incentive Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A qualified vote FOR this resolution is warranted because: * The plan is in line with market practice; * The vesting period is three years; and * The performance criteria appear adequate However, this is not without concern for the potential dilution that could result from the plan but take into account the additional safeguards provided by the company.</i>				
13	Other Business (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				

Arcadis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Close Meeting	Mgmt			
<i>Voting Policy Rationale: No vote is required for this item.</i>					

Enphase Energy, Inc.

Meeting Date: 05/17/2023 Country: USA Ticker: ENPH
 Record Date: 03/21/2023 Meeting Type: Annual
 Primary Security ID: 29355A107

Shares Voted: 5,361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jamie Haenggi	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1.2	Elect Director Benjamin Kortlang	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1.3	Elect Director Richard Mora	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The compensation committee demonstrated sufficient responsiveness after last year's failed say-on-pay vote, making several positive changes to the incentive programs and improving certain disclosures in the proxy. Additionally, pay and performance are reasonably aligned for the year under review. Some concern exists that a portion of the PSUs continue to utilize a one-year performance period. However, the positive changes to the PSUs for FY23 strengthen the overall pay-for-performance alignment of the program.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>					

Sunnova Energy International Inc.

Meeting Date: 05/17/2023 Country: USA Ticker: NOVA
 Record Date: 03/20/2023 Meeting Type: Annual
 Primary Security ID: 86745K104

Shares Voted: 254,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William J. (John) Berger	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					

Sunnova Energy International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Rahman D'Argenio	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>				
1.3	Elect Director Michael C. Morgan	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees William (John) Berger, Rahman D'Argenio, and Michael Morgan given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirements to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Some concerns are noted regarding the magnitude of CEO pay as CEO Berger received a notable base salary increase and a relatively significant LTI award with limited disclosed rationale. However, both the annual and long-term incentives appear sufficiently performance-based, with a portion of annual incentive awards paid out in RSUs.</i>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

NextEra Energy, Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** NEE
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 65339F101

Shares Voted: 55,451

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Sherry S. Barrat	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director James L. Camaren	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Kenneth B. Dunn	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director John W. Ketchum	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

NextEra Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Amy B. Lane	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director David L. Porges	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director John A. Stall	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Darryl L. Wilson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Equity awards are largely performance-conditioned, with the majority using multi-year performance periods with disclosed forward-looking targets. Additionally, annual incentives were primarily based on pre-set financial and operational goals.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
5	Disclose Board Skills and Diversity Matrix	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. A board matrix would enhance transparency and would provide shareholders with a better tool to assess the quality of NextEra's board and to evaluate its director nominees.</i>				

Northland Power Inc.

Meeting Date: 05/18/2023 **Country:** Canada **Ticker:** NPI
Record Date: 04/06/2023 **Meeting Type:** Annual
Primary Security ID: 666511100

Shares Voted: 124,469

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director John W. Brace	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2	Elect Director Linda L. Bertoldi	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
3	Elect Director Lisa Colnett	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				

Northland Power Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Director Kevin Glass	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
5	Elect Director Russell Goodman	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
6	Elect Director Keith Halbert	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
7	Elect Director Helen Mallovy Hicks	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
8	Elect Director Ian Pearce	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
9	Elect Director Eckhardt Ruemmler	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
10	Approve Ernst & Young LLP Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR the ratification of Ernst & Young LLP as auditor as non-audit fees (1 percent) were reasonable relative to total fees paid to the auditor.</i>				
11	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	<i>Voting Policy Rationale: Vote FOR this non-binding advisory vote as there are no significant issues at this time.</i>				

Xylem Inc.

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** XYL
Record Date: 03/20/2023 **Meeting Type:** Annual
Primary Security ID: 98419M100

Shares Voted: 72,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Patrick K. Decker	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Earl R. Ellis	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Robert F. Friel	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Xylem Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Steven R. Loranger	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Mark D. Morelli	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Jerome A. Peribere	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Uday Yadav	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on pre-set financial goals that exceeded the prior year's results. In addition, half of the long-term incentives' targeted value is performance-based with a multi-year performance period and disclosed forward goals.</i>				
4	Require Independent Board Chair	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent board chair.</i>				

CEVA, Inc.

Meeting Date: 05/23/2023 **Country:** USA **Ticker:** CEVA
Record Date: 03/27/2023 **Meeting Type:** Annual
Primary Security ID: 157210105

Shares Voted: 52,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bernadette Andrietti	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Jaclyn Liu	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Maria Marced	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Peter McManamon	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Sven-Christer Nilsson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

CEVA, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Louis Silver	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Gideon Wertheizer	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code</i>				
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Targets in the STI program are not clearly disclosed; however, the program is entirely based on pre-set financial criteria and the below-target payouts were relatively aligned with performance. The CEO's equity grant was largely in performance-conditioned equity, and the amount that vested was largely in line with company performance, though concerns are noted regarding the relatively short performance period and target setting.</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
6	Ratify Kost Forer Gabbay & Kasierer as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

Quanta Services, Inc.

Meeting Date: 05/23/2023

Country: USA

Ticker: PWR

Record Date: 03/30/2023

Meeting Type: Annual

Primary Security ID: 74762E102

Shares Voted: 6,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Doyle N. Beneby	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Vincent D. Poster	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Bernard Fried	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Quanta Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Worthing F. Jackman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Holli C. Ladhani	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director David M. McClanahan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director R. Scott Rowe	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Margaret B. Shannon	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Martha B. Wyrsh	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Although there is some concern regarding the continued use of single-trigger award arrangements, annual and long-term incentives are primarily based on pre-set financial metrics, and the PSUs utilize a multi-year performance period with forward-looking targets disclosed.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

China Everbright Environment Group Limited

Meeting Date: 05/24/2023 **Country:** Hong Kong **Ticker:** 257
Record Date: 05/18/2023 **Meeting Type:** Annual
Primary Security ID: Y14226107

Shares Voted: 3,016,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>				
2	Approve Final Dividend	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i>				
3.1	Elect Huang Haiqing as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				

China Everbright Environment Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Elect Hu Yanguo as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
3.3	Elect Qian Xiaodong as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
3.4	Elect Fan Yan Hok, Philip as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>				
3.5	Authorize Board to Fix the Remuneration of the Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.</i>				
4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>				
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i>				
5.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				

NXP Semiconductors N.V.

Meeting Date: 05/24/2023

Country: Netherlands

Ticker: NXPI

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: N6596X109

Shares Voted: 46,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>				
2	Approve Discharge of Board Members	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies suggesting that the board is not fulfilling its fiduciary duties.</i>				

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3d	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3e	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3f	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3g	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3h	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3i	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
3j	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.</i>				
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the authority is in line with commonly used safeguards regarding volume and duration.</i>				
6	Authorize Share Repurchase Program	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. This proposal would allow the company to repurchase up to 10 percent of issued share capital, for up to 110 percent of the share price prior to the repurchase. There are no particular concerns regarding shareholders' ability to participate in the buyback program, and no history of abuse of previous buyback authorities.</i>				
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is recommended as the cancellation of shares is in shareholders' interests.</i>				

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. The majority of CEO pay is conditioned on objective financial performance metrics, and the majority of equity awards are based on multi-year performance.</i>				

Aalberts NV

Meeting Date: 05/25/2023 **Country:** Netherlands **Ticker:** AALB
Record Date: 04/27/2023 **Meeting Type:** Annual
Primary Security ID: N00089271

Shares Voted: 39,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Open Meeting	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				
2	Receive Annual Report	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				
3.a	Approve Remuneration Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: A qualified vote FOR is warranted because the remuneration report is broadly in line with market practice and the absence of problematic pay practices. However, this is not without concern for the lack of full retrospective disclosure regarding the STI non-financial objectives.</i>				
3.b	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>				
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
4.b	Approve Dividends	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this dividend proposal is warranted because the proposed payout ratio is adequate without being excessive.</i>				
5	Approve Discharge of Management Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				
6	Approve Discharge of Supervisory Board	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>				

Aalberts NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect J. Van Der Zouw to Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee chair Jan van der Zouw is warranted for lack of diversity on the board.</i>				
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because: * This proposal is in line with commonly used safeguards regarding volume and pricing; * The authorization would allow Aalberts to repurchase up to 10.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i>				
11	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
12	Other Business (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				
13	Close Meeting	Mgmt			
	<i>Voting Policy Rationale: No vote is required for this item.</i>				

The Mosaic Company

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** MOS
Record Date: 03/28/2023 **Meeting Type:** Annual
Primary Security ID: 61945C103

Shares Voted: 115,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Gregory L. Ebel	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Timothy S. Gitzel	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Denise C. Johnson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

The Mosaic Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Emery N. Koenig	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director James (Joc) C. O'Rourke	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director David T. Seaton	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Steven M. Seibert	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Gretchen H. Watkins	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>				
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and company performance are reasonably aligned at this time. A majority of the annual incentive award is conditioned on objective financial performance, and a majority of the company's equity grants are based on a multi-year performance period.</i>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.</i>				
7	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from greater transparency on the company's efforts to address its value chain emissions, mitigating risks related to a transition to a lower-carbon energy system, and take advantage of growing opportunities.</i>				

California Water Service Group

Meeting Date: 05/31/2023

Country: USA

Ticker: CWT

Record Date: 04/04/2023

Meeting Type: Annual

Primary Security ID: 130788102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory E. Aliff	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Shelly M. Esque	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Martin A. Kropelnicki	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Thomas M. Krummel	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Yvonne (Bonnie) A. Maldonado	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Scott L. Morris	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Carol M. Pottenger	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Lester A. Snow	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Patricia K. Wagner	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>				
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from the company adopting more ambitious climate targets and the adoption of targets would help the company align with regulatory expectations in California and Hawaii to be carbon-neutral by 2045.</i>				

SolarEdge Technologies, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: SEDG

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 83417M104

Shares Voted: 12,915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marcel Gani	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tal Payne	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
5	Declassify the Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a declassified board would improve director accountability to shareholders.</i>				
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of supermajority vote requirements would improve shareholder rights.</i>				
7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.</i>				

Sunrun, Inc.

Meeting Date: 06/01/2023

Country: USA

Ticker: RUN

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: 86771W105

Shares Voted: 106,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie Dach	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Edward Fenster	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Sunrun, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Mary Powell	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
4	Declassify the Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>				
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>				

Trimble Inc.

Meeting Date: 06/01/2023 **Country:** USA **Ticker:** TRMB
Record Date: 04/03/2023 **Meeting Type:** Annual
Primary Security ID: 896239100

Shares Voted: 91,944

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Dalton	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Borje Ekholm	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Ann Fandozzi	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Kaigham (Ken) Gabriel	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Meaghan Lloyd	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Sandra MacQuillan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Robert G. Painter	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Mark S. Peek	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Trimble Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Thomas Sweet	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Johan Wibergh	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives are entirely based on financial performance and reverted to an annual performance period in 2022. Although there is some concern about the LTIP structure, including the relative TSR metric, which targets merely the median with no disclosed cap on payouts in the event of negative TSR, the CEO's long-term incentives are primarily performance based and all performance equity utilizes a multi-year performance period.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

Companhia de Saneamento de Minas Gerais

Meeting Date: 06/02/2023

Country: Brazil

Ticker: CSMG3

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: P28269101

Shares Voted: 798,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Guilherme Augusto Duarte De Faria as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: The proposed board contains a reasonable number of independent members; nevertheless, it lacks gender diversity. As such, a cautionary vote FOR the election of the company's CEO to serve as a new executive director is recommended at this time.</i>				
2	Elect Fernando Dal-Ri Murcia as Fiscal Council Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has provided the detailed biographical information of the nominee; and * There are no known concerns regarding the fiscal council.</i>				

BayWa AG

Meeting Date: 06/06/2023

Country: Germany

Ticker: BYW6

Record Date: 05/30/2023

Meeting Type: Annual

Primary Security ID: D08232114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
	<i>Voting Policy Rationale: This is a non-voting item.</i>				
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share and Special Dividends of EUR 0.10 per Share	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i>				
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
6	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A severance payment of EUR 6.7 million was agreed with former CEO Klaus Lutz. As he is being proposed to join the supervisory board under Item 7.5, concerns are raised about the appropriateness of the severance package, especially as severance packages are generally designed as indemnities for dismissals without cause. * Disclosure practices deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on 2021 performance instead of 2022 performance). * Long-term incentive awards may vest in less than three years.</i>				
7.1	Elect Wolfgang Altmueller to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wilhelm-Josef Oberhofer is warranted for lack of diversity on the board. Votes AGAINST Wolfgang Altmueller, Michael Goeschelbauer, Michael Hoellerer, Monika Hohlmeier, Klaus Josef Lutz, Wilhelm-Josef Oberhofer, Joachim Rukwied, and Monique Surges are warranted because their proposed terms of office exceed four years. A vote AGAINST Klaus Lutz is further warranted because he served as the company's CEO until March 2023, and it is intended that he will become chairman of the supervisory board following his election, which is a breach of market standards and best practice recommendations.</i>				
7.2	Elect Michael Goeschelbauer to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wilhelm-Josef Oberhofer is warranted for lack of diversity on the board. Votes AGAINST Wolfgang Altmueller, Michael Goeschelbauer, Michael Hoellerer, Monika Hohlmeier, Klaus Josef Lutz, Wilhelm-Josef Oberhofer, Joachim Rukwied, and Monique Surges are warranted because their proposed terms of office exceed four years. A vote AGAINST Klaus Lutz is further warranted because he served as the company's CEO until March 2023, and it is intended that he will become chairman of the supervisory board following his election, which is a breach of market standards and best practice recommendations.</i>				
7.3	Elect Michael Hoellerer to the Supervisory Board	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wilhelm-Josef Oberhofer is warranted for lack of diversity on the board. Votes AGAINST Wolfgang Altmueller, Michael Goeschelbauer, Michael Hoellerer, Monika Hohlmeier, Klaus Josef Lutz, Wilhelm-Josef Oberhofer, Joachim Rukwied, and Monique Surges are warranted because their proposed terms of office exceed four years. A vote AGAINST Klaus Lutz is further warranted because he served as the company's CEO until March 2023, and it is intended that he will become chairman of the supervisory board following his election, which is a breach of market standards and best practice recommendations.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4	Elect Monika Hohlmeier to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wilhelm-Josef Oberhofer is warranted for lack of diversity on the board. Votes AGAINST Wolfgang Altmueller, Michael Goeschelbauer, Michael Hoellerer, Monika Hohlmeier, Klaus Josef Lutz, Wilhelm-Josef Oberhofer, Joachim Rukwied, and Monique Surges are warranted because their proposed terms of office exceed four years. A vote AGAINST Klaus Lutz is further warranted because he served as the company's CEO until March 2023, and it is intended that he will become chairman of the supervisory board following his election, which is a breach of market standards and best practice recommendations.</i></p>					
7.5	Elect Klaus Lutz to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wilhelm-Josef Oberhofer is warranted for lack of diversity on the board. Votes AGAINST Wolfgang Altmueller, Michael Goeschelbauer, Michael Hoellerer, Monika Hohlmeier, Klaus Josef Lutz, Wilhelm-Josef Oberhofer, Joachim Rukwied, and Monique Surges are warranted because their proposed terms of office exceed four years. A vote AGAINST Klaus Lutz is further warranted because he served as the company's CEO until March 2023, and it is intended that he will become chairman of the supervisory board following his election, which is a breach of market standards and best practice recommendations.</i></p>					
7.6	Elect Wilhelm Oberhofer to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wilhelm-Josef Oberhofer is warranted for lack of diversity on the board. Votes AGAINST Wolfgang Altmueller, Michael Goeschelbauer, Michael Hoellerer, Monika Hohlmeier, Klaus Josef Lutz, Wilhelm-Josef Oberhofer, Joachim Rukwied, and Monique Surges are warranted because their proposed terms of office exceed four years. A vote AGAINST Klaus Lutz is further warranted because he served as the company's CEO until March 2023, and it is intended that he will become chairman of the supervisory board following his election, which is a breach of market standards and best practice recommendations.</i></p>					
7.7	Elect Joachim Rukwied to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wilhelm-Josef Oberhofer is warranted for lack of diversity on the board. Votes AGAINST Wolfgang Altmueller, Michael Goeschelbauer, Michael Hoellerer, Monika Hohlmeier, Klaus Josef Lutz, Wilhelm-Josef Oberhofer, Joachim Rukwied, and Monique Surges are warranted because their proposed terms of office exceed four years. A vote AGAINST Klaus Lutz is further warranted because he served as the company's CEO until March 2023, and it is intended that he will become chairman of the supervisory board following his election, which is a breach of market standards and best practice recommendations.</i></p>					
7.8	Elect Monique Surges to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent nominating committee member Wilhelm-Josef Oberhofer is warranted for lack of diversity on the board. Votes AGAINST Wolfgang Altmueller, Michael Goeschelbauer, Michael Hoellerer, Monika Hohlmeier, Klaus Josef Lutz, Wilhelm-Josef Oberhofer, Joachim Rukwied, and Monique Surges are warranted because their proposed terms of office exceed four years. A vote AGAINST Klaus Lutz is further warranted because he served as the company's CEO until March 2023, and it is intended that he will become chairman of the supervisory board following his election, which is a breach of market standards and best practice recommendations.</i></p>					
8	Approve Creation of EUR 10 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: * The issuance request, when combined with the existing authorized capital, would allow for a capital increase without preemptive rights for up to 24.5 percent of the issued share capital.</i></p>					

Beijing Enterprises Water Group Limited

Meeting Date: 06/07/2023

Country: Bermuda

Ticker: 371

Record Date: 06/01/2023

Meeting Type: Annual

Primary Security ID: G0957L109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>				
2	Approve Final Dividend	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i>				
3a1	Elect Xiong Bin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the reelection of Guo Rui (Item 3a5) is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their reelection is warranted.</i>				
3a2	Elect Li Haifeng as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the reelection of Guo Rui (Item 3a5) is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their reelection is warranted.</i>				
3a3	Elect Ke Jian as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the reelection of Guo Rui (Item 3a5) is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their reelection is warranted.</i>				
3a4	Elect Sha Ning as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the reelection of Guo Rui (Item 3a5) is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their reelection is warranted.</i>				
3a5	Elect Guo Rui as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the reelection of Guo Rui (Item 3a5) is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their reelection is warranted.</i>				
3a6	Elect Chau On Ta Yuen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the reelection of Guo Rui (Item 3a5) is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their reelection is warranted.</i>				
3a7	Elect Dai Xiaohu as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST the reelection of Guo Rui (Item 3a5) is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their reelection is warranted.</i>				
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.</i>				
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>				
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i>				

Beijing Enterprises Water Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>					
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i></p>					
8	Fix Number of Directors at 30 and Authorize Board to Fill Vacancies and to Appoint Additional Directors Up to Maximum Number	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i></p>					
9	Approve Amendments to the Bye-Laws and Adopt the Amended and Restated Bye-Laws	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the proposed amendments would permit the company to call certain meetings with a shorter notice period, thereby providing limited time for shareholders to review complex proposals.</i></p>					

Hannon Armstrong Sustainable Infrastructure Capital, Inc.

Meeting Date: 06/07/2023 **Country:** USA **Ticker:** HASI
Record Date: 04/12/2023 **Meeting Type:** Annual
Primary Security ID: 41068X100

Shares Voted: 91,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey W. Eckel	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.2	Elect Director Lizabeth A. Ardisana	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.3	Elect Director Clarence D. Armbrister	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.4	Elect Director Teresa M. Brenner	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.5	Elect Director Michael T. Eckhart	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.6	Elect Director Nancy C. Floyd	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					
1.7	Elect Director Jeffrey A. Lipson	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>					

Hannon Armstrong Sustainable Infrastructure Capital, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Charles M. O'Neil	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Richard J. Osborne	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Steven G. Osgood	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Kimberly A. Reed	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				

Willdan Group, Inc.

Meeting Date: 06/08/2023 **Country:** USA **Ticker:** WLDN
Record Date: 04/18/2023 **Meeting Type:** Annual
Primary Security ID: 96924N100

Shares Voted: 79,581

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas D. Brisbin	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Steven A. Cohen	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Cynthia A. Downes	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Dennis V. McGinn	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Wanda K. Reder	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Keith W. Renken	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				

Willdan Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Mohammad Shahidehpour	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Crowe LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the compensation committee demonstrated sufficient responsiveness to last year's low say-on-pay support, there are new concerns in the form of a problematic pay practice and unmitigated pay-for-performance misalignment. The company accelerated the vesting of all outstanding time-vesting awards and performance-based awards at target of an NEO upon a resignation which was not clearly involuntary. In addition, while equity awards were primarily performance-based, they vest based on one-year performance periods and bonuses were ultimately discretionary.</i>				
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>				
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: * The purchase price is reasonable; * The number of shares reserved is reasonable; and * The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>				

Yara International ASA

Meeting Date: 06/12/2023 **Country:** Norway **Ticker:** YAR
Record Date: 06/09/2023 **Meeting Type:** Annual
Primary Security ID: R9900C106

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>				
3	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>				
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 55.00 Per Share	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the financial statements, proposed allocation of income, or the board of directors.</i>				

Yara International ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Do Not Vote
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regards to the backward-looking performance period of the LTIP.</i>				
5.2	Approve Remuneration Statement	Mgmt	For	Against	Do Not Vote
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the backward-looking performance period of the LTIP.</i>				
6	Approve Company's Corporate Governance Statement	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR this item is warranted, as it concerns the presentation of a routine report.</i>				
7	Elect Therese Log Bergjord, Tina Lawton and Harald Thorstein as New Directors	Mgmt	For	Against	Do Not Vote
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because candidate Harald Thorstein is overboarded.</i>				
8	Approve Remuneration of Directors in the Amount of NOK 780,600 for the Chairman, NOK 444,700 for the Vice Chairman, and NOK 392,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the proposed fees.</i>				
9	Elect Lars Mattis Hanssen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee in the past.</i>				
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the proposed fees.</i>				
11	Amend Articles Re: Prior Notice for General Meetings	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.</i>				
12	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.</i>				
	Shareholder Proposal	Mgmt			
13	Initiate Special Investigation to Determine if Violations of the Working Environment Act Took Place at Company's Contractor	SH	Against	For	Do Not Vote
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted given that the requested investigation and report would further enhance shareholders' ability to assess the company's labor rights policies and initiatives.</i>				

Roper Technologies, Inc.

Meeting Date: 06/13/2023

Country: USA

Ticker: ROP

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: 776696106

Shares Voted: 12,527

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Irene M. Esteves	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director L. Neil Hunn	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Robert D. Johnson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Laura G. Thatcher	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Richard F. Wallman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Christopher Wright	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The annual incentives were entirely based on pre-set financial metrics, and the majority of equity awards were performance-conditioned and measured over a multi-year performance period.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
5	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>				

Universal Display Corporation

Meeting Date: 06/15/2023

Country: USA

Ticker: OLED

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 91347P105

Shares Voted: 35,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven V. Abramson	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Cynthia J. Comparin	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Richard C. Elias	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Elizabeth H. Gemmill	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director C. Keith Hartley	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Celia M. Joseph	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Lawrence Lacerte	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Sidney D. Rosenblatt	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay-for-performance misalignment concerns are substantially mitigated at this time, given improved incentive pay structure and disclosures. Specifically, CEO total pay moderated, and the company improved STIP disclosure around quantified goals and results, increased the proportion of performance equity, and reduced LTI grant values. However, certain aspects around LTI disclosure could be improved.</i>				
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>				
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				

Guangdong Investment Limited

Meeting Date: 06/16/2023

Country: Hong Kong

Ticker: 270

Record Date: 06/12/2023

Meeting Type: Annual

Primary Security ID: Y2929L100

Guangdong Investment Limited

Shares Voted: 1,926,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.</i>				
2	Approve Final Dividend	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine dividend proposal.</i>				
3.1	Elect Hou Wailin as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>				
3.2	Elect Liang Yuanjuan as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>				
3.3	Elect Fung Daniel Richard as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>				
3.4	Elect Cheng Mo Chi, Moses as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the election of all nominees is warranted.</i>				
3.5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: Director fees at Hong Kong-listed companies are usually reasonable. In the absence of known concerns over director remuneration at the company, a vote FOR this proposal is warranted.</i>				
4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.</i>				
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration.</i>				
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the proposed share repurchase.</i>				

Core & Main, Inc.

Meeting Date: 06/28/2023

Country: USA

Ticker: CNM

Record Date: 05/01/2023

Meeting Type: Annual

Primary Security ID: 21874C102

Shares Voted: 174,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bhavani Amirthalingam	Mgmt	For	For	For

Core & Main, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee member Orvin Kimbrough given the board's failure 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. Votes FOR the remaining director nominees are warranted.</i>				
1.2	Elect Director Orvin T. Kimbrough	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee member Orvin Kimbrough given the board's failure 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. Votes FOR the remaining director nominees are warranted.</i>				
1.3	Elect Director Margaret M. Newman	Mgmt	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee member Orvin Kimbrough given the board's failure 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. Votes FOR the remaining director nominees are warranted.</i>				
1.4	Elect Director Ian A. Rorick	Mgmt	For	For	For
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee member Orvin Kimbrough given the board's failure 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. Votes FOR the remaining director nominees are warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>				

DSM-Firmenich AG

Meeting Date: 06/29/2023 **Country:** Switzerland **Ticker:** DSFIR
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: H0245V108

Shares Voted: 30,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted.</i>				
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted due to a lack of concerns.</i>				
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount is in line with market practice.</i>				

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the proposal appears to be in line with market practice and is not considered excessive at this time.</i>				
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted.</i>				
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed article amendments are warranted.</i>				
5	Transact Other Business (Voting)	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>				

Kurita Water Industries Ltd.

Meeting Date: 06/29/2023 **Country:** Japan **Ticker:** 6370
Record Date: 03/31/2023 **Meeting Type:** Annual
Primary Security ID: J37221116

Shares Voted: 52,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.</i>				
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Indemnify Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because: * There are no particular concerns resulting from the change to the articles.</i>				
3.1	Elect Director Kadota, Michiya	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.</i>				
3.2	Elect Director Ejiri, Hirohiko	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.</i>				
3.3	Elect Director Shirode, Shuji	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.</i>				
3.4	Elect Director Muto, Yukihiko	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.</i>				

Kurita Water Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Elect Director Kobayashi, Kenjiro	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.</i>					
3.6	Elect Director Tanaka, Keiko	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.</i>					
3.7	Elect Director Miyazaki, Masahiro	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.</i>					
3.8	Elect Director Takayama, Yoshiko	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.</i>					