

## VOTE SUMMARY REPORT

REPORTING PERIOD: 09/01/2022 to 08/31/2023

### Voting Statistics

	Total	Percent
Votable Meetings	50	
Meetings Voted	45	90.00%
Meetings with One or More Votes Against Management	13	26.00%
Votable Ballots	50	
Ballots Voted	45	90.00%

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

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	739		12		751	
Proposals Voted	658	89.04%	12	100.00%	670	89.21%
FOR Votes	618	83.63%	0	0.00%	618	82.29%
AGAINST Votes	23	3.11%	12	100.00%	35	4.66%
ABSTAIN Votes	3	0.41%	0	0.00%	3	0.40%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	632	85.52%	12	100.00%	644	85.75%
Votes AGAINST Management	26	3.52%	0	0.00%	26	3.46%

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

## Agilent Technologies, Inc.

Meeting Date: 03/15/2023

Country: USA

Ticker: A

Record Date: 01/24/2023

Meeting Type: Annual

Primary ISIN: US00846U1016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Heidi K. Kunz	Mgmt	For	For	For	No
1.2	Elect Director Susan H. Rataj	Mgmt	For	For	For	No
1.3	Elect Director George A. Scangos	Mgmt	For	For	For	No
1.4	Elect Director Dow R. Wilson	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
4	Provide Right to Call Special Meeting	Mgmt	For	For	For	No
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

# ASML Holding NV

**Meeting Date:** 04/26/2023

**Country:** Netherlands

**Ticker:** ASML

**Record Date:** 03/29/2023

**Meeting Type:** Annual

**Primary ISIN:** NL0010273215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt				
3a	Approve Remuneration Report	Mgmt	For	For	For	No
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				
3d	Approve Dividends	Mgmt	For	For	For	No
4a	Approve Discharge of Management Board	Mgmt	For	For	For	No
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For	No
5	Approve Number of Shares for Management Board	Mgmt	For	For	For	No
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For	No
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt				
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For	For	No
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For	For	No
8c	Discuss Composition of the Supervisory Board	Mgmt				
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For	No
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	No
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For	No
13	Other Business (Non-Voting)	Mgmt				

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
14	Close Meeting	Mgmt				

Avery Dennison Corporation

Meeting Date: 04/27/2023	Country: USA	Ticker: AVY
Record Date: 02/27/2023	Meeting Type: Annual	Primary ISIN: US0536111091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Bradley A. Alford	Mgmt	For	For	For	No
1b	Elect Director Anthony K. Anderson	Mgmt	For	For	For	No
1c	Elect Director Mitchell R. Butier	Mgmt	For	For	For	No
1d	Elect Director Ken C. Hicks	Mgmt	For	For	For	No
1e	Elect Director Andres A. Lopez	Mgmt	For	For	For	No
1f	Elect Director Francesca Reverberi	Mgmt	For	For	For	No
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For	No
1h	Elect Director Julia A. Stewart	Mgmt	For	For	For	No
1i	Elect Director Martha N. Sullivan	Mgmt	For	For	For	No
1j	Elect Director William R. Wagner	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Befesa SA

Meeting Date: 06/15/2023	Country: Luxembourg	Ticker: BFSA
Record Date: 06/01/2023	Meeting Type: Annual	Primary ISIN: LU1704650164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Receive Board's and Auditor's Reports	Mgmt				
2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No

Befesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Approve Financial Statements	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5	Approve Discharge of Directors	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>						
6	Approve Fixed Remuneration of Non-Executive Directors	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
8	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>						
9	Renew Appointment of KPMG Luxembourg as Auditor	Mgmt	For	For	For	No

Brambles Limited

Meeting Date: 10/18/2022	Country: Australia	Ticker: BXB
Record Date: 10/16/2022	Meeting Type: Annual	Primary ISIN: AU000000BXB1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Kendra Banks as Director	Mgmt	For	For	For	No
4	Elect George El-Zoghbi as Director	Mgmt	For	For	For	No
5	Elect Jim Miller as Director	Mgmt	For	For	For	No
6	Approve Brambles Limited Performance Share Plan	Mgmt	For	For	For	No
7	Approve Participation of Graham Chipchase in the Performance Share Plan	Mgmt	For	For	For	No
8	Approve Participation of Nessa O'Sullivan in the Performance Share Plan	Mgmt	For	For	For	No
9	Approve Participation of Graham Chipchase in the MyShare Plan	Mgmt	For	For	For	No
10	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For	No

Meeting Date: 06/22/2023

Country: France

Ticker: BVI

Record Date: 06/20/2023

Meeting Type: Annual/Special

Primary ISIN: FR0006174348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Ratify Appointment of Laurent Mignon as Director	Mgmt	For	For	For	No
6	Reelect Frederic Sanchez as Director	Mgmt	For	For	For	No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
8	Approve Compensation of Aldo Cardoso, Chairman of the Board	Mgmt	For	For	For	No
9	Approve Compensation of Didier Michaud-Daniel, CEO	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>						
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
12	Approve Remuneration Policy of CEO from January 1, 2023 to June 22, 2023	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>						
13	Approve Remuneration Policy of CEO since June 22, 2023	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
14	Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>						
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	Mgmt	For	For	For	No

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	Mgmt	For	For	For	No
18	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
20	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	Mgmt	For	For	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For	No
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For	No
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For	No
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 21-23	Mgmt	For	For	For	No
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For	No
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Carbios SA

Meeting Date: 06/22/2023	Country: France	Ticker: ALCRB
Record Date: 06/20/2023	Meeting Type: Annual/Special	
		Primary ISIN: FR0011648716

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Non-Deductible Expenses	Mgmt	For	For	For	No
4	Approve Treatment of Losses	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For	No
6	Ratify Appointment of Juan De Pablo as Director Following Resignation of Mieke Jacobs	Mgmt	For	For	For	No
7	Ratify Appointment of Isabelle Parize as Director Following Resignation of Jacques Breuil	Mgmt	For	For	For	No
8	Ratify Appointment of Karine Auclair as Director Following Resignation of Jacqueline Lecourtier	Mgmt	For	For	For	No
9	Ratify Appointment of Mateus Schreiner Garcez Lopes as Director Following Resignation of Jean-Claude Lumaret	Mgmt	For	For	For	No
10	Ratify Appointment of Amandine De Souza as Director Following Resignation of Alain Chevallier	Mgmt	For	For	For	No
11	Ratify Appointment of Sandrine Conseiller as Director Following Resignation of Jean Falgoux	Mgmt	For	For	For	No
12	Reelect Sandrine Conseiller as Director	Mgmt	For	For	For	No
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 275,000	Mgmt	For	For	For	No
14	Ratify Change Location of Registered Office to Site de Cataroux, 8 rue de la Groliere, 63100 Clermont-Ferrand and Amend Article 3 of Bylaws Accordingly	Mgmt	For	For	For	No
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3,935,000	Mgmt	For	For	For	No
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Rights up to Aggregate Nominal Amount of EUR 787,000	Mgmt	For	For	For	No
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 787,000	Mgmt	For	For	For	No
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 787,000	Mgmt	For	For	For	No
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Mgmt	For	For	For	No
22	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
25	Amend Article 4 and 16 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For	No
26	Amend Article 12 of Bylaws Accordingly Re: Remove Double-Voting Rights for Long-Term Registered Shareholders	Mgmt	For	For	For	No
27	Amend Article 26 of Bylaws Re: Shareholders Representation and Voting Procedures	Mgmt	For	For	For	No
28	Amend Article 15 of Bylaws Re: Censors	Mgmt	For	Against	Against	No
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>						
	Ordinary Business	Mgmt				
29	Renew Appointment of Copernicus Wealth Management as Censor	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0157-001] The company has not provided a rationale for the election of a censor.</i>						
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Meeting Date: 06/22/2023	Country: France	Ticker: ALCRB
Record Date: 06/20/2023	Meeting Type: Extraordinary Shareholders	
		Primary ISIN: FR0011648716



Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Extraordinary Business	Mgmt				
1	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 12 of Bylaws Accordingly	Mgmt	For	For	For	No
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

## Cleanaway Waste Management Limited

**Meeting Date:** 10/21/2022      **Country:** Australia      **Ticker:** CWY  
**Record Date:** 10/19/2022      **Meeting Type:** Annual  
**Primary ISIN:** AU000000CWY3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
2	Approve Remuneration Report	Mgmt	For	For	For	No
3a	Elect Mark Chellew as Director	Mgmt	For	For	For	No
3b	Elect Michael Kelly as Director	Mgmt	For	For	For	No
3c	Elect Jackie McArthur as Director	Mgmt	For	For	For	No
4a	Approve Grant of Performance Rights to Mark Schubert	Mgmt	For	For	For	No
4b	Approve Deferred Equity Rights to Mark Schubert	Mgmt	For	For	For	No
5	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	For	For	For	No

## Coca-Cola Europacific Partners plc

**Meeting Date:** 05/24/2023      **Country:** United Kingdom      **Ticker:** CCEP  
**Record Date:** 05/22/2023      **Meeting Type:** Annual  
**Primary ISIN:** GB00BDCPN049

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

# Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Approve Remuneration Report	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
4	Elect Mary Harris as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
5	Elect Nicolas Mirzayantz as Director	Mgmt	For	For	For	No
6	Elect Nancy Quan as Director	Mgmt	For	For	For	No
7	Re-elect Manolo Arroyo as Director	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
8	Re-elect John Bryant as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
9	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	Against	For	Yes
10	Re-elect Damian Gammell as Director	Mgmt	For	For	For	No
11	Re-elect Nathalie Gaveau as Director	Mgmt	For	For	For	No
12	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For	For	No
13	Re-elect Thomas Johnson as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>						
14	Re-elect Dagmar Kollmann as Director	Mgmt	For	For	For	No
15	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For	For	No
16	Re-elect Mark Price as Director	Mgmt	For	For	For	No
17	Re-elect Mario Rotllant Sola as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>						
18	Re-elect Dessi Temperley as Director	Mgmt	For	For	For	No
19	Re-elect Garry Watts as Director	Mgmt	For	For	For	No
20	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
21	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
23	Authorise Issue of Equity	Mgmt	For	For	For	No
24	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	For	Yes
25	Approve Long Term Incentive Plan	Mgmt	For	For	For	No

Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
26	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
27	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
29	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

CRH Plc

Meeting Date: 04/27/2023

Country: Ireland

Ticker: CRH

Record Date: 04/23/2023

Meeting Type: Annual

Primary ISIN: IE0001827041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4a	Re-elect Richie Boucher as Director	Mgmt	For	For	For	No
4b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For	No
4c	Re-elect Richard Fearon as Director	Mgmt	For	For	For	No
4d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For	No
4e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For	No
4f	Elect Badar Khan as Director	Mgmt	For	For	For	No
4g	Re-elect Lamar McKay as Director	Mgmt	For	For	For	No
4h	Re-elect Albert Manifold as Director	Mgmt	For	For	For	No
4i	Re-elect Jim Mintern as Director	Mgmt	For	For	For	No
4j	Re-elect Gillian Platt as Director	Mgmt	For	For	For	No
4k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For	No
4l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For	No
4m	Elect Christina Verchere as Director	Mgmt	For	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
6	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For	No

CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7	Authorise Issue of Equity	Mgmt	For	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For	No

CRH Plc

Meeting Date: 06/08/2023	Country: Ireland	Ticker: CRH
Record Date: 06/04/2023	Meeting Type: Special	Primary ISIN: IE0001827041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	Mgmt	For	For	For	No
2	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For	No
3	Adopt New Articles of Association	Mgmt	For	For	For	No
4	Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
5	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For	No
6	Amend Articles of Association Re: Article 4A	Mgmt	For	For	For	No

CRH Plc

Meeting Date: 06/08/2023	Country: Ireland	Ticker: CRH
Record Date: 06/04/2023	Meeting Type: Court	Primary ISIN: IE0001827041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Court Meeting	Mgmt				
1	Approve Scheme of Arrangement	Mgmt	For	For	For	No

Crown Holdings, Inc.

Meeting Date: 04/27/2023

Record Date: 03/07/2023

Country: USA

Meeting Type: Annual

Ticker: CCK

Primary ISIN: US2283681060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Timothy J. Donahue	Mgmt	For	For	For	No
1.2	Elect Director Richard H. Fearon	Mgmt	For	For	For	No
1.3	Elect Director Andrea J. Funk	Mgmt	For	For	For	No
1.4	Elect Director Stephen J. Hagge	Mgmt	For	For	For	No
1.5	Elect Director Jesse A. Lynn	Mgmt	For	For	For	No
Blended Rationale: .						
1.6	Elect Director James H. Miller	Mgmt	For	For	For	No
1.7	Elect Director Josef M. Miller	Mgmt	For	For	For	No
1.8	Elect Director B. Craig Owens	Mgmt	For	For	For	No
1.9	Elect Director Angela M. Snyder	Mgmt	For	For	For	No
1.10	Elect Director Caesar F. Sweizer	Mgmt	For	For	For	No
1.11	Elect Director Andrew J. Teno	Mgmt	For	For	For	No
Blended Rationale: .						
1.12	Elect Director Marsha C. Williams	Mgmt	For	For	For	No
1.13	Elect Director Dwayne A. Wilson	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Against	Yes
Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.						

Dassault Systemes SA

Meeting Date: 05/24/2023

Record Date: 05/22/2023

Country: France

Meeting Type: Annual/Special

Ticker: DSY

Primary ISIN: FR0014003TT8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.21 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For	No
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
7	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	Mgmt	For	For	For	No
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	For	Yes
<i>Blended Rationale: .</i>						
10	Reelect Catherine Dassault as Director	Mgmt	For	For	For	No
11	Elect Genevieve Berger as Director	Mgmt	For	For	For	No
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For	No
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For	No
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For	No

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	For	No
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For	No
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For	No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Ecolab Inc.

Meeting Date: 05/04/2023	Country: USA	Ticker: ECL
Record Date: 03/07/2023	Meeting Type: Annual	Primary ISIN: US2788651006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Shari L. Ballard	Mgmt	For	For	For	No
1b	Elect Director Barbara J. Beck	Mgmt	For	For	For	No
1c	Elect Director Christophe Beck	Mgmt	For	For	For	No
1d	Elect Director Jeffrey M. Ettinger	Mgmt	For	For	For	No
1e	Elect Director Eric M. Green	Mgmt	For	For	For	No
1f	Elect Director Arthur J. Higgins	Mgmt	For	For	For	No
1g	Elect Director Michael Larson	Mgmt	For	For	For	No
1h	Elect Director David W. MacLennan	Mgmt	For	For	For	No
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For	No
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For	No
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For	No
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1m	Elect Director John J. Zillmer	Mgmt	For	For	Against	Yes
Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For	No
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For	Yes
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
7	Require Independent Board Chair	SH	Against	For	Against	Yes
Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.						

Epiroc AB

Meeting Date: 05/23/2023	Country: Sweden	Ticker: EPI.A
Record Date: 05/12/2023	Meeting Type: Annual	Primary ISIN: SE0015658109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For	No
2	Designate Inspector(s) of Minutes of Meeting	Mgmt				
3	Prepare and Approve List of Shareholders	Mgmt				
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Receive President's Report	Mgmt				
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For	For	No
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For	No
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For	No



Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
8.b4	Approve Discharge of Helena Hedblom (as Board Member)	Mgmt	For	For	For	No
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For	For	No
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For	For	No
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For	For	No
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For	For	No
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For	For	No
8.b10	Approve Discharge of Anders Ullberg	Mgmt	For	For	For	No
8.b11	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For	No
8.b12	Approve Discharge of Daniel Rundgren	Mgmt	For	For	For	No
8.b13	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For	No
8.c	Approve Allocation of Income and Dividends of SEK 3.40 Per Share	Mgmt	For	For	For	No
8.d	Approve Remuneration Report	Mgmt	For	For	For	No
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For	No
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For	For	No
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For	For	No
10.a3	Reelect Johan Forssell as Director	Mgmt	For	For	For	No
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For	For	No
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For	For	No
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	For	For	No
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For	For	No
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For	No
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For	For	No
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	For	Against	Yes
Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.						
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
11.a	Approve Remuneration of Directors in the Amount of SEK 2.59 Million for Chair and SEK 810,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12	Approve Stock Option Plan 2023 for Key Employees	Mgmt	For	For	For	No
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For	For	No
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For	For	No
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For	For	No
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For	For	No
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2017, 2018, 2019 and 2020	Mgmt	For	For	For	No
14	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 ISIN: US30057T1051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Ron C. Keating	Mgmt	For	Withhold	For	Yes
1.2	Elect Director Martin J. Lamb	Mgmt	For	Withhold	For	Yes
1.3	Elect Director Peter M. Wilver	Mgmt	For	Withhold	For	Yes
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

Evoqua Water Technologies Corp.

Meeting Date: 05/11/2023

Country: USA

Ticker: AQUA

Record Date: 04/05/2023

Meeting Type: Special

Primary ISIN: US30057T1051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Merger Agreement	Mgmt	For	For	For	No

Evoqua Water Technologies Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
<i>Blended Rationale: The board seeks shareholder approval to acquire Evoqua Water Technologies Corp. (AQUA). Under the terms of the agreement, AQUA shareholders will receive 0.48 XYL shares per AQUA share, which was valued at approximately \$52.89 per share and \$6.5 billion in aggregate, at announcement. XYL shareholders are expected to own approximately 75% of the combined company.</i>						
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For	No
3	Adjourn Meeting	Mgmt	For	For	For	No

Graphic Packaging Holding Company

Meeting Date: 05/24/2023	Country: USA	Ticker: GPK
Record Date: 03/27/2023	Meeting Type: Annual	
Primary ISIN: US3886891015		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Michael P. Doss	Mgmt	For	For	For	No
1.2	Elect Director Dean A. Scarborough	Mgmt	For	For	For	No
1.3	Elect Director Larry M. Venturelli	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

Institutional Cash Series plc - BlackRock ICS USDollar Liq Environmentally Aware

Meeting Date: 03/24/2023	Country: Ireland	Ticker: N/A
Record Date: 03/22/2023	Meeting Type: Annual	
Primary ISIN: IE00BGBN6L20		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Ratify EY as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No

KEYENCE Corp.

Meeting Date: 06/14/2023

Record Date: 03/20/2023

Country: Japan

Meeting Type: Annual

Ticker: 6861

Primary ISIN: JP3236200006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For	No
Blended Rationale: .						
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	For	No
2.2	Elect Director Nakata, Yu	Mgmt	For	For	For	No
Blended Rationale: .						
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	For	No
2.4	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	For	No
2.5	Elect Director Nakano, Tetsuya	Mgmt	For	For	For	No
2.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	For	No
2.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	Against	Yes
Blended Rationale: [RJ-M0201-033] AGAINST directors responsible for board composition as the board lacks gender diversity.						
2.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	For	No
2.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Komura, Koichiro	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	For	No

Kurita Water Industries Ltd.

Meeting Date: 06/29/2023

Record Date: 03/31/2023

Country: Japan

Meeting Type: Annual

Ticker: 6370

Primary ISIN: JP3270000007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	For	No
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	No
3.1	Elect Director Kadota, Michiya	Mgmt	For	For	For	No

Kurita Water Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3.2	Elect Director Ejiri, Hirohiko	Mgmt	For	For	For	No
3.3	Elect Director Shirode, Shuji	Mgmt	For	For	For	No
3.4	Elect Director Muto, Yukihiro	Mgmt	For	For	For	No
3.5	Elect Director Kobayashi, Kenjiro	Mgmt	For	For	For	No
3.6	Elect Director Tanaka, Keiko	Mgmt	For	For	For	No
3.7	Elect Director Miyazaki, Masahiro	Mgmt	For	For	For	No
3.8	Elect Director Takayama, Yoshiko	Mgmt	For	For	For	No

LKQ Corporation

Meeting Date: 05/09/2023	Country: USA	Ticker: LKQ
Record Date: 03/13/2023	Meeting Type: Annual	Primary ISIN: US5018892084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Patrick Berard	Mgmt	For	For	For	No
1b	Elect Director Meg A. Divitto	Mgmt	For	For	For	No
1c	Elect Director Joseph M. Holsten	Mgmt	For	For	For	No
1d	Elect Director Blythe J. McGarvie	Mgmt	For	For	For	No
1e	Elect Director John W. Mendel	Mgmt	For	For	For	No
1f	Elect Director Jody G. Miller	Mgmt	For	For	For	No
1g	Elect Director Guhan Subramanian	Mgmt	For	For	For	No
1h	Elect Director Xavier Urbain	Mgmt	For	For	For	No
1i	Elect Director Dominick Zarcone	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

L'Oreal SA

Meeting Date: 04/21/2023	Country: France	Ticker: OR
Record Date: 04/19/2023	Meeting Type: Annual/Special	Primary ISIN: FR0000120321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For	For	No
4	Reelect Sophie Bellon as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
5	Reelect Fabienne Dulac as Director	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For	For	No
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against	No
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>						
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For	No
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For	For	No
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For	For	No
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Microsoft Corporation

Meeting Date: 12/13/2022

Record Date: 10/12/2022

Country: USA

Meeting Type: Annual

Ticker: MSFT

Primary ISIN: US5949181045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For	No
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For	No
1.3	Elect Director Teri L. List	Mgmt	For	For	For	No
1.4	Elect Director Satya Nadella	Mgmt	For	For	For	No
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	For	No
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	For	No
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For	No
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	For	No
1.9	Elect Director John W. Stanton	Mgmt	For	For	For	No
1.10	Elect Director John W. Thompson	Mgmt	For	For	For	No
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	For	No
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against	Against	No
Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.						
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against	No
Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.						
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against	Against	No
Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.						
7	Report on Government Use of Microsoft Technology	SH	Against	Against	Against	No
Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.						
8	Report on Development of Products for Military	SH	Against	Against	Against	No
Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.						
9	Report on Tax Transparency	SH	Against	Against	Against	No
Blended Rationale: [SF-S4578-103] These matters are regulated by local, state and federal governments and company policy should be left to the board absent demonstrable harm to shareholders by prior board action or inaction.						

Nestle SA

Meeting Date: 04/20/2023	Country: Switzerland	Ticker: NESN
Record Date:	Meeting Type: Annual	Primary ISIN: CH0038863350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For	For	No
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For	No
Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.						
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For	No
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For	For	No



Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For	For	No
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For	For	No
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For	No
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For	For	For	No
4.1.h	Reelect Dick Boer as Director	Mgmt	For	For	For	No
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For	No
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
4.1.j	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For	No
4.1.k	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For	No
4.1.l	Reelect Chris Leong as Director	Mgmt	For	For	For	No
4.1.m	Reelect Luca Maestri as Director	Mgmt	For	For	For	No
4.2.1	Elect Rainer Blair as Director	Mgmt	For	For	For	No
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For	No
4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For	No
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	Against	Yes
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>						
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 10.5 Million	Mgmt	For	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	Mgmt	For	For	For	No
6	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
7.1	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For	No
7.2	Amend Articles of Association	Mgmt	For	For	For	No

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
8	Transact Other Business (Voting)	Mgmt	Against	Against	Abstain	Yes
Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.						

Norsk Hydro ASA

Meeting Date: 09/20/2022	Country: Norway	Ticker: NHY
Record Date: 09/13/2022	Meeting Type: Extraordinary Shareholders	
Primary ISIN: NO0005052605		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote	No
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
3	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote	No
4	Approve Dividends of NOK 1.45 Per Share	Mgmt	For	For	Do Not Vote	No

Norsk Hydro ASA

Meeting Date: 05/10/2023	Country: Norway	Ticker: NHY
Record Date: 05/03/2023	Meeting Type: Annual	
Primary ISIN: NO0005052605		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote	No
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote	No
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 5.65 Per Share	Mgmt	For	For	Do Not Vote	No

Norsk Hydro ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
6	Approve NOK 30.5 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote	No
7	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote	No
8	Amend Articles Re: Share Capital; Nomination Committee; Annual General Meeting	Mgmt	For	For	Do Not Vote	No
9	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote	No
10	Discuss Company's Corporate Governance Statement	Mgmt				
11	Approve Remuneration Statement	Mgmt	For	Against	Do Not Vote	No
Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.						
12.1	Elect Muriel Bjorseth Hansen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote	No
12.2	Elect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote	No
13	Approve Remuneration of Directors in the Amount of NOK 800,000 for the Chairman, NOK 460,000 for the Vice Chairman, and NOK 403,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	Do Not Vote	No
14	Approve Remuneration of Members of Nomination Committe	Mgmt	For	For	Do Not Vote	No

Nucor Corporation

Meeting Date: 05/11/2023

Record Date: 03/13/2023

Country: USA

Meeting Type: Annual

Ticker: NUE

Primary ISIN: US6703461052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Norma B. Clayton	Mgmt	For	For	For	No
1.2	Elect Director Patrick J. Dempsey	Mgmt	For	For	For	No
1.3	Elect Director Christopher J. Kearney	Mgmt	For	For	For	No
1.4	Elect Director Laurette T. Koellner	Mgmt	For	For	For	No
1.5	Elect Director Michael W. Lamach	Mgmt	For	For	For	No
1.6	Elect Director Joseph D. Rupp	Mgmt	For	For	For	No
1.7	Elect Director Leon J. Topalian	Mgmt	For	For	For	No
1.8	Elect Director Nadja Y. West	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No

Nucor Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No

Owens Corning

Meeting Date: 04/20/2023	Country: USA	Ticker: OC
Record Date: 02/21/2023	Meeting Type: Annual	Primary ISIN: US6907421019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Brian D. Chambers	Mgmt	For	For	For	No
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For	No
1c	Elect Director Adrienne D. Elsner	Mgmt	For	For	For	No
1d	Elect Director Alfred E. Festa	Mgmt	For	For	For	No
1e	Elect Director Edward F. Lonergan	Mgmt	For	For	For	No
1f	Elect Director Maryann T. Mannen	Mgmt	For	For	For	No
1g	Elect Director Paul E. Martin	Mgmt	For	For	For	No
1h	Elect Director W. Howard Morris	Mgmt	For	For	For	No
1i	Elect Director Suzanne P. Nimocks	Mgmt	For	For	For	No
1j	Elect Director John D. Williams	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For	No
7	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For	No

Re:NewCell AB

Meeting Date: 10/12/2022	Country: Sweden	Ticker: RENEW
Record Date: 10/04/2022	Meeting Type: Extraordinary Shareholders	Primary ISIN: SE0014960431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	For	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
4.a	Designate Boris Gyllhamn as Inspector of Minutes of Meeting	Mgmt	For	For	For	No
4.b	Designate Henrik Norlin as Inspector of Minutes of Meeting	Mgmt	For	For	For	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
6	Approve Warrant Plan for Key Employees	Mgmt	For	For	For	No

Meeting Date: 05/16/2023	Country: Sweden	Ticker: RENEW
Record Date: 05/08/2023	Meeting Type: Annual	Primary ISIN: SE0014960431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
7	Receive CEO's Report	Mgmt				
8	Receive Financial Statements and Statutory Reports	Mgmt				
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
9.c	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For	No

Re:NewCell AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
11	Approve Remuneration of Directors in the Amount of SEK 300,000 for Chairman and SEK 150,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Reelect Michael Berg (Chair), Mia Hemmingson, Anna Attemark, Helene Willberg and Henrik Ager as Directors	Mgmt	For	Against	Against	No
Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.						
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify KPMG AB as Auditors	Mgmt	For	Against	For	Yes
16	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
17	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For	No
18	Approve Warrant Plan 2023/2026 for Key Employees	Mgmt	For	For	For	No
19	Close Meeting	Mgmt				

Republic Services, Inc.

Meeting Date: 05/12/2023Country: USATicker: RSG

Record Date: 03/15/2023Meeting Type: AnnualPrimary ISIN: US7607591002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Manuel Kadre	Mgmt	For	For	For	No
1b	Elect Director Tomago Collins	Mgmt	For	For	For	No
1c	Elect Director Michael A. Duffy	Mgmt	For	For	For	No
1d	Elect Director Thomas W. Handley	Mgmt	For	For	For	No
1e	Elect Director Jennifer M. Kirk	Mgmt	For	For	For	No
1f	Elect Director Michael Larson	Mgmt	For	For	For	No
1g	Elect Director James P. Snee	Mgmt	For	For	For	No
1h	Elect Director Brian S. Tyler	Mgmt	For	For	For	No
1i	Elect Director Jon Vander Ark	Mgmt	For	For	For	No
1j	Elect Director Sandra M. Volpe	Mgmt	For	For	For	No

Republic Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1k	Elect Director Katharine B. Weymouth	Mgmt	For	For	For	No
Blended Rationale: .						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

Schneider Electric SE

Meeting Date: 05/04/2023	Country: France	Ticker: SU
Record Date: 05/02/2023	Meeting Type: Annual/Special	Primary ISIN: FR0000121972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against	For	Yes
Blended Rationale: .						
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For	No
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For	No
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
13	Reelect Gregory Spierkel as Director	Mgmt	For	For	For	No
	<i>Blended Rationale:</i> .					
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For	For	No
15	Elect Abhay Parasnis as Director	Mgmt	For	For	For	No
16	Elect Giulia Chierchia as Director	Mgmt	For	For	For	No
17	Approve Company's Climate Transition Plan	Mgmt	For	For	For	No
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For	No
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For	No
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For	No
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For	For	No
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For	No
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For	No
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No



**Meeting Date:** 02/15/2023

**Country:** Germany

**Ticker:** SHL

**Record Date:** 02/08/2023

**Meeting Type:** Annual

**Primary ISIN:** DE000SHL1006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For	For	For	No
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For	For	For	No
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For	For	For	No
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For	For	For	No
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For	For	No
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For	For	For	No
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For	For	For	No
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For	For	For	No
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For	For	For	No
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For	For	For	No
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For	For	For	No
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For	For	For	No
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For	For	For	No
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For	For	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>						
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	For	Yes
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For	No
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	For	Yes
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>						
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>						
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For	No
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against	No
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>						
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For	Yes
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For	No
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For	For	For	No

**Meeting Date:** 04/20/2023

**Country:** Switzerland

**Ticker:** SIGN

**Record Date:**
**Meeting Type:** Annual

**Primary ISIN:** CH0435377954

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	For	No
4	Approve Dividends of CHF 0.47 per Share from Capital Contribution Reserves	Mgmt	For	For	For	No
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For	No
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For	No
6.1.1	Reelect Andreas Umbach as Director	Mgmt	For	For	For	No
6.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	For	No
6.1.3	Reelect Wah-Hui Chu as Director	Mgmt	For	For	For	No
6.1.4	Reelect Mariel Hoch as Director	Mgmt	For	For	For	No
6.1.5	Reelect Laurens Last as Director	Mgmt	For	For	For	No
6.1.6	Reelect Abdallah al Obeikan as Director	Mgmt	For	For	For	No
6.1.7	Reelect Martine Snels as Director	Mgmt	For	For	For	No
6.1.8	Reelect Matthias Waehren as Director	Mgmt	For	For	For	No
6.2	Elect Florence Jeantet as Director	Mgmt	For	For	For	No
6.3	Reelect Andreas Umbach as Board Chair	Mgmt	For	For	For	No
6.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	For	For	For	No
6.4.2	Reappoint Mariel Hoch as Member of the Compensation Committee	Mgmt	For	For	For	No
6.4.3	Appoint Matthias Waehren as Member of the Compensation Committee	Mgmt	For	For	For	No
7	Approve Creation of Capital Band within the Upper Limit of CHF 4.6 Million and the Lower Limit of CHF 3.4 Million with or without Exclusion of Preemptive Rights; Amend Conditional Capital Authorization	Mgmt	For	For	For	No
8.1	Amend Corporate Purpose	Mgmt	For	For	For	No

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
8.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2026	Mgmt	For	For	For	No
8.3	Amend Articles of Association	Mgmt	For	For	For	No
8.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For	No
9	Designate Keller AG as Independent Proxy	Mgmt	For	For	For	No
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
11	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Sika AG

Meeting Date: 03/28/2023	Country: Switzerland	Ticker: SIKA
Record Date:	Meeting Type: Annual	Primary ISIN: CH0418792922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For	No
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For	No
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For	No
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For	For	No
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For	No
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	Against	For	Yes
4.1.7	Reelect Paul Schuler as Director	Mgmt	For	For	For	No
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For	No
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For	For	For	No

Blended Rationale: .

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For	No
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For	No
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For	No
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	For	For	No
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For	For	For	No
7.1	Amend Articles of Association	Mgmt	For	For	For	No
7.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For	No
7.3	Amend Articles Re: Share Register	Mgmt	For	For	For	No
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For	No
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For	No
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For	For	No
8	Transact Other Business (Voting)	Mgmt	For	Against	Abstain	Yes

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Sims Limited

**Meeting Date:** 11/08/2022

**Country:** Australia

**Ticker:** SGM

**Record Date:** 11/06/2022

**Meeting Type:** Annual

**Primary ISIN:** AU000000SGM7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Elect Deborah O'Toole as Director	Mgmt	For	For	For	No
2	Elect Hiroyuki Kato as Director	Mgmt	For	For	For	No
3	Elect Philip Bainbridge as Director	Mgmt	For	For	For	No
4	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For	For	No
5	Approve Remuneration Report	Mgmt	For	For	For	No
6	Approve Grant of Performance Rights to Alistair Field	Mgmt	For	For	For	No
7	Approve Climate Transition Plan	Mgmt	For	For	For	No

Smurfit Kappa Group Plc

Meeting Date: 04/28/2023

Record Date: 04/24/2023

Country: Ireland

Meeting Type: Annual

Ticker: SKG

Primary ISIN: IE00B1RR8406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Elect Mary Lynn Ferguson-McHugh as Director	Mgmt	For	For	For	No
5a	Re-elect Irial Finan as Director	Mgmt	For	For	For	No
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For	For	No
5c	Re-elect Ken Bowles as Director	Mgmt	For	For	For	No
5d	Re-elect Anne Anderson as Director	Mgmt	For	For	For	No
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For	For	No
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For	For	No
5g	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For	No
5h	Re-elect James Lawrence as Director	Mgmt	For	For	For	No
5i	Re-elect Lourdes Melgar as Director	Mgmt	For	For	For	No
5j	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise Issue of Equity	Mgmt	For	For	For	No

Smurfit Kappa Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

The TJX Companies, Inc.

Meeting Date: 06/06/2023	Country: USA	Ticker: TJX
Record Date: 04/13/2023	Meeting Type: Annual	Primary ISIN: US8725401090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For	No
1b	Elect Director Alan M. Bennett	Mgmt	For	For	For	No
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For	No
1d	Elect Director David T. Ching	Mgmt	For	For	For	No
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For	No
1f	Elect Director Ernie Herrman	Mgmt	For	For	For	No
1g	Elect Director Amy B. Lane	Mgmt	For	For	For	No
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For	No
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	For	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Report on Third-Party Assessment of Human Rights Due Diligence in Supply Chain	SH	Against	Against	Against	No
Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.						
6	Report on Risk from Supplier Misclassification of Supplier's Employees	SH	Against	For	Against	Yes
Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.						

The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
7	Adopt a Paid Sick Leave Policy for All Employees	SH	Against	Against	Against	No
Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.						

Thermo Fisher Scientific Inc.

Meeting Date: 05/24/2023	Country: USA	Ticker: TMO
Record Date: 03/27/2023	Meeting Type: Annual	Primary ISIN: US8835561023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Marc N. Casper	Mgmt	For	For	For	No
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For	No
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For	No
1d	Elect Director C. Martin Harris	Mgmt	For	For	For	No
1e	Elect Director Tyler Jacks	Mgmt	For	For	For	No
1f	Elect Director R. Alexandra Keith	Mgmt	For	For	For	No
1g	Elect Director James C. Mullen	Mgmt	For	For	For	No
1h	Elect Director Lars R. Sorensen	Mgmt	For	For	For	No
1i	Elect Director Debora L. Spar	Mgmt	For	For	For	No
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For	No
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
5	Amend Omnibus Stock Plan	Mgmt	For	For	For	No
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For	No

Trex Company, Inc.

Meeting Date: 05/04/2023	Country: USA	Ticker: TREX
Record Date: 03/08/2023	Meeting Type: Annual	Primary ISIN: US89531P1057



Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Jay M. Gratz	Mgmt	For	For	For	No
1.2	Elect Director Ronald W. Kaplan	Mgmt	For	For	For	No
1.3	Elect Director Gerald Volas	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	For	No
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No

## UPM-Kymmene Oyj

<b>Meeting Date:</b> 04/12/2023	<b>Country:</b> Finland	<b>Ticker:</b> UPM
<b>Record Date:</b> 03/29/2023	<b>Meeting Type:</b> Annual	<b>Primary ISIN:</b> FI0009005987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Open Meeting	Mgmt				
2	Call the Meeting to Order	Mgmt				
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
4	Acknowledge Proper Convening of Meeting	Mgmt				
5	Prepare and Approve List of Shareholders	Mgmt				
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Remuneration of Directors in the Amount of EUR 218,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For	No

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
12	Fix Number of Directors at Nine	Mgmt	For	For	For	No
13	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	Mgmt	For	Against	Against	No
Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.						
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditor for FY 2023	Mgmt	For	For	For	No
16	Ratify Ernst & Young Oy as Auditor for FY 2024	Mgmt	For	For	For	No
17	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
18	Authorize Share Repurchase Program	Mgmt	For	For	For	No
19	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	For	Yes
20	Authorize Charitable Donations	Mgmt	For	For	For	No
21	Close Meeting	Mgmt				

Veolia Environnement SA

Meeting Date: 04/27/2023Country: FranceTicker: VIE

Record Date: 04/25/2023Meeting Type: Annual/SpecialPrimary ISIN: FR0000124141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Non-Deductible Expenses	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends of EUR 1.12 per Share	Mgmt	For	For	For	No
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
6	Reelect Maryse Aulagnon as Director	Mgmt	For	For	For	No
7	Elect Olivier Andries as Director	Mgmt	For	For	For	No

## Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
8	Elect Veronique Bedague-Hamilius as Director	Mgmt	For	For	For	No
9	Elect Francisco Reynes as Director	Mgmt	For	For	For	No
10	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For	No
11	Approve Compensation of Antoine Frerot, Chairman and CEO from January 1, 2022 until June 30, 2022	Mgmt	For	For	For	No
12	Approve Compensation of Antoine Frerot, Chairman of the Board from July 1, 2022 until December 31, 2022	Mgmt	For	For	For	No
13	Approve Compensation of Estelle Brachlianoff, CEO from July 1, 2022 until December 31, 2022	Mgmt	For	For	For	No
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For	No
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For	No
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	No
22	Amend Article 15 of Bylaws Re: Corporate Purpose	Mgmt	For	Against	For	Yes
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>						
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

## Vestas Wind Systems A/S

**Meeting Date:** 04/12/2023

**Country:** Denmark

**Ticker:** VWS

**Record Date:** 04/05/2023

**Meeting Type:** Annual

**Primary ISIN:** DK0061539921

## Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
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	No
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For	No
<i>Blended Rationale: .</i>						
6.b	Reelect Bruce Grant as Director	Mgmt	For	For	For	No
6.c	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For	No
6.d	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For	No
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For	No
6.f	Reelect Kentaro Hosomi as Director	Mgmt	For	For	For	No
6.g	Reelect Lena Olving as Director	Mgmt	For	For	For	No
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For	No
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
10	Other Business	Mgmt				

## Waste Management, Inc.

**Meeting Date:** 05/09/2023

**Country:** USA

**Ticker:** WM

**Record Date:** 03/14/2023

**Meeting Type:** Annual

**Primary ISIN:** US94106L1098

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Bruce E. Chinn	Mgmt	For	For	For	No

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1b	Elect Director James C. Fish, Jr.	Mgmt	For	For	For	No
1c	Elect Director Andres R. Gluski	Mgmt	For	For	For	No
1d	Elect Director Victoria M. Holt	Mgmt	For	For	For	No
1e	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For	No
1f	Elect Director Sean E. Menke	Mgmt	For	For	For	No
1g	Elect Director William B. Plummer	Mgmt	For	For	For	No
1h	Elect Director John C. Pope	Mgmt	For	For	For	No
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
5	Approve Omnibus Stock Plan	Mgmt	For	For	For	No

Xylem Inc.

Meeting Date: 05/11/2023	Country: USA	Ticker: XYL
Record Date: 04/05/2023	Meeting Type: Special	Primary ISIN: US98419M1009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1	Issue Shares in Connection with Acquisition	Mgmt	For	For	For	No
Blended Rationale: The board seeks shareholder approval to acquire Evoqua Water Technologies Corp. (AQUA). Under the terms of the agreement, AQUA shareholders will receive 0.48 XYL shares per AQUA share, which was valued at approximately \$52.89 per share and \$6.5 billion in aggregate, at announcement. XYL shareholders are expected to own approximately 75% of the combined company.						
2	Adjourn Meeting	Mgmt	For	For	For	No

Xylem Inc.

Meeting Date: 05/18/2023	Country: USA	Ticker: XYL
Record Date: 03/20/2023	Meeting Type: Annual	Primary ISIN: US98419M1009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For	No

Xylem Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1b	Elect Director Patrick K. Decker	Mgmt	For	For	For	No
1c	Elect Director Earl R. Ellis	Mgmt	For	For	For	No
1d	Elect Director Robert F. Friel	Mgmt	For	For	For	No
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For	No
Blended Rationale: .						
1f	Elect Director Steven R. Loranger	Mgmt	For	For	For	No
1g	Elect Director Mark D. Morelli	Mgmt	For	For	For	No
1h	Elect Director Jerome A. Peribere	Mgmt	For	For	For	No
1i	Elect Director Lila Tretikov	Mgmt	For	For	For	No
Blended Rationale: .						
1j	Elect Director Uday Yadav	Mgmt	For	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
4	Require Independent Board Chair	SH	Against	For	Against	Yes
Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.						

Zebra Technologies Corporation

Meeting Date: 05/11/2023	Country: USA	Ticker: ZBRA
Record Date: 03/17/2023	Meeting Type: Annual	Primary ISIN: US9892071054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction	Vote Against ISS
1a	Elect Director William J. Burns	Mgmt	For	For	For	No
1b	Elect Director Linda M. Connly	Mgmt	For	For	For	No
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For	No
1d	Elect Director Janice M. Roberts	Mgmt	For	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For	No