

SPMS STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN VOTES AGAINST MANAGEMENT

01/07/2023 to 30/09/2023

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

Advanced Drainage Systems, Inc.

Meeting Date:	07/20/2023 Country: USA Meeting Type: An	inual	Ticker: WMS		
			Primary ISIN: US00790R1041	Primary SEDOL: BP7RS59	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	

Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board.

Agilysys, Inc.

Meeting Date: 08/21/2023	Country: USA Meeting Type: Annual	Ticker: AGYS	
		Primary ISIN: US00847J1051	Primary SEDOL: 2689162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1d	Elect Director Michael A. Kaufman	Mgmt	For	Against		
	Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board. The company should establish formal board-level					

minimum expectation is that women should comprise at least 27% of the board. The company should establish formal board-level oversight of environmental and social issues. We are holding this director accountable. Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.

Ai Holdings Corp.

Meeting Date: 09/27/2023	Country: Japan Meeting Type: Annual	Ticker: 3076	
		Primary ISIN: JP3105090009	Primary SEDOL: B1TK201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Restricted Stock Plan	Mgmt	For	Against

Voter Rationale: This plan does not effectively link executive pay to performance. The board should introduce stretching performance targets that reward strong performance and build shareholder value over time.

AIMS APAC REIT

Meeting Date: 07/24/2023

Country: Singapore Meeting Type: Annual Ticker: O5RU

Primary ISIN: SG2D63974620

Primary SEDOL: B58DLN5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against
	Voter Rationale: Any increase in capital of circumstances only and fully justified by t		without pre-emption rights s	hould be undertaken in exceptional

Ain Holdings, Inc.

Meeting Date: 07/28/2023	Country: Japan	Ticker: 9627	
	Meeting Type: Annual		
		Primary ISIN: JP3105250009	Primary SEDOL: 6249120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Shudo, Shoichi	Mgmt	For	Against
	Voter Rationale: The board should esta objectivity.	blish one-third board	d independence to ensure	appropriate balance of independence and
2.3	Elect Director Mizushima, Toshihide	Mgmt	For	Against
	Voter Rationale: The board should esta objectivity.	blish one-third board	d independence to ensure a	appropriate balance of independence and
2.4	Elect Director Oishi, Miya	Mgmt	For	Against
	Voter Rationale: The board should esta objectivity.	blish one-third board	d independence to ensure	appropriate balance of independence and
2.5	Elect Director Sakai, Masato	Mgmt	For	Against
	Voter Rationale: The board should esta objectivity.	blish one-third board	d independence to ensure	appropriate balance of independence and
2.6	Elect Director Kimei, Rieko	Mgmt	For	Against
	Voter Rationale: The board should esta objectivity.	blish one-third board	d independence to ensure	appropriate balance of independence and
2.7	Elect Director Takakura, Nobuyuki	Mgmt	For	Against
	Voter Rationale: The board should esta objectivity.	blish one-third board	d independence to ensure a	appropriate balance of independence and
2.8	Elect Director Ishikawa, Kaori	Mgmt	For	Against
	Voter Rationale: The board should esta objectivity.	blish one-third board	d independence to ensure a	appropriate balance of independence and
2.9	Elect Director Endo, Noriko	Mgmt	For	Against
	Voter Rationale: The board should esta objectivity.	blish one-third board	d independence to ensure a	appropriate balance of independence and

Ain Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.10	Elect Director Ito, Junro	Mgmt	For	Against
	Voter Rationale: The board should est objectivity.	ablish one-third board	l independence to ensure ap	propriate balance of independence and
2.11	Elect Director Yamazoe, Shigeru	Mgmt	For	Against
	Voter Rationale: The board should est objectivity.	ablish one-third board	l independence to ensure ap	propriate balance of independence and

Allegro MicroSystems, Inc.

Meeting Date: 08/03/2023	Country: USA Meeting Type: Annual	Ticker: ALGM	
		Primary ISIN: US01749D1054	Primary SEDOL: BN4LSB6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Richard R. Lury	Mgmt	For	Withhold
	minimum expectation is that women sho and has long tenure. Long tenured direc independent. Changes in company bylav shareholder approval. Specifically, the bo	ould comprise at least tors could lack indepo vs or articles of incorp pard's failure to remo	27% of the board. endence from the co poration should not e ve, or subject to a su	ersity on the board. In developed markets, our The nominee serves as Nominating Committee Chair ompany and we expect key committee Chairs to be erode shareholders' rights and should be subject to unset requirement, the classified board structure and cuments, each of which adversely impacts
3	Advisory Vote to Ratify Named Executive Officers' Compensation	e Mgmt	For	Against
	reward strong performance and drive sh not allow vesting of incentive awards for incentivise long-term performance and s the equity awards should be tied to perf place a procedure which would enable it	areholder value over substantially below i hould not be allowed formance conditions. , should it identify an	a sufficiently long per median performance to vest within 3 yea At least 50% is a min y facts of manipulati	Include robust and stretching performance targets to period of time. The remuneration committee should a Long-term incentive awards should be used to perform the date of grant. A larger percentage of nimum good practice. The company should put in ion of reported indicators or other bad faith actions detrimental to the long-term interests of its

shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.

Alpha Services & Holdings SA

Meeting Date: 07/27/2023	Country: Greece Meeting Type: Annual	Ticker: ALPHA	
		Primary ISIN: GRS015003007	Primary SEDOL: BZ1MXR7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Advisory Vote on Remuneration Report	Mgmt	For	Against

Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.

Alpha Services & Holdings SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction			
8	Approve Remuneration Policy	Mgmt	For	Against			
	reward strong performance and drive provide details of the rules governing termination arrangements.Severance	shareholder value o the award of the an payments should no term incentive award	ver a sufficiently long period of a nual and long-term variable ince t exceed two year's pay. Larger	bust and stretching performance targets to time. The remuneration policy should entives, any exceptional components and severance packages should be subject to a long-term performance and should not be			
16	Approve Share Distribution Plan	Mgmt	For	Against			
	Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.						

ALS Limited

Meeting Date	: 07/26/2023 Country: Australia Meeting Type: Ar		Ticker: ALQ		
			Primary ISIN: AU000000ALQ6	Primary SEDOL: B86SZR5	
roposal lumber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
2	Elect John Mulcahy as Director	Mgmt	For	Against	
	Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board.				
7	Approve Grant of 2022 Performance Rights to Malcolm Deane	Mgmt	For	Against	
	reward strong performance and drive s awards should be time pro-rated and to in place a procedure which would enab	hareholder value ov ested for performan ole it, should it ident ive directors and ot	clearly disclosed and include robust and streto ver a sufficiently long period of time. On early vce, including in the event of a change of contri ify any facts of manipulation of reported indica her key managers which were detrimental to t d in such manner are repaid to it.	termination, all share-based rol. The company should put ators or other bad faith	
8	Approve Grant of 2023 Performance Rights to Malcolm Deane	Mgmt	For	Against	
	Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.				

Meeting Date: 09/15/2023	Country: USA Meeting Type: Annual	Ticker: AIRC	
	5 /1	Primary ISIN: US03750L1098	Primary SEDOL: BN6QGL5

Apartment Income REIT Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Devin I. Murphy	Mgmt	For	Against
		nave sufficient time a	nd energy to discharge their role	es are expected to hold no more than one es properly, particularly during unexpected
	Ratify Deloitte & Touche LLP as Audi	ana Manak	For	Against

should be clearly disclosed, justified and not exceed audit fees. Large non-audit fees could compromise objectivity of the audit.

Apartment Investment and Management Company

Meeting Date: 09/29/2023 Country: USA Meeting Type: Annu		ual	Ticker: AIV	
			Primary ISIN: US03748R7474	Primary SEDOL: BN2W9T6
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5		ould not exceed two committee should i	For o years pay. Larger severance packages shou not allow vesting of incentive awards for sub via cash or other non-equity vehicles.	

Bharti Airtel Limited

Meeting Date: 08/24/2023	Country: India Meeting Type: Annual	Ticker: 532454	
		Primary ISIN: INE397D01024	Primary SEDOL: 6442327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Revision in Remuneration of Sunil Bharti Mittal as Chairman	Mgmt	For	Against

Voter Rationale: Executive compensation should be commensurate with a director's role and responsibilities.

BioLife Solutions, Inc.

Meeting Date: 07/21/2023	Country: USA Meeting Type: Annual	Ticker: BLFS	
		Primary ISIN: US09062W2044	Primary SEDOL: BJH08B2

BioLife Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
1.3	Elect Director Joseph C. Schick	Mgmt	For	Withhold	
	earnings are indicative of the inadequ	ate oversight and cor by executives. Hedg	ntrols by the audit committee.	and accounts. Substantial restatements of Companies should establish and disclose d be prohibited as it potentially severs	
1.5	Elect Director Rachel Ellingson	Mgmt	For	Withhold	
	Elect Director Rachel Ellingson Mgmt For Withhold Voter Rationale: The audit committee is responsible for the integrity of the annual report and accounts. Substantial restatements of earnings are indicative of the inadequate oversight and controls by the audit committee. Companies should establish and disclose a policy on hedging of company stock by executives. Hedging activity by executives should be prohibited as it potentially severs management alignment with shareholder interest.				

Black Knight, Inc.

Meeting Date: 07/12/2023 Country: USA Meeting Type: .		al	Ticker: BKI		
			Primary ISIN: US092150	C1053 Primary SEDOL: BDG75V1	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	
	Voter Rationale: On early termination, all s event of a change of control. Severance p a separate shareholder approval. Incentivu performance targets to reward strong perfi awards should be clearly linked to perform directors as a normal part of their jobs.	ayments should n e awards to execu ormance and drive	ot exceed two years pay. Larger s itives should be clearly disclosed e shareholder value over a sufficie	severance packages should be subject to and include robust and stretching ently long period of time. All exceptional	

Blink Charging Co.

Meeting Date		try: USA ing Type: Annual	Ticker: BLNK	Ticker: BLNK		
			Primary ISIN: US09354A1007	Primary SEDOL: BYWLZL4		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1.1	Elect Director Ritsaart J.M Montfrans	l. van Mgmt	For	Withhold		
		t committee is responsible for the	integrity of the annual report and accounts	Substantial restatements		

Voter Rationale: The audit committee is responsible for the integrity of the annual report and accounts. Substantial restatements of earnings are indicative of the inadequate oversight and controls by the audit committee.

Blink Charging Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Jack Levine	Mgmt	For	Withhold
	earnings are indicative of the inadequ	iate oversight and cont d. In developed market	integrity of the annual report and accounts. S rols by the audit committee. The Company sh ts, our minimum expectation is that women so keep this matter under review.	hould put in place a policy to
2	Amend Omnibus Stock Plan	Mgmt	For	Against
	of a change of control. Incentive awa	rds to executives shoul	buld be time pro-rated and tested for perform d be clearly disclosed and include robust and value over a sufficiently long period of time.	
BYD Cor				
			Ticker: 1211	
	: 09/19/2023 Country: China	Extraordinary Sharehold		
	: 09/19/2023 Country: China	Extraordinary Sharehold		Primary SEDOL: 6536651
Meeting Date: Proposal	: 09/19/2023 Country: China	Extraordinary Sharehold	lers	Primary SEDOL: 6536651 Vote Instruction
Meeting Date: Proposal	: 09/19/2023 Country: China Meeting Type: I		ders Primary ISIN: CNE100000296 Mgmt	Vote
Meeting Date: Proposal Number	: 09/19/2023 Country: China Meeting Type: I Proposal Text Elect Lv Xiang-yang as Director	Proponent Mgmt	ders Primary ISIN: CNE100000296 Mgmt Rec	Vote Instruction Against
Meeting Date: Proposal Number	: 09/19/2023 Country: China Meeting Type: I Proposal Text Elect Lv Xiang-yang as Director Voter Rationale: The audit committee impartiality and effectiveness.	Proponent Mgmt	ders Primary ISIN: CNE100000296 Mgmt Rec For	Vote Instruction Against
Meeting Date: Proposal Number 1b	: 09/19/2023 Country: China Meeting Type: I Proposal Text Elect Lv Xiang-yang as Director Voter Rationale: The audit committee impartiality and effectiveness.	Proponent Mgmt Proponent	ders Primary ISIN: CNE100000296 Mgmt Rec For	Vote Instruction Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Withhold

Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.

Catalyst Pharmaceuticals, Inc.

Meeting Date: 08/22/2023	Country: USA Meeting Type: Annual	Ticker: CPRX	
	Meeting Type: Annual		
		Primary ISIN: US14888U1016	Primary SEDOL: B1G7Q03

Catalyst Pharmaceuticals, Inc.

oposal umber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director David S. Tierney	Mgmt	For	Against
	Voter Rationale: The nominee serves independence from the company and			re. Long tenured directors could lack
3	Advisory Vote to Ratify Named Execu	itive Mgmt	For	Against
	Officers' Compensation Voter Rationale: Incentive award	ls to executives shoul	d be clearly disclosed and inclu	de robust and stretching performance
	Voter Rationale: Incentive award targets to reward strong performance should be clearly linked to performand directors as a normal part of their jobs least 50% is a minimum good practice facts of manipulation of reported indic	and drive shareholde ce and demonstrate s s. A larger percen e. The company s cators or other bad fai	r value over a sufficiently long p hareholder value creation in add tage of the equity awards shoul hould put in place a procedure th actions on the part of any of i	d be tied to performance conditions. At which would enable it, should it identify any
	Voter Rationale: Incentive award targets to reward strong performance should be clearly linked to performanc directors as a normal part of their jobs least 50% is a minimum good practice facts of manipulation of reported indic managers which were detrimental to b	and drive shareholde ce and demonstrate s s. A larger percen e. The company s cators or other bad fai	r value over a sufficiently long p hareholder value creation in add tage of the equity awards shoul hould put in place a procedure th actions on the part of any of i	Deriod of time. All exceptional awards dition to and above that expected of d be tied to performance conditions. At which would enable it, should it identify any ts executive directors and other key

ChargePoint Holdings, Inc.

Meeting Date	: 07/18/2023 Country: USA Meeting Type	: Annual	Ticker: CHPT	
			Primary ISIN: US15961R1059	Primary SEDOL: BMC9RZ
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Bruce Chizen	Mgmt	For	Withhold
	to discharge their role properly, par company bylaws or articles of incor Specifically, the board failed to rem	ticularly during unexpec poration should not eroc ove, or subject to a sum	l number of directorships and ensure they hav ted company situations requiring substantial a de shareholders' rights and should be subject t set requirement, the classified board and supe n of which adversely impacts shareholder right.	mounts of time. Changes in to shareholder approval. rmajority vote requirement
3	Advisory Vote to Ratify Named Exe Officers' Compensation	cutive Mgmt	For	Against

Chewy, Inc.

Meeting Date: 07/14/2023

Country: USA Meeting Type: Annual Ticker: CHWY

Primary ISIN: US16679L1098

Primary SEDOL: BJLFHW7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Castelli	Mgmt	For	Withhold
	Voter Rationale: We oppose dual class to allow for equal voting rights among		paired or enhanced voting	rights. The company should amend its structure
1.2	Elect Director James Nelson	Mgmt	For	Withhold
		ve sufficient time a	nd energy to discharge the	npanies are expected to hold no more than one eir roles properly, particularly during unexpected
1.4	Elect Director Raymond Svider	Mgmt	For	Withhold
	impartiality and effectiveness. The non committee's impartiality and effectiven developed markets, our minimum expe structures with impaired or enhanced shareholders. Changes in company byl shareholder approval.Specifically, the b	nination committee ess. The Company s ectation is that wom roting rights. The co aws or articles of in poard failed to remo	should be independent an should put in place a polic nen should comprise at lea company should amend its corporation should not ero we, or subject to a reason	tor's membership could hamper the committee's d this director's membership could hamper the y to increase gender diversity on the board. In ist 27% of the board. We oppose dual class structure to allow for equal voting rights among ode shareholders' rights and should be subject to able sunset requirement, the classified board, and ning documents, each of which adversely impacts

Cirrus Logic, Inc.

Meeting Date:	: 07/28/2023 Country: USA Meeting Type: Annu	al	Ticker: CRUS	Ticker: CRUS		
			Primary ISIN: US1727551004	Primary SEDOL: 2197308		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against		
	vesting of incentive awards for substantial	ly below median p responsibilities of	g no less than two metrics. The remuneration performance. Significant salary increases shou executive directors. A larger percentage of the good practice	ld be linked to material		

Columbus McKinnon Corporation

Meeting Date: 07/24/2023	Country: USA Meeting Type: Annual	Ticker: CMCO	
		Primary ISIN: US1993331057	Primary SEDOL: 2211071

Columbus McKinnon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Aziz S. Aghili	Mgmt	For	Against
		have sufficient time al		anies are expected to hold no more than one roles properly, particularly during unexpected
1.9	Elect Director Rebecca Yeung	Mgmt	For	Against
		have sufficient time al	nd energy to discharge their .	anies are expected to hold no more than one roles properly, particularly during unexpected

Commvault Systems, Inc.

Meeting Date: 08/29/2023	Country: USA Meeting Type: Annual	Ticker: CVLT	
		Primary ISIN: US2041661024	Primary SEDOL: B142B38

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Amend Omnibus Stock Plan	Mgmt	For	Against
	performance. On early termination,	all share-based awards s	should be time pro-rated	awards for substantially below median d and tested for performance, including in the vise long-term performance and should not be

allowed to vest within 3 years since the date of grant.

Compagnie Financiere Richemont SA

Meeting Date: 09/06/2023	Country: Switzerland	Ticker: CFR	
	Meeting Type: Annual		
		Primary ISIN: CH0210483332	Primary SEDOL: BCRWZ18

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Reelect Josua Malherbe as Director	Mgmt	For	Against
	Voter Rationale: The audit committee sho impartiality and effectiveness.	ould be fully indepe	endent and this director	's membership could hamper the committees
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Against
	Voter Rationale: The audit committee sho impartiality and effectiveness.	ould be fully indepe	endent and this director	's membership could hamper the committees
5.12	Reelect Guillaume Pictet as Director	Mgmt	For	Against
	Voter Rationale: The audit committee she	ould be fully indepe	endent and this director	's membership could hamper the committees

impartiality and effectiveness.

Compagnie Financiere Richemont SA

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Reappoint Clay Brendish as Memb the Compensation Committee	per of Mgmt	For	Against
			at we have been unable to support a pay re remuneration committee chair, we are not in	
7	Ratify PricewaterhouseCoopers S/ Auditors	A as Mgmt	For	Against
	Voter Rationale: Companies that h bringing in a new auditing firm, id		r for a long period of time should consider a	plan or tender process for
9.2	Approve Fixed Remuneration of Executive Committee in the Amou CHF 8 Million	Mgmt Int of	For	Against
		ed of directors as a norm	nked to performance and demonstrate share. al part of their jobs. Significant salary increa sibilities of executive directors.	
9.3	Approve Variable Remuneration o Executive Committee in the Amou CHF 17.2 Million		For	Against
	reward strong performance and d awards should be time pro-rated a should be clearly linked to perform directors as a normal part of their engage with their key shareholder	rive shareholder value ov and tested for performand hance and demonstrate s jobs. Companies that red is to understand the ratio ncerns. Companies shoul	clearly disclosed and include robust and stre er a sufficiently long period of time. On early ce, including in the event of a change of con hareholder value creation in addition to and ceived high levels of dissent on remuneratior nale for opposition and explain in the next a d consider extending vesting periods for long olding or deferral period.	v termination, all share-based trol. All exceptional awards above that expected of p-related proposals should nnual report how the company
10.3	Amend Articles Re: General Meeti	ng Mgmt	For	Against
	Voter Rationale: Changes in comp	any's articles or by-laws s	should not erode shareholder rights.	
11	Transact Other Business (Voting)	Mgmt	For	Against
	Voter Rationale: Any Other Busine	ss' should not be a voting	g item.	
Conagra	a Brands, Inc.			
leeting Date:	: 09/14/2023 Country: US/ Meeting Typ		Ticker: CAG	
			Primary ISIN: US2058871029	Primary SEDOL: 2215460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Ruth Ann Marshall	Mgmt	For	Against
	Voter Rationale: The nominee serves as k independence from the company and we		e Chair and has long tenure. Long tenured di Chairs to be independent.	rectors could lack
6	Provide Right to Call a Special Meeting	SH	Against	For
	Voter Rationale: Holders of significant sha a suitable threshold to prevent abuse	are capital should be en	titled to call a special meeting. A total holding	requirement of 10% is

Constellation Brands, Inc.

Meeting Date: 07/18/2023		untry: USA eting Type: Annu	al	Ticker: STZ	Ticker: STZ	
				Primary ISIN: US21036P1084	Primary SEDOL: 217047	
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction	
1e	Elect Director Susan So	omersille Johnson	Mgmt	For	Against	
5	<i>external directorship to company situations req</i> Disclose GHG Emission	ensure they have uiring substantial a	sufficient time an	cers at publicly listed companies are expe d energy to discharge their roles properly, Against		
	resolution does not dire To meet the ambition o between their climate a targets. Current disclos	ectly circumvent ma f the Paris Agreem spirations and bus ure does not suffic gets beyond 2025	anagement discre ent and avoid ma iness strategy via iently provide inve to inform strategy	disclosure and transparency concerning of tion or seek to entirely redefine the comp ssive risk to shareholder value, corporatio disclosure of credible Paris- or 1.5 degre estors such information.We urge the com and investments over the longer term. V	nany's existing business strategy. The should demonstrate the nexus e-aligned emissions reduction Dany to set scope 1 and 2 GHG	
6	Report on Support for Economy for Packaging		SH	Against	For	
	Voter Rationale: We are resolution does not dire	e supportive of requestly circumvent ma	anagement discre	disclosure and transparency concerning e tion or seek to entirely redefine the comp he companys overall risk profile. Current	pany's existing business strategy.	

shareholders the requisite information to determine whether the company's effectively addressing such potential risks.

Contemporary Amperex Technology Co., Ltd.

Meeting Date:		: ry: China ng Type: Special	Ticker: 300750		
			Primary ISIN: CNE100003662	Primary SEDOL: BF7L9J2	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
1	Approve Draft and Summa Performance Shares Incer		For	Against	
	Voter Rationale: Long-term within 3 years since the da		d to incentivise long-term performance and	should not be allowed to vest	
2	Approve Methods to Asse Performance of Plan Partic	2	For	Against	
	Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.				
3	Approve Authorization of t Handle All Related Matters		For	Against	
	Voter Rationale: Long-term within 3 years since the da		d to incentivise long-term performance and	should not be allowed to vest	

CorVel Corporation

Meeting Date: 08/10/2023

Country: USA Meeting Type: Annual Ticker: CRVL

Primary ISIN: US2210061097

Primary SEDOL: 2347277

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Steven J. Hamerslag	Mgmt	For	Withhold
	minimum expectation is that women	should comprise at lea	ast 27% of the board. The aver	n the board. In developed markets, our rage board tenure at the company nd succession planning. We are holding this
1.3	Elect Director Alan R. Hoops	Mgmt	For	Withhold
	Votor Dationala, The nominae convoc	as Remuneration Con	nmittee Chair and has long tent	ure. Long tenured directors could lack
	independence from the company and policy on hedging of company stock i management alignment with shareho	l we expect key comm by executives. Hedging older interest.	g activity by executives should	be prohibited as it potentially severs
1.4	independence from the company and policy on hedging of company stock i	l we expect key comm by executives. Hedging		<i>Companies should establish and disclose a be prohibited as it potentially severs</i> Withhold
1.4	independence from the company and policy on hedging of company stock i management alignment with shareho Elect Director R. Judd Jessup	l we expect key comm by executives. Hedging Ider interest. Mgmt as Audit Committee C	g activity by executives should For Thair and has long tenure. Long	be prohibited as it potentially severs
1.4	independence from the company and policy on hedging of company stock of management alignment with shareho Elect Director R. Judd Jessup Voter Rationale: The nominee serves	l we expect key comm by executives. Hedging Ider interest. Mgmt as Audit Committee C	g activity by executives should For Thair and has long tenure. Long	<i>be prohibited as it potentially severs</i> Withhold
	independence from the company and policy on hedging of company stock of management alignment with shareho Elect Director R. Judd Jessup Voter Rationale: The nominee serves from the company and we expect key Elect Director Jeffrey J. Michael Voter Rationale: The average board of	l we expect key comm by executives. Hedging Ider interest. Mgmt as Audit Committee C v committee Chairs to Mgmt fenure at the company anning. We are holding by executives. Hedging	g activity by executives should For Thair and has long tenure. Long be independent. For significantly exceeds the mark g this director responsible. Con	be prohibited as it potentially severs Withhold In tenured directors could lack independence Withhold The taverage, raising concerns regarding Impanies should establish and disclose a

COSMOS Pharmaceutical Corp.

Meeting Date: 08/22/2023	Country: Japan Meeting Type: Annual	Ticker: 3349	
		Primary ISIN: JP3298400007	Primary SEDOL: B036QP1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director and Audit Committee Member Kosaka, Michiyoshi	Mgmt	For	Against
	Voter Rationale: The audit committee independent.	e should be at least thre	ee-fourths independent and co	ompanies should strive to make them fully
4	Approve Restricted Stock Plan	Mgmt	For	Against

Voter Rationale: This plan does not effectively link executive pay to performance. The board should introduce stretching performance targets that reward strong performance and build shareholder value over time.

Create SD Holdings Co., Ltd.

Meeting Date	: 08/25/2023 Country: Japan Meeting Type: Ar	nual	Ticker: 3148		
			Primary ISIN: JP3269940007	Primary SEDOL: B3V2XQ2	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
3.1	Elect Director and Audit Committee Mgmt Member Baniwa, Shuichi		For	Against	
	Voter Rationale: The audit committee s independent.	hould be at least thr	ee-fourths independent and companies shoul	e-fourths independent and companies should strive to make them fully	
Meeting Date	: 08/24/2023 Country: USA Meeting Type: Ar	nual	Ticker: CSWI Primary ISIN: US1264021064	Primary SEDOL: BYQD1J6	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
1.2	Elect Director Michael R. Gambrell	Mgmt	For	Withhold	
Voter Rationale: The Company should put in place a po minimum expectation is that women should comprise a				developed markets, our	
2	Advisory Vote to Ratify Named Executi Officers' Compensation	ve Mgmt	For	Against	

responsibilities of executive directors. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The remuneration committee should not allow vesting of incentive awards for substantially below median performance. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice.

Darden Restaurants, Inc.

Meeting Date: 09/2	20/2023 Country: USA Meeting Type: Annu	al	Ticker: DRI		
			Primary ISIN: US2371941053	Primary SEDOL: 2289874	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	

Darden Restaurants, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction

Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning climate risk so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. To meet the ambition of the Paris Agreement and avoid massive risk to shareholder value, corporations should demonstrate the nexus between their climate aspirations and business strategy via disclosure of credible Paris- or 1.5 degree-aligned emissions reduction targets. Current disclosure does not sufficiently provide investors such information.Company fails to meet our Net Zero Model expectations. In particular, we note the company has failed to set reduction targets. Climate change presents an ongoing and serious long-term risk that can impact shareholder value. Companies should improve their public disclosure and strategy setting in relation to climate change.

Digital Turbine, Inc.

•	Innual	Ticker: APPS	
		Primary ISIN: US25400W1027	Primary SEDOL: BVFNZL6
Bronocal Taxt	Proponent	Mgmt Per	Vote Instruction
	Froponenc	Ket	Instruction
	•	Meeting Type: Annual	Meeting Type: Annual Primary ISIN: US25400W1027 Mgmt

Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time. The company should establish formal board-level oversight of environmental and social issues. We are holding this director accountable.

Dorian LPG Ltd.

Meeting Date	: 09/13/2023 Country: Marshall Meeting Type: Ar		Ticker: LPG	
			Primary ISIN: MHY2106R1100	Primary SEDOL: BM4QJF5
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executi Officers' Compensation	ve Mgmt	For	Against
	Voter Rationale: Severance payments should not exceed two yea shareholder approval. On early termination, all share-based awai the event of a change of control. Incentive awards to executives performance targets to reward strong performance and drive sha percentage of the equity awards should be tied to performance should put in place a procedure which would enable it, should it		shareholder value over a sufficiently long period of time. A larger re conditions. At least 50% is a minimum good practice. The company I it identify any facts of manipulation of reported indicators or other bad other key managers which were detrimental to the long-term interests of	

Doximity, Inc.

Meeting Date: 07/26/2023	Country: USA Meeting Type: Annual	Ticker: DOCS	
		Primary ISIN: US26622P1075	Primary SEDOL: BMD22Y4

Doximity, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin Spain	Mgmt	For	Withhold
	Voter Rationale: Changes in compan to shareholder approval. Specifically, requirement to enact certain change shareholder rights.	the board failed to re	move, or subject to a sunset re	
1.2	Elect Director Timothy Cabral	Mgmt	For	Withhold
	Voter Rationale: Changes in compan to shareholder approval. Specifically, requirement to enact certain change shareholder rights.	the board failed to re	move, or subject to a sunset re	

e.l.f. Beauty, Inc.

Meeting Date:	: 08/24/2023 Country: USA Meeting Type: A	nnual	Ticker: ELF	
			Primary ISIN: US26856L1035	Primary SEDOL: BDDQ975
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Maureen Watson	Mgmt	For	Withhold
	to shareholder approval. Specifically, t	he board's failure to h	incorporation should not erode shareholder remove, or subject to a sunset requirement uments and the classified board, each of w	, the supermajority vote
2	Advisory Vote to Ratify Named Execut Officers' Compensation	ive Mgmt	For	Against
	should be time pro-rated and tested for	or performance, inclu	ng no less than two metrics. On early termin ding in the event of a change of control. In ng performance targets to reward strong pe	centive awards to executives

E2open Parent Holdings, Inc.

shareholder value over a sufficiently long period of time.

Meeting Date: 07/07/2023	Country: USA Meeting Type: Annual	Ticker: ETWO	
		Primary ISIN: US29788T1034	Primary SEDOL: BM9NG38

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Ryan Hinkle	Mgmt	For	Withhold

E2open Parent Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	minimum expectation is that women si incorporation should not erode shareho	hould comprise at lea. olders' rights and sho upermajority vote req	to increase gender diversity on the board. In st 27% of the board. Changes in company by uld be subject to shareholder approval. The b uirement to enact certain changes to the gov ler rights.	laws or articles of poard failed to remove, or
1.3	Elect Director Timothy Maudlin	Mgmt	For	Withhold
		upermajority vote req	uld be subject to shareholder approval. The b uirement to enact certain changes to the gov er rights.	
			Ticker: FKTA B	
Elekta /			Ticker: EKTA.B	
	c: 08/24/2023 Country: Sweden		Ticker: EKTA.B Primary ISIN: SE0000163628	Primary SEDOL: B0M42T2
	c: 08/24/2023 Country: Sweden			Primary SEDOL: B0M42T2
Meeting Date	c: 08/24/2023 Country: Sweden			Primary SEDOL: B0M42T2 Vote Instruction
	e: 08/24/2023 Country: Sweden Meeting Type: An	nnual	Primary ISIN: SE0000163628	Vote

ePlus inc.

Meeting Date:	09/14/2023 Country: USA Meeting Type: Annua	al	Ticker: PLUS		
			Primary ISIN: US2942681071	Primary SEDOL: 2597748	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	

Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentives should not be delivered via cash or other non-equity vehicles. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.

Eurobank Ergasias Services & Holdings SA

Meeting Date:	07/20/2023 Country: Greed Meeting Type:		Ticker: EUROB		
			Primary ISIN: GRS323003012	Primary SEDOL: BYZ43T4	
Proposal			Mgmt	Vote	
Number	Proposal Text	Proponent	Rec	Instruction	
5	Approve Remuneration Policy	Mgmt	For	Against	
	reward strong performance and drive	e shareholder value ovel	learly disclosed and include robust and stretci r a sufficiently long period of time. The propo I termination payments to the non-executive of	osed policy keeps foreseeing	
8	Fix Maximum Variable Compensation Ratio	n Mgmt	For	Against	
	Voter Rationale: A vote AGAINST this significant concerns are raised with t		ause, even though there are no concerns with ion plan.	h the variable award cap,	
EuroGro	oup Laminations SpA				
Meeting Date:	· · · · · ·		Ticker: EGLA		
2		Extraordinary Sharehold			
			Primary ISIN: IT0005527616	Primary SEDOL: BR1G4Z8	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
1	Authorize Share Repurchase Prograr and Reissuance of Repurchased Sha		For	Against	
	Voter Rationale: Shares should not b	e repurchased at a prer	mium/discount to the market price of more that	an 10%.	
1	Amend Company Bylaws Re: Article	10 Mgmt	For	Against	
		_	should not erode shareholder rights.		
	с , ,	· •	-		
Far East	Consortium Internat	ional Limite	ed		
Meeting Date:	08/30/2023 Country: Cayma Meeting Type:		Ticker: 35		
			Primary ISIN: KYG3307Z1090	Primary SEDOL: 6331555	
				W-L-	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
	Proposal Text Elect David Chiu as Director	Proponent Mgmt			

Far East Consortium International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Elect Wai Hon Ambrose Lam as Director	Mgmt	For	Against
		e sufficient time and e		panies are expected to hold no more than one ir roles properly, particularly during unexpected
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against
	Voter Rationale: Any increase in capital c circumstances only and fully justified by		vithout pre-emption rigl	hts should be undertaken in exceptional
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against
	Voter Rationale: Any increase in capital c circumstances only and fully justified by		vithout pre-emption rigi	hts should be undertaken in exceptional

FedEx Corporation

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1m	Elect Director Paul S. Walsh	Mgmt	For	Against
	Voter Rationale: The nominee serve independence from the company ar			g tenure. Long tenured directors could lack lent.
2	Advisory Vote to Ratify Named Exe Officers' Compensation	cutive Mgmt	For	Against
	event of a change of control. The an should not allow vesting of incentive	nnual bonus should be awards for substantia ity vehicles. A larger pe	assessed using no less that Ily below median performan	d and tested for performance, including in the n two metrics. The remuneration committee ice. Long-term incentives should not be rds should be tied to performance conditions. At
6	Report on Just Transition	SH	Against	For

Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning climate risk so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. To meet the ambition of the Paris Agreement and avoid massive risk to shareholder value, corporations should demonstrate the nexus between their climate aspirations and business strategy via disclosure of credible Paris- or 1.5 degree-aligned emissions reduction targets. Current disclosure does not sufficiently provide investors such information.

Fisher & Paykel Healthcare Corporation Limited

Meeting Date: 08	3/29/2023	Country: New Zealar Meeting Type: Annu		Ticker: FPH	
				Primary ISIN: NZFAPE0001S2	Primary SEDOL: 6340250
Proposal				Mgmt	Vote
Number 3	Approve the Inc Aggregate Remu Non-Executive I		Proponent Mgmt	Rec For	Instruction Against
	Voter Rationale: Concerns are hig increase in NED	A vote AGAINST this reso hlighted that the level of	chair and NED fee company to increas	d on the basis that the proposed NED fee poor as are higher than New Zealand market capita as individual fees which would further contrib rs.	alisation peers. The proposed
Fisker, In	IC.				
Meeting Date: 08	3/30/2023	Country: USA	- 1	Ticker: FSR	
		Meeting Type: Spec	lal	Primary ISIN: US33813J1060	Primary SEDOL: BNKD957
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction
3	Provide Right to	Act by Written Consent	Mgmt	For	Against
freee K.K	shareholders and shareholder is no the potential det	d is generally considered g ot in the best interests of	good governance, unaffiliated shareh	While the right to act by written consent is a providing a written consent right concurrent holders as it could be used unilaterally by the Ild not be used by those unaffiliated sharehol	with a controlling controlling shareholder to
Meeting Date: 09	-	Country: Japan Meeting Type: Annu	al	Ticker: 4478	
				Primary ISIN: JP3826520003	Primary SEDOL: BKLFVR7
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction
3	Approve Restrict	ted Stock Plan	Mgmt	For	Against
	ability to hold m	anagement accountable.	This plan does not	n-executive directors as this may compromise effectively link executive pay to performance nce and build shareholder value over time.	

Gen Digital Inc.

Meeting Date: 09/12/2023

Country: USA Meeting Type: Annual Ticker: GEN

Primary ISIN: US6687711084

Primary SEDOL: BJN4XN5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Submit Severance Agr (Change-in-Control) to		Against	For
			mpensation policies covering severance packa of a merger or acquisition from the compensa	
General	Mills, Inc.			
Meeting Date:		ountry: USA eeting Type: Annual	Ticker: GIS	
			Primary ISIN: US3703341046	Primary SEDOL: 2367026
Proposal Number 6	Proposal Text Provide Right to Call a		Mgmt Rec Against	Vote Instruction For
	at a 10 Percent Owne Voter Rationale: Holde a suitable threshold to	ers of significant share capital should	be entitled to call a special meeting. A total h	olding requirement of 10% is
Genky [DrugStores Co.	, Ltd.		
Meeting Date		ountry: Japan eeting Type: Annual	Ticker: 9267	
			Primary ISIN: JP3282750003	Primary SEDOL: BF41GY9
Proposal	- ·-·	. .	Mgmt	Vote Instruction
Number	Proposal Text	Proponent	Rec	Instruction
	Approve Stock Option		For	Against

Voter Rationale: This plan does not effectively link executive pay to performance. The board should introduce stretching performance targets that reward strong performance and build shareholder value over time.

Global Net Lease, Inc.

Meeting Date: 09/08/2023	Country: USA	Ticker: GNL	
	Meeting Type: Special		
		Primary ISIN: US3793782018	Primary SEDOL: BZCFW78

Global Net Lease, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Against
	Voter Rationale: At this time, such issuand	ce is not in the best int	erest of shareholders	
2	Adjourn Meeting	Mgmt	For	Against
	Voter Rationale: At this time, such issuand	ce is not in the best int	erest of shareholders	

Haemonetics Corporation

	Meeting Type: /		Primary ISIN: US4050241003	Primary SEDOL: 240119
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Ellen M. Zane	Mgmt	For	Withhold
	Voter Rationale: The Company should minimum expectation is that women s		to increase gender diversity on the board. In ast 27% of the board.	developed markets, our
2	Advisory Vote to Ratify Named Execu Officers' Compensation	tive Mgmt	For	Against
	performance. Severance payments sh shareholder approval. Retention or rec	ould not exceed two cruitment awards to e	Illow vesting of incentive awards for substanti years pay. Larger severance packages should executives should be clearly disclosed and incl ive shareholder value over a sufficiently long t	be subject to a separate lude robust and stretching

Helen of Troy Limited

Meeting Date	: 08/16/2023 Country: Bermud Meeting Type: A		Ticker: HELE	
			Primary ISIN: BMG4388N1065	Primary SEDOL: 2419530
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Timothy F. Meeker	Mgmt	For	Against
	Voter Rationale: The nominee serves a independence from the company and		ttee Chair and has long tenure. Long tenured ttee Chairs to be independent.	l directors could lack
1i	Elect Director Darren G. Woody	Mgmt	For	Against
	Voter Rationale: The nominee serves a independence from the company and		mittee Chair and has long tenure. Long tenui ttee Chairs to be independent.	red directors could lack

Hilltop Holdings, Inc.

Meeting Date	: 07/20/2023 Country: USA Meeting Type: Ani	nual	Ticker: HTH	
			Primary ISIN: US4327481010	Primary SEDOL: 2365428
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.12	Elect Director W. Robert Nichols, III	Mgmt	For	Withhold
			ependence from the company and we expect board should include between 5 and 15 direct	
1 12	Flact Director Konneth D. Duccell	Manat	For	
1.13		e sufficient time and	For ficers at publicly listed companies are expected d energy to discharge their roles properly, part	Withhold d to hold no more than one
1.13	Voter Rationale: Nominees who also sea external directorship to ensure they have	rve as executive off e sufficient time and	ficers at publicly listed companies are expected	Withhold d to hold no more than one

Horizon Therapeutics Public Limited Company

Meeting Date:	: 07/27/2023 Country: Ireland Meeting Type: Annu	ıal	Ticker: HZNP	
			Primary ISIN: IE00B	BQPVQZ61 Primary SEDOL: BQPVQZ6
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director James Shannon	Mgmt	For	Against
	Voter Rationale: The Company should put minimum expectation is that women shou			n the board. In developed markets, our
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	shareholder approval. Incentive awards to	o executives shou 1 drive shareholde	ld be clearly disclosed and incl er value over a sufficiently long	g period of time. Long-term incentive awards

Houlihan Lokey, Inc.

Meeting Date		r y: USA 1g Type: Annual	Ticker: HLI	
			Primary ISIN: US4415931009	Primary SEDOL: BYQ3PM7
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Irwin N. Golo Voter Rationale: We oppos to allow for equal voting rig	e dual class structures with impa	For ired or enhanced voting rights. The company	Withhold should amend its structure
1.2	to shareholder approval. Sp	n company bylaws or articles of i becifically, the board failed to rem	For ncorporation should not erode shareholders' love, or subject to a sunset requirement, the the governing documents, each of which adv	classified board, and the

Infratil Limited

Primary ISIN: NZIFTE0003S3 Primary SEDOL: 6459286	Meeting Date: 08/17/2023	Country: New Zealand Meeting Type: Annual	Ticker: IFT	
			Primary ISIN: NZIFTE0003S3	Primary SEDOL: 6459286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve the Increase in Maximum Aggregate Remuneration of Directors	Mgmt	For	Against
			, ,	e increases are excessive compared with market

capitalisation peers. The fees currently paid to the chairman and other NEDs are in line relative to the average of peers at NZX-listed entities is similar in size in terms of market capitalisation. The proposed increases in NED base fees would contribute to put NED fees in this company materially above market capitalization peers.

Inter Parfums, Inc.

Primary SEDOL: 2473150
Vote
Instruction

Inter Parfums, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	minimum expectation is that women s has long tenure. Long tenured directo. independent. In the context of increas	hould comprise at rs could lack indep ingly complex inter nding of the accou	least 27% of the board. The endence from the company a rnational accounting standard nting rules and of the audit p	ty on the board. In developed markets, our nominee serves as Audit Committee Chair and and we expect key committee Chairs to be ds, the audit committee benefits from members process. The average board tenure at the refreshment and succession planning.
1.5	Elect Director Robert Bensoussan	Mgmt	For	Withhold
	members who have a good and recent	t understanding of	the accounting rules and of	dards, the audit committee benefits from the audit process. The average board tenure at ard refreshment and succession planning.
1.6	Elect Director Veronique Gabai-Pinsky	Mgmt	For	Withhold
	Voter Rationale: In the context of incr members who have a good and recen			dards, the audit committee benefits from the audit process.
1.9	Elect Director Gerard Kappauf ("Kappauf")	Mgmt	For	Withhold
	Voter Rationale: For widely held comp appropriate balance of independence of		nould include at least 50% in	dependent non-executive directors to ensure
2	Advisory Vote to Ratify Named Execut Officers' Compensation	ive Mgmt	For	Against
	reward strong performance and drive using no less than two metrics. Long- allowed to vest within 3 years since th identify any facts of manipulation of re	shareholder value (ferm incentive awa e date of grant. Th eported indicators (nental to the long-	over a sufficiently long period rds should be used to incenti he company should put in pla or other bad faith actions on	de robust and stretching performance targets to d of time. The annual bonus should be assessed ivise long-term performance and should not be ace a procedure which would enable it, should it the part of any of its executive directors and Iders, to ensure that any funds wrongfully
4	Amend Stock Option Plan	Mgmt	For	Against
	ability to hold management accountab performance targets to reward strong termination, all share-based awards sl control. Long-term incentive awards sl years since the date of grant. The con manipulation of reported indicators or	le. Incentive award performance and d hould be time pro-i hould be used to ir npany should put ii other bad faith acd	ds to executives should be cle drive shareholder value over rated and tested for performa acentivise long-term performa n place a procedure which we tions on the part of any of its	his may compromise their independence and early disclosed and include robust and stretching a sufficiently long period of time. On early ance, including in the event of a change of ance and should not be allowed to vest within 3 ould enable it, should it identify any facts of s executive directors and other key managers any funds wrongfully obtained in such manner

ITO EN, LTD.

Meeting Date: 07/26/2023 Country: Jap Meeting Typ		-		
	·······		Primary ISIN: JP3143000002	Primary SEDOL: 6455789
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director Honjo, Hachiro	Mgmt	For	Against
	Voter Rationale: The Company s minimum expectation is that wor		to increase gender diversity on the board. In a st 13.5% of the board.	developing markets, our

ITO EN, LTD.

Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director Honjo, Daisuke	Mgmt	For	Against
	Voter Rationale: The Company should p minimum expectation is that women sho		o increase gender diversity on the board. In c t 13.5% of the board.	leveloping markets, our
7	Approve Restricted Stock Plan	Mgmt	For	Against
	Voter Rationale: This plan does not effect targets that reward strong performance a		pay to performance. The board should introc er value over time.	uce stretching performance
James H	Hardie Industries Plc			
Meeting Date:	: 08/03/2023 Country: Ireland Meeting Type: Anr	nual	Ticker: JHX	
	meeting Type. An	luai	Primary ISIN: AU000000JHX1	Primary SEDOL: B60QWJ
	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
Number	Proposal Text	Proponent		
2	Approve the Remuneration Report	Mgmt	For	Against
	reward strong performance and drive sh clearly linked to performance and demon normal part of their jobs. The remunerat performance. The remuneration report o	areholder value over Instrate shareholder v ion committee shouk loes not articulate ho	early disclosed and include robust and stretc r a sufficiently long period of time. All exception ralue creation in addition to and above that e d not allow vesting of incentive awards for su we executives performed against historic performance, as well as outlining forward-looking	onal awards should be xpected of directors as a bstantially below median ormance targets. The board
3b	Elect Nigel Stein as Director	Mgmt	For	Against
3b	5	-	For of Meeting compared to prior years raises co	5
3b 5	Voter Rationale: The late lodgment of th	-		-
	Voter Rationale: The late lodgment of the concerns. Approve Grant of Return on Capital Employed Restricted Stock Units to Aaron Erter Voter Rationale: Incentive awards to exec	e company's Notice Mgmt ecutives should be cl areholder value over	of Meeting compared to prior years raises co For early disclosed and include robust and stretc r a sufficiently long period of time. The remur	rporate governance Against hing performance targets to

reward strong performance and drive shareholder value over a sufficiently long period of time. The remuneration committee should not allow vesting of incentive awards for substantially below median performance.

Jazz Pharmaceuticals plc

Meeting Date:	08/03/2023	Country: Ireland Meeting Type: A	nnual	Ticker: JAZZ	
				Primary ISIN: IE00B4Q5ZN47	Primary SEDOL: B4Q5ZN4
					
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction
4	Authorise Issue of Pre-emptive Right		Mgmt	For	Against
		ny increase in capita v and fully justified b		without pre-emption rights should be undert	aken in exceptional
Jet2 Plc					
Meeting Date: 09/07/2023 Country: United H Meeting Type: A		-	Ticker: JET2		
				Primary ISIN: GB00B1722W11	Primary SEDOL: B1722W1
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction
3	Re-elect Philip Me	ocon ac Diroctor	Mgmt	For	Abstain
5	·			ard and sits on the remuneration committee.	
	Technical La	_	Co., Ltd.		
Meeting Date:	09/27/2023	Country: Japan Meeting Type: A	nnual	Ticker: 6036	
		5 77		Primary ISIN: JP3236320002	Primary SEDOL: BVFNJ69
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction
5	Approve Restricted	d Stock Plan	Mgmt	For	Against
	ability to hold man	nagement accountabl	le. This plan does not	executive directors as this may compromise effectively link executive pay to performance. nce and build shareholder value over time.	
6	Approve Restricte	d Stock Plan	Mgmt	For	Against
	Voter Rationale: Share options should not be granted to non-e ability to hold management accountable. This plan does not e stretching performance targets that reward strong performance				
	ability to hold man	-	•	nce and build shareholder value over time.	
Korn Fe	ability to hold man stretching perform	-	•	nce and build shareholder value over time.	
Korn Fe	ability to hold man stretching perform	-	ward strong performa	nce and build shareholder value over time. Ticker: KFY	

Primary ISIN: US5006432000

Primary SEDOL: 2386849

Korn Ferry

Proposal Text	Proponent	Mgmt Rec	Vote Instruction
Elect Director Debra J. Perry	Mgmt	For	Against
from the company and we expect key co directorships and ensure they have suffic	mmittee Chairs to b cient time and energ	pe independent. Directors are expected to ho	ld only a small number of
	d.		
		Ticker: 3549	
Meeting Type. Ann	uai	Primary ISIN: JP3266190002	Primary SEDOL: BYX8TV2
	Mgmt		
nominee Ikei appears to have more relev	ant experience that	n nominee Fujii, who has been proposed by t	the company. Furthermore,
effort at improving governance tat the co	inipany.		
2	SH	Against	For
effort at improving governance tat the co Appoint Shareholder Director Nominee Ikei, Yoshiaki Voter Rationale: There are legitimate cor nominee Ikei appears to have more relev	SH ncerns regarding ov rant experience that inee is reactive and	Against ersight and strategy execution at the compar n nominee Fujii, who has been proposed by t I made in response to the dissident nominee	ny. The proposed dissident the company. Furthermore,
effort at improving governance tat the co Appoint Shareholder Director Nominee Ikei, Yoshiaki Voter Rationale: There are legitimate cor nominee Ikei appears to have more relev we have concerns the management nom	SH ncerns regarding ov rant experience that inee is reactive and	ersight and strategy execution at the compar n nominee Fujii, who has been proposed by t	ny. The proposed dissident the company. Furthermore,
effort at improving governance tat the co Appoint Shareholder Director Nominee Ikei, Yoshiaki <i>Voter Rationale: There are legitimate cor</i> <i>nominee Ikei appears to have more relev</i> <i>we have concerns the management nom</i> <i>effort at improving governance tat the co</i> Amend Articles to Appoint Lead Independent Director	SH accerns regarding over vant experience that inee is reactive and ompany. SH	ersight and strategy execution at the compar n nominee Fujii, who has been proposed by t I made in response to the dissident nominee	ny. The proposed dissident the company. Furthermore, as opposed to an honest For
	Elect Director Debra J. Perry Voter Rationale: The nominee serves as a from the company and we expect key co directorships and ensure they have suffic company situations requiring substantial NO Aoki Holdings Co., Lt : 08/17/2023 Country: Japan Meeting Type: Ann Proposal Text Elect Director Fujii, Hiromitsu Voter Rationale: There are legitimate cor- nominee Ikei appears to have more releviant.	Elect Director Debra J. Perry Mgmt Voter Rationale: The nominee serves as Audit Committee Chairs to be directorships and ensure they have sufficient time and energy company situations requiring substantial amounts of time. No Aoki Holdings Co., Ltd. : 08/17/2023 Country: Japan Meeting Type: Annual Proposal Text Proponent Elect Director Fujii, Hiromitsu Mgmt Voter Rationale: There are legitimate concerns regarding ownominee Ikei appears to have more relevant experience that	Proposal Text Proponent Rec Elect Director Debra J. Perry Mgmt For Voter Rationale: The nominee serves as Audit Committee Chairs to be independent. Directors are expected to ho directorships and ensure they have sufficient time and energy to discharge their role properly, particularly company situations requiring substantial amounts of time. NO Aoki Holdings Co., Ltd. 8: 08/17/2023 Country: Japan Meeting Type: Annual Proposal Text Proponent Proposal Text Proponent

Lamb Weston Holdings, Inc.

Meeting Date: 09/28/2023	Country: USA Meeting Type: Annual	Ticker: LW	
	Heeting Type. Almudi	Primary ISIN: US5132721045	Primary SEDOL: BDQZFJ3

Lamb Weston Holdings, Inc.

Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against		
	Voter Rationale: Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice.					
Laserte	c Corp.					
Meeting Date:	· · ·		Ticker: 6920			
	Meeting Type: Ann	IBI	Primary ISIN: JP3979200007	Primary SEDOL: 6506267		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
3.1	Elect Director Kusunose, Haruhiko	Mgmt	For	Against		
	Voter Rationale: The Company should pu minimum expectation is that women sho		o increase gender diversity on the board. In c t 13.5% of the board.	leveloping markets, our		
		Mgmt	For	Against		
3.2	Elect Director Okabayashi, Osamu					
3.2			o increase gender diversity on the board. In a t 13.5% of the board.	leveloping markets, our		
3.2 5	Voter Rationale: The Company should pu			<i>leveloping markets, our</i> Against		
	Voter Rationale: The Company should pu minimum expectation is that women should Approve Restricted Stock Plan	<i>Ild comprise at leas</i> Mgmt <i>ively link executive</i>	<i>t 13.5% of the board.</i> For <i>pay to performance. The board should introd</i>	Against		
5	Voter Rationale: The Company should pu minimum expectation is that women shou Approve Restricted Stock Plan Voter Rationale: This plan does not effect	<i>Ild comprise at leas</i> Mgmt <i>ively link executive</i>	<i>t 13.5% of the board.</i> For <i>pay to performance. The board should introd</i>	Against		
5	Voter Rationale: The Company should puminimum expectation is that women shou Approve Restricted Stock Plan Voter Rationale: This plan does not effect targets that reward strong performance a	<i>Ild comprise at leas</i> Mgmt <i>ively link executive</i> <i>ind build sharehold</i>	<i>t 13.5% of the board.</i> For <i>pay to performance. The board should introd</i>	Against		
₅ Life Sto	Voter Rationale: The Company should puminimum expectation is that women shou Approve Restricted Stock Plan Voter Rationale: This plan does not effect targets that reward strong performance a rage, Inc. 07/18/2023 Country: USA	<i>Ild comprise at leas</i> Mgmt <i>ively link executive</i> <i>ind build sharehold</i>	<i>t 13.5% of the board.</i> For <i>pay to performance. The board should introc</i> <i>er value over time.</i>	Against		
₅ Life Sto	Voter Rationale: The Company should puminimum expectation is that women shou Approve Restricted Stock Plan Voter Rationale: This plan does not effect targets that reward strong performance a rage, Inc. 07/18/2023 Country: USA	<i>Ild comprise at leas</i> Mgmt <i>ively link executive</i> <i>ind build sharehold</i>	<i>t 13.5% of the board.</i> For <i>pay to performance. The board should introd</i> <i>er value over time.</i> Ticker: LSI	Against luce stretching performance		

voter Rationale: A vote AGAINST this proposal is warranted. Although cash severance is double trigger and reasonably based, the board intends to adopt an excise tax gross-up plan prior to closing. Additionally, equity awards will automatically accelerate upon closing. **Linde Plc**

Meeting Date: 07/24/2023 Country: Ireland Ticker: LIN Meeting Type: Annual Primary ISIN: IE000S9YS762 Primary SEDOL: BNZHB81 Vote Proposal Mgmt Number Proposal Text Proponent Instruction Rec 1f Elect Director Joe Kaeser Abstain Mgmt For Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board. In the context of increasingly complex international accounting standards, the audit committee benefits from members who have a good and recent understanding of the accounting rules and of the audit process. Luk Fook Holdings (International) Limited Meeting Date: 08/17/2023 Country: Bermuda Ticker: 590 Meeting Type: Annual Primary ISIN: BMG5695X1258 Primary SEDOL: 6536156 Proposal Mgmt Vote Number **Proposal Text** Proponent Rec Instruction 5 Approve Issuance of Equity or Mgmt For Against Equity-Linked Securities without Preemptive Rights Voter Rationale: Companies should provide sufficient information at least 21 days in advance of the meeting to enable shareholders to cast an informed vote. 7 Authorize Reissuance of Repurchased For Against Mgmt Shares

Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.

LXI REIT PLC

Meeting Date: 09/07/2023	Country: United Kingdom Meeting Type: Annual	Ticker: LXI	
		Primary ISIN: GB00BYQ46T41	Primary SEDOL: BYQ46T4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Re-elect Cyrus Ardalan as Director	Mgmt	For	Abstain

Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 40% of the board.

Macquarie Group Limited

3

Meeting Date: 07/27/2023		Country: Australia Meeting Type: Annu	al	Ticker: MQG	Ticker: MQG	
				Primary ISIN: AU000000MQG1	Primary SEDOL: B28YTC2	
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction	
3	Adopt Remunerat	ion Report	Mgmt	For	Against	
	executive director.	s. The remuneration rep rulate how bonus payme	ort does not articul	to material changes in the business or in the ate how executives performed against histor r performance, as well as outlining forward-	ic performance targets. The	
Mahindra (
Meeting Date: 08/0	4/2023	Country: India Meeting Type: Annu	al	Ticker: 500520		
		<i>2 n</i>		Primary ISIN: INE101A01026	Primary SEDOL: 6100186	
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction	
4	Reelect Vijay Kum	nar Sharma as Director	Mgmt	For	Against	
	ensure appropriat appropriate check as a point of conta	e balance of independer s and balances on the B	nce and objectivity. oard, support the C n-executive director	man, the board should include at least 50% The board should appoint a Lead Independe 'hairman, ensure orderly succession process s and senior executives where normal chann	nt Director to establish for the Chairman, and act	
Major Drill	ling Group	o Internatio	nal Inc.			
-		Country: Canada Meeting Type: Annu		Ticker: MDI		
-		Country: Canada		Ticker: MDI Primary ISIN: CA5609091031	Primary SEDOL: 2557515	
Major Drill Meeting Date: 09/0 Proposal Number		Country: Canada			Primary SEDOL: 2557515 Vote Instruction	
Meeting Date: 09/0	17/2023	Country: Canada Meeting Type: Annu	al	Primary ISIN: CA5609091031	Vote	

Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.

Approve Deloitte LLP as Auditors and	Mgmt	For	Withhold
Authorize Board to Fix Their			
Remuneration			

Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.

Mapletree Industrial Trust

1eeting	Date:	07/19/2023
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N

Country: Singapore Meeting Type: Annual Ticker: ME8U

Primary ISIN: SG2C32962814

Primary SEDOL: B4LR5Q8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against
	Voter Rationale: Any increase in capital of circumstances only and fully justified by ti		without pre-emption rights s	hould be undertaken in exceptional

Mapletree Logistics Trust

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against

Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.

Mapletree Pan Asia Commercial Trust

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against

Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.

Marathon Digital Holdings, Inc.

Meeting Date: 07/27/2023	Country: USA Meeting Type: Annual	Ticker: MARA	
		Primary ISIN: US5657881067	Primary SEDOL: BLR7B52

Marathon Digital Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Marcum, LLP as Auditors	Mgmt	For	Against
				nces only. Any non-audit fees paid to the auditor s could compromise objectivity of the audit.
3	Increase Authorized Common Stock	Mgmt	For	Against
	Voter Rationale: The proposed authoriz justify such an action.	ation is too large,	and the company has not	provided sufficiently persuasive information to
5	Other Business	Mgmt	For	Against
	Voter Rationale: Any Other Business' sh	nould not be a voti	ing item.	

Marathon Digital Holdings, Inc.

Meeting Date:	: 09/29/2023 Country: USA Meeting Type: Special		Ticker: MARA	
			Primary ISIN: US5657881067	Primary SEDOL: BLR7B52
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction

Voter Rationale: Any Other Business' should not be a voting item.

Maxeon Solar Technologies Ltd.

Meeting Date	Meeting Date: 08/23/2023 Country: Singapo Meeting Type: A		Ticker: MAXN	
			Primary ISIN: SGXZ25336314	Primary SEDOL: BMH1V17
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Elect Shen, Haoping as Director	Mgmt	For	Against
		have sufficient time and	ers at publicly listed companies are expected l energy to discharge their roles properly, par	

McKesson Corporation

M	leeting Type: Annual	Ticker: MCK	
····	5 /1	Primary ISIN: US58155Q1031	Primary SEDOL: 2378534

McKesson Corporation

Proposal Mgmt Vote		Proposal Text	Proponent	Mgmt Rec	Vote Instruction
a directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time. 3 Advisory Vote to Ratify Named Executive Mgmt For Against 3 Advisory Vote to Ratify Named Executive Mgmt Toter Source and Source Source apprents should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. Incentive awards to executives should be dearly disclosed and include robust and stretching performance and drive shareholder value over a sufficiently long period of time. Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance and drive shareholder value over a sufficiently long period of time. Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance and drive shareholder value over a sufficiently long period of time. For 5 Submit Severance Agreement (Change-in-Control) to Shareholder Vote SH Against For Voter Rationale: Companies should request approval of compensation policies covering severance packages and signing bonuses from shareholders. The prospect of separating the voting rights of a merger or acquisition from the compensation packages associate with k is welcome. For Meeting Type: Annual Ticker: 4385 Ticker: 4385 Immber Proposal Text Proponent Rec Instruction 2.4 Elect Director Tochinoki, Mayumi Mgmt For Against	1h	Elect Director Maria Martinez	Mgmt	For	Against
Officers' Compensation Officers' Compensation Officers' Compensation Voter Rationale:: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate starefolder agrowal. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Retention or recruitment awards to executive should be clearly disclosed and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. 5 Submit Severance Agreement SH Against For Voter Rationale: Companies should request approval of compensation policies covering severance packages and signing bonuses from shareholders. The prospect of separating the voting rights of a merger or acquisition from the compensation packages associate with it is welcome. Meeting Type: Annual Ticker: 4385 Primary ISIN: JP3921290007 Primary SEDOL: BGOG 2.4 Elect Director Tochinoki, Mayumi Mgmt For Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully Mgmt Vote		external directorship to ensure they ha	ve sufficient time and		
shareholder approval. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The properties to reward strong performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The properties to reward strong performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The properties the value over a sufficiently long period of time. The properties to reward strong performance targets or exercite approach of separating the voting rights of a merger or acquisition from the compensation packages and signing bonuses from shareholders. The prospect of separating the voting rights of a merger or acquisition from the compensation packages associate with it is welcome. Meeting Date: 09/28/2023 Country: Japan Meeting Type: Annual Troposal Proposal Text Proposal Text Proponent Mgmt Rec Mgmt Rec Vote Instruction Currenties the receive of the properties of the period of time. She build be clearly disclosed and include robust and stretching performance targets to reward strong performance targe	3	, ,	ve Mgmt	For	Against
(Change-in-Control) to Shareholder Vote Image: Companies should request approval of compensation policies covering severance packages and signing bonuses from shareholders. The prospect of separating the voting rights of a merger or acquisition from the compensation packages associate with it is welcome. Mercari, Inc. Image: Country: Japan Meeting Type: Annual Ticker: 4385 Meeting Date: 09/28/2023 Country: Japan Meeting Type: Annual Ticker: 4385 Primary ISIN: JP3921290007 Primary SEDOL: BG0G Image: Composal Text Proponent Mgmt Rec 2.4 Elect Director Tochinoki, Mayumi Mgmt For Against		shareholder approval. Incentive award targets to reward strong performance awards to executives should be clearly	s to executives should and drive shareholder disclosed and include	t be clearly disclosed and include robust and value over a sufficiently long period of time. Probust and stretching performance targets	stretching performance Retention or recruitment
shareholders. The prospect of separating the voting rights of a merger or acquisition from the compensation packages associate with it is welcome. Mercari, Inc. Ticker: 4385 Meeting Date: 09/28/2023 Country: Japan Meeting Type: Annual Ticker: 4385 Primary ISIN: JP3921290007 Primary SEDOL: BG0GI Proposal Lumber Proposal Text Proponent Mgmt Rec Vote Instruction 2.4 Elect Director Tochinoki, Mayumi Mgmt For Against	5			Against	For
Primary ISIN: JP3921290007 Primary SEDOL: BG0G Proposal Number Proposal Text Proponent Mgmt Rec Vote Instruction 2.4 Elect Director Tochinoki, Mayumi Mgmt For Against Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully		, , , ,	ig the roung rights o		tion packages associate with
Proposal lumber Proposal Text Proponent Mgmt Rec Vote Instruction 2.4 Elect Director Tochinoki, Mayumi Mgmt For Against Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully		it is welcome.			
Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully		it is welcome. Inc. 09/28/2023 Country: Japan		Ticker: 4385	Primary SEDOL: BG0GM14
Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully		it is welcome. Inc. 09/28/2023 Country: Japan Meeting Type: An	nnual	Ticker: 4385 Primary ISIN: JP3921290007 Mgmt	Primary SEDOL: BG0GM14
	Meeting Date: (Proposal Number	it is welcome. Inc. 09/28/2023 Country: Japan Meeting Type: An Proposal Text	Proponent	Ticker: 4385 Primary ISIN: JP3921290007 Mgmt Rec	Primary SEDOL: BG0GM14 Vote Instruction
	Meeting Date: (Proposal Number	it is welcome. Inc. 09/28/2023 Country: Japan Meeting Type: An Proposal Text Elect Director Tochinoki, Mayumi	nnual Proponent Mgmt	Ticker: 4385 Primary ISIN: JP3921290007 Mgmt Rec For	Primary SEDOL: BG0GM14 Vote Instruction Against

Meeting Date: 08/25/2023	Country: USA Meeting Type: Annual	Ticker: MLAB	
	Meeting Type. Annual	Primary ISIN: US59064R1095	Primary SEDOL: 2553814

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

Mesa Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction			
	Voter Rationale: Significant salary increases should be linked to material changes in the business or in the role and responsibilities of executive directors. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be tied to performance and should not be allowed to vest within 3 years since the date of grant. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.						
4	Amend Omnibus Stock Plan	Mgmt	For	Against			
	Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.						
6	Report on Scope 1 Through 3 Greenhouse Gas Emissions Across the Company's Full Value-Chain	SH	Against	For			
	Voter Rationale: We are supportive of requests to enhance disclosure and transparency concerning climate risk so long as the resolution does not directly circumvent management discretion or seek to entirely redefine the company's existing business strategy. To meet the ambition of the Paris Agreement and avoid massive risk to shareholder value, corporations should demonstrate the nexus between their climate aspirations and business strategy via disclosure of credible Paris- or 1.5 degree-aligned emissions reduction targets. Current disclosure does not sufficiently provide investors such information.						

Naspers Ltd.

Meeting Date	: 08/24/2023 Country: South Afr Meeting Type: Ani		Ticker: NPN	Ticker: NPN			
			Primary ISIN: ZAE000015889	Primary SEDOL: 6622691			
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction			
3.1	external directorship to ensure they hav	Hendrik du Toit as DirectorMgmtForAgainstionale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected situations requiring substantial amounts of time.					
3.2	Re-elect Rachel Jafta as Director	Mgmt	For	Against			

Voter Rationale: The company should amend its memorandum of incorporation to call for re-election of all directors, including executive directors, on a regular basis. We are holding this director accountable.

4.2 Re-elect Manisha Girotra as Member of Mgmt For Against the Audit Committee

Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.

Naspers Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Re-elect Steve Pacak as Chairman of the Audit Committee	Mgmt	For	Against
	Voter Rationale: The audit committee shou impartiality and effectiveness.	ıld be fully independe	ent and this director's membership could a	hamper the committee's
5	Approve Remuneration Policy	Mgmt	For	Against
	Voter Rationale: Incentive awards to execu reward strong performance and drive shar used to incentivise long-term performance share-based awards and payments that fa Companies that received high levels of dis understand the rationale for opposition an concerns.	reholder value over a e and should not be a Il outside the compai sent on remuneratioi	sufficiently long period of time. Long-terr llowed to vest within 3 years since the da nys remuneration policy should require ex n-related proposals should engage with th	n incentive awards should be te of grant. All cash or -ante shareholder approval. eir key shareholders to
6	Approve Implementation Report of the Remuneration Report	Mgmt	For	Against
	Voter Rationale: Incentive awards to exect reward strong performance and drive shar clearly linked to performance and demonst normal part of their jobs.	reholder value over a	sufficiently long period of time. All except	tional awards should be
7	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	Against
	Voter Rationale: Any increase in capital of circumstances only and fully justified by the		ithout pre-emption rights should be under	taken in exceptional
8	Authorise Board to Issue Shares for Cash	Mgmt	For	Against
	Voter Rationale: Any increase in capital of circumstances only and fully justified by the		ithout pre-emption rights should be under	taken in exceptional
2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	Against
	Voter Rationale: This resolution will facilita performance criteria in some of the long-to			
	three years from the grant date.			
4	Authorise Repurchase of N Ordinary Shares	Mgmt	For	Against
4	Authorise Repurchase of N Ordinary			
4	Authorise Repurchase of N Ordinary Shares Voter Rationale: Any share repurchase req			
	Authorise Repurchase of N Ordinary Shares <i>Voter Rationale: Any share repurchase req</i> <i>justified by the company.</i> Authorise Specific Repurchase of N Ordinary Shares from Holders of N	nuest in excess of 109	<i>% should be undertaken in exceptional cir</i> For	cumstances only and be fully Against

National Bank of Greece SA

Meeting Date: 07/28/2023	Country: Greece Meeting Type: Annual	Ticker: ETE	
	Meeting Type. Annuar	Primary ISIN: GRS003003035	Primary SEDOL: BG087C6

National Bank of Greece SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	Against
	Voter Rationale: Incentive awards to e reward strong performance and drive		,	e robust and stretching performance targets to of time.
9	Advisory Vote on Remuneration Repo	rt Mgmt	For	Against
	Voter Rationale: Retirement benefits s and ability to hold management accou	5	d to non-executive directors a	as this may compromise their independence
11	Approve Share Distribution Plan	Mgmt	For	Against
	Voter Rationale: Incentive awards to e reward strong performance and drive			e robust and stretching performance targets to of time.

Neighbourly Pharmacy Inc.

Meeting Date: 08/01/2023	Country: Canada Meeting Type: Annual	Ticker: NBLY	
		Primary ISIN: CA64016L1013	Primary SEDOL: BLPK788
Proposal		Mgmt	Vote

Number	Proposal Text	Proponent	Rec	Instruction
1.1	Elect Director Josh Blair	Mgmt	For	Against
	minimum expectation is that won which we expect to be independe are holding this director accounta	nen should comprise at le ent, as non-independent c ble. In the context of inci	ast 30% of the board. A lirectors could hamper ti reasingly complex intern	ersity on the board. In developed markets, our An executive sits on the Remuneration Committee, the committee's impartiality and effectiveness. We national accounting standards, the audit committee ting rules and of the audit process.

Elect Director Valerie (Val) Sorbie	Mgmt	For	Against
	e sufficient tim	e and energy to discharge the	mpanies are expected to hold no more than one eir roles properly, particularly during unexpected

3	Re-approve Omnibus Long-Term	Mgmt	For	Against
	Incentive Plan			

Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Share options should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice.

NetScout Systems, Inc.

1.7

 Meeting Date: 09/14/2023
 Country: USA
 Ticker: NTCT

 Meeting Type: Annual
 Primary ISIN: US64115T1043
 Primary SEDOL: 2447285

NetScout Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph G. Hadzima, Jr.	Mgmt	For	Withhold
	Voter Rationale: The nominee serves as N independence from the company and we		Chair and has long tenure. Long tenured direc Chairs to be independent.	tors could lack
2	Amend Omnibus Stock Plan	Mgmt	For	Against
	performance. On early termination, all sh event of a change of control. Incentive av performance targets to reward strong per	are-based awards shou wards to executives sho formance and drive sha	esting of incentive awards for substantially be Id be time pro-rated and tested for performan uld be clearly disclosed and include robust and reholder value over a sufficiently long period ronditions. At least 50% is a minimum good p	<i>ce, including in the d stretching of time. A larger</i>
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
	performance. Severance payments should shareholder approval. On early terminatio	l not exceed two years , on, all share-based awai	esting of incentive awards for substantially be pay. Larger severance packages should be su ds should be time pro-rated and tested for pe ty awards should be tied to performance cond	bject to a separate erformance, including in

New Relic, Inc.

Meeting Date: 08/16/2023	Country: USA Meeting Type: Annual	Ticker: NEWR	
		Primary ISIN: US64829B1008	Primary SEDOL: BT6T3N7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Takeshi Numoto	Mgmt	For	Withhold
		the board failed to rem	ove, or subject to a suns	erode shareholders' rights and should be subject set requirement, the supermajority vote mpacts shareholder rights.
2	Advisory Vote to Ratify Named Execu Officers' Compensation	tive Mgmt	For	Against
	incentivise long-term performance an committee should not allow vesting o	d should not be allowed f incentive awards for s	d to vest within 3 years s substantially below media	iss. Long-term incentive awards should be used to since the date of grant. The remuneration an performance. All exceptional awards should be n to and above that expected of directors as a
NIKE, I	nc.			

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

Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction
5	Report on Mediar Gap	n Gender/Racial Pay	SH	Against	For
		The proposed enhanced Iman capital managem		elp the board and shareholders better assess	existing and potential future
Novartis	s AG				
Meeting Date:	: 09/15/2023	Country: Switzerlan Meeting Type: Ext		Ticker: NOVN lers	
				Primary ISIN: CH0012005267	Primary SEDOL: 7103065
Proposal				Mgmt	Vote
Number	Proposal Text		Proponent	Rec	Instruction
3	Transact Other B	usiness (Voting)	Mgmt	For	Against
	Voter Rationale: A	usiness (Voting) A <i>ny Other Business' shc</i>			Against
Novava	Voter Rationale: A	Any Other Business' sho Country: USA	uld not be a voting		Against
Novava	Voter Rationale: A	Any Other Business' sho	uld not be a voting	item.	Against Primary SEDOL: BJDQXG4
3 Novava) Meeting Date: Proposal Number	Voter Rationale: A	Any Other Business' sho Country: USA	uld not be a voting	<i>item.</i> Ticker: NVAX	
Novava Meeting Date: Proposal	Voter Rationale: A X, Inc. 07/11/2023 Proposal Text	Any Other Business' sho Country: USA	uld not be a voting	item. Ticker: NVAX Primary ISIN: US6700024010 Mgmt	Primary SEDOL: BJDQXG4
Novava Meeting Date: Proposal Number	Voter Rationale: A X, Inc. O7/11/2023 Proposal Text Ratify Ernst & Yo Voter Rationale: A	Any Other Business' sho Country: USA Meeting Type: Ann ung LLP as Auditors Auditors should underta	ual Proponent Mgmt ke non-audit work i	item. Ticker: NVAX Primary ISIN: US6700024010 Mgmt Rec	Primary SEDOL: BJDQXG4 Vote Instruction Against udit fees paid to the auditor
Novava Meeting Date: Proposal Number	Voter Rationale: A X, Inc. O7/11/2023 Proposal Text Ratify Ernst & Yo Voter Rationale: A	Any Other Business' sho Country: USA Meeting Type: Ann ung LLP as Auditors Auditors should underta	ual Proponent Mgmt ke non-audit work i	item. Ticker: NVAX Primary ISIN: US6700024010 Mgmt Rec For n exceptional circumstances only. Any non-au	Primary SEDOL: BJDQXG4 Vote Instruction Against udit fees paid to the auditor
Novava Meeting Date: Proposal Number	Voter Rationale: A X, Inc. O7/11/2023 Proposal Text Ratify Ernst & Yo Voter Rationale: A	Any Other Business' sho Country: USA Meeting Type: Ann ung LLP as Auditors Auditors should underta disclosed, justified and	ual Proponent Mgmt ke non-audit work i	item. Ticker: NVAX Primary ISIN: US6700024010 Mgmt Rec For n exceptional circumstances only. Any non-au	Primary SEDOL: BJDQXG4 Vote Instruction Against udit fees paid to the auditor
Novava Meeting Date: Proposal Number	Voter Rationale: A x, Inc. : 07/11/2023 Proposal Text Ratify Ernst & Yo Voter Rationale: A should be clearly Ext Corporat	Any Other Business' sho Country: USA Meeting Type: Ann ung LLP as Auditors Auditors should underta disclosed, justified and	ual Proponent Mgmt ke non-audit work i not exceed audit fe	item. Ticker: NVAX Primary ISIN: US6700024010 Mgmt Rec For n exceptional circumstances only. Any non-au	Primary SEDOL: BJDQXG4 Vote Instruction Against udit fees paid to the auditor

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director P. Thomas Jenkins	Mgmt	For	Against

Open Text Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
				ndent. The average board tenure at the refreshment and succession planning. We are		
1.3	Elect Director Randy Fowlie	Mgmt	For	Against		
	Voter Rationale: The nominee serves from the company and we expect key			ong tenured directors could lack independence		
1.7	Elect Director Ann M. Powell	Mgmt	For	Against		
				ed proposals should engage with their key I report how the company intends to address		
1.8	Elect Director Stephen J. Sadler	Mgmt	For	Against		
	Voter Rationale: The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible.					
1.11	Elect Director Deborah Weinstein	Mgmt	For	Against		
	that at least one board member ident	ifies as a member of	an underrepresented comm	rsity on the board. Our minimum expectation is nunity. The average board tenure at the refreshment and succession planning. We are		
2	Ratify KPMG LLP as Auditors	Mgmt	For	Withhold		
	Voter Rationale: Companies that have bringing in a new auditing firm, ideall		or for a long period of time :	should consider a plan or tender process for		
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against		
		ll share-based awards ptional awards should	's should be time pro-rated a d be clearly linked to perform	and tested for performance, including in the mance and demonstrate shareholder value		

Open Up Group, Inc.

Meeting Date: 09/26/2023	Country: Japan Meeting Type: Annual	Ticker: 2154	
		Primary ISIN: JP3635580008	Primary SEDOL: B1XC021
Proposal		Mamt	Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
6	Approve Restricted Stock Plan	Mgmt	For	Against	
	Voter Rationale: This plan does not effectively link executive pay to performance. The board should introduce stretching performance				

Voter Rationale: This plan does not effectively link executive pay to performance. The board should introduce stretching performance targets that reward strong performance and build shareholder value over time.

Oracle Corp Japan

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

Oracle Corp Japan

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1.4	Elect Director Vincent S. Grelli	Mgmt	For	Against		
	Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully independent.					
1.5	Elect Director Kimberly Woolley	Mgmt	For	Against		
		ness. The nominating	committee should be majorit	directors membership could hamper the ty independent and this directors membership		
1.7	Elect Director John L. Hall	Mgmt	For	Against		
1.7	Voter Rationale: The audit committee should be at least three-fourths independent and companies should strive to make them fully independent. The remuneration committee should be majority independent and this directors membership could hamper the committees impartiality and effectiveness. The nominating committee should be majority independent and this directors membership could hamper the could hamper the could hamper the could hamper the should be majority independent.					

Pan Pacific International Holdings Corp.

Meeting Date: 09/27/2023	Country: Japan	Ticker: 7532	
	Meeting Type: Annual		
		Primary ISIN: JP3639650005	Primary SEDOL: 6269861

Against a the board. In developing markets, our Against ropriate balance of independence and Against ropriate balance of independence and					
Against ropriate balance of independence and Against					
ropriate balance of independence and Against					
Against					
ropriate balance of independence and					
Against					
Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.					
Against					
ropriate balance of independence and					
Against					
ropriate balance of independence and					
Against					

Pan Pacific International Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
2.8	Elect Director Yasuda, Takao	Mgmt	For	Against	
	Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.				

Patterson Companies, Inc.

Meeting Date: 09/11/2023 Country: USA Meeting Type: Annual			Ticker: PDCO		
			Primary ISIN: US7033951036	Primary SEDOL: 2672689	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
1a	Elect Director John D. Buck	Mgmt	For	Against	
	Voter Rationale: The nominee serves as Nominating Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.				

Pennon Group Plc

Meeting Date: 07/20/2023	Country: United Kingdom Meeting Type: Annual	Ticker: PNN	
		Primary ISIN: GB00BNNTLN49	Primary SEDOL: BNNTLN4
Proposal		Mgmt	Vote

Number	Proposal Text	Proponent	Rec	Instruction	
12	Re-elect Iain Evans as Director	Mgmt	For	Against	
	Voter Rationale: Vote AGAINST given ongoing concerns with pollution and he Chairs the ESG Committee.				

PICC Property and Casualty Company Limited

Meeting Date		Country: China Heeting Type: Extraordinary Shareholder	Ticker: 2328 rs	
			Primary ISIN: CNE100000593	Primary SEDOL: 6706250
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Elect Li Tao as Direct	tor Mgmt	For	Against
	Voter Rationale: The		lent and this director's membership could h	

impartiality and effectiveness.

PICC Property and Casualty Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Elect Qu Xiaohui as Director	Mgmt	For	Against
	Voter Pationale: The Company shou	ld nut in place a policy	to increase gender diversity o	on the board. In developing markets, our

Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developing markets, our minimum expectation is that women should comprise at least 13.5 pct of the board.

Planet Labs PBC

Meeting Date	: 07/11/2023 Country: USA Meeting Type:	Δηριμαί	Ticker: PL		
	Meeting Type.	Annual	Primary ISIN: US72703X1063	Primary SEDOL: BM8JV32	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
1a	Elect Director Niccolo de Masi	Mgmt	For	Withhold	
		have sufficient time an	cers at publicly listed companies are expected d energy to discharge their roles properly, p		
1b	Elect Director Vijaya Gadde	Mgmt	For	Withhold	
	to shareholder approval. Specifically,	the board's failure to h	incorporation should not erode shareholders remove, or subject to a reasonable sunset re g documents and the classified board, each o	equirement, the supermajority	

Prestige Consumer Healthcare Inc.

Meeting Date: 08/01/2023 Country: USA Meeting Type:		al	LICKEL: ARH	Ticker: PBH		
			Primary ISIN: US74112D1019	Primary SEDOL: B0650P3		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against		
	Voter Rationale: Variable remuneration sho two years pay. Larger severance packages should be clearly disclosed and include rol shareholder value over a sufficiently long p	s should be subject bust and stretchir	ct to a separate shareholder approval. In	centive awards to executives		

Qorvo, Inc.

Meeting Date: 08/15/2023

Country: USA Meeting Type: Annual Ticker: QRVO

Primary ISIN: US74736K1016

Primary SEDOL: BR9YYP4

4

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ralph G. Quinsey	Mgmt	For	Against
	Voter Rationale: The Company should minimum expectation is that women s			sity on the board. In developed markets, our

RBC Bearings Incorporated

Meeting Date	: 09/07/2023 Country: USA Meeting Type:	Annual	Ticker: RBC	
			Primary ISIN: US75524B1044	Primary SEDOL: B0GLYB5
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	minimum expectation is that women remuneration-related proposals shou the next annual report how the comp	should comprise at leas uld engage with their key pany intends to address	For to increase gender diversity on the board. In st 27% of the board. Companies that receive y shareholders to understand the rationale for shareholder concerns. Companies should e y by executives should be prohibited as it po	d high levels of dissent on or opposition and explain in stablish and disclose a policy

Advisory Vote to Ratify Named Executive Mgmt For Officers' Compensation

Voter Rationale: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. The annual bonus should be assessed using no less than two metrics. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. Companies that received high levels of dissent on remuneration-related proposals should engage with their key shareholders to understand the rationale for opposition and explain in the next annual report how the company intends to address shareholder concerns.

Against

Ready Capital Corporation

Meeting Date: 08/22/2023	Country: USA Meeting Type: Annual	Ticker: RC		
		Primary ISIN: US75574U1016	Primary SEDOL: BDFS3G6	

Ready Capital Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction			
1.4	Elect Director Daniel J. Hirsch	Mgmt	For	Withhold			
		have sufficient time and		anies are expected to hold no more than one roles properly, particularly during unexpected			
1.7	Elect Director Pinkie D. Mayfield	Mgmt	For	Withhold			
		have sufficient time and		anies are expected to hold no more than one roles properly, particularly during unexpected			
1.8	Elect Director Dominique Mielle	Mgmt	For	Withhold			
	Voter Rationale: Changes in company bylaws or articles of incorporation should not erode shareholders' rights and should be subject to shareholder approval. Specifically, the company's governing documents prohibit shareholders from amending the bylaws.						
1.9	Elect Director Gilbert E. Nathan	Mgmt	For	Withhold			
				ode shareholders' rights and should be subject reholders from amending the bylaws.			
1.11	Elect Director J. Mitchell Reese	Mgmt	For	Withhold			
	Voter Rationale: Changes in company bylaws or articles of incorporation should not erode shareholders' rights and should be subject to shareholder approval. Specifically, the company's governing documents prohibit shareholders from amending the bylaws. The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board. Given the recent updates to the board, we will keep this matter under review.						
1.12	Elect Director Todd M. Sinai	Mgmt	For	Withhold			
				ode shareholders' rights and should be subject reholders from amending the bylaws.			
4	Approve Omnibus Stock Plan	Mgmt	For	Against			
	Voter Rationale: Incentive plan features that allow for loans to exercise options are inconsistent with good practice and should be eliminated. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.						

Reata Pharmaceuticals, Inc.

Meeting Date:	: 09/21/2023 Country: USA Meeting Type: Spe	ecial	Ticker: RETA	
			Primary ISIN: US75615P1030	Primary SEDOL: BYY9FX8
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against

Reata Pharmaceuticals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
				double trigger and reasonably based, NEOs are entitled to significant tax gross-up

Reliance Industries Ltd.

Meeting Date	: 08/28/2023 Country: India Meeting Type: An	nual	Ticker: 500325	
			Primary ISIN: INE002A01018	Primary SEDOL: 6099626
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Reelect P. M. S. Prasad as Director	Mgmt	For	Against
	clarity of the path to net zero by the co	mpany disclosing m	's ambitions in low carbon energy, however we edium term targets or emisisons guidance. Ac mphasise our desire for the company to disclo	lditionally, in order to
6	Reelect Arundhati Bhattacharya as Director	Mgmt	For	Against
	clarity of the path to net zero by the co	mpany disclosing m	's ambitions in low carbon energy, however we edium term targets or emisisons guidance. Ac mphasise our desire for the company to disclo	lditionally, in order to

Roivant Sciences Ltd.

Meeting Date	: 09/12/2023 Country: Ber Meeting Typ		Ticker: ROIV	Ticker: ROIV		
			Primary ISIN: BMG762791017	Primary SEDOL: BMW4NZ9		
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1.1	to discharge their role properly, pa Company should put in place a po	rticularly during unexpect licy to increase gender div	For number of directorships and ensure they have red company situations requiring substantial an rersity on the board. In developed markets, ou en the recent updates to the board, we will ke	mounts of time. The Ir minimum expectation is		

Ryanair Holdings Plc

Meeting Date: 09/14/2023	Country: Ireland Meeting Type: Annual	Ticker: RYA	
	5 //	Primary ISIN: IE00BYTBXV33	Primary SEDOL: BYTBXV3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4d	Re-elect Stan McCarthy as Director	Mgmt	For	Against
	Voter Rationale: Concern is raised as the chair. The director and multiple others a resulting in an independence level of 36	re remunerated with	h share options. This can impac	ependence. The director is chair and NomCo ct the independence of the directors
4f	Re-elect Roisin Brennan as Director	Mgmt	For	Against

The director and multiple others are remunerated with share options. This can impact the independence of the directors resulting in an independence level of 36% on the board. In addition there are issues with the remuneration policy. A vote AGINST is warranted.

Sa Sa International Holdings Limited

Meeting Date	: 08/24/2023 Country: C Meeting Ty	ayman Islands	Ticker: 178	Ticker: 178	
		pe: Annuar	Primary ISIN: KYG7814S1021	Primary SEDOL: 600340	
roposal lumber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
2.1c	Elect Tan Wee Seng as Director	Mgmt	For	Against	
	independence and objectivity. The	he audit committee should ectiveness. The nomination	dependent non-executive directors to ensure a l be fully independent and this director's memb n committee should be independent and this d	bership could hamper the	
2.1d	Elect Chan Hiu Fung Nicholas as	s Director Mgmt	For	Against	
			all number of directorships and ensure they ha cted company situations requiring substantial		
4.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt t	For	Against	
	Voter Rationale: Any increase in circumstances only and fully just		% without pre-emption rights should be under	taken in exceptional	
4.3	Authorize Reissuance of Repurc Shares	hased Mgmt	For	Against	
	Voter Rationale: Any increase in circumstances only and fully just		% without pre-emption rights should be under	taken in exceptional	

Sakata Seed Corp.

Meeting Date: 08/30/2023	Country: Japan Meeting Type: Annual	Ticker: 1377	
		Primary ISIN: JP3315000004	Primary SEDOL: 6769811

Sakata Seed Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Sakata, Hiroshi	Mgmt	For	Abstain
	Voter Rationale: The Company sho minimum expectation is that wome	ould put in place a policy to i n should comprise at least 1	ncrease gender diversity on the board. In a 3.5% of the board.	leveloping markets, our
Sansan,	Inc.			
Meeting Date:			Ticker: 4443	
	Meeting Type		Primary ISIN: JP3332540008	Primary SEDOL: BJYJG18
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1		Manak	For	Against
2.1	Elect Director Terada, Chikahiro	Mgmt	101	Against
2.1			nys unfavourable ROE performance.	
SATS Lt	Voter Rationale: Top management d. : 07/21/2023 Country: Sing	is responsible for the compa		
SATS Lt	Voter Rationale: Top management	is responsible for the compa	nys unfavourable ROE performance.	
SATS Lt	Voter Rationale: Top management d. : 07/21/2023 Country: Sing	is responsible for the compa	nys unfavourable ROE performance. Ticker: S58	
SATS Lt Meeting Date: Proposal	Voter Rationale: Top management d. : 07/21/2023 Country: Sing Meeting Type	is responsible for the comparison of the compari	nys unfavourable ROE performance. Ticker: S58 Primary ISIN: SG1152882764 Mgmt	Primary SEDOL: 6243586
SATS Lt Meeting Date: Proposal Number	Voter Rationale: Top management d. O7/21/2023 Country: Sing Meeting Type Proposal Text Approve Grant of Awards and Issu of Shares Under the SATS Perform Share Plan and/or the SATS Restri	is responsible for the comparison papore a: Annual Proponent nance cted	nys unfavourable ROE performance. Ticker: S58 Primary ISIN: SG1152882764	Primary SEDOL: 6243586 Vote Instruction
SATS Lt Meeting Date: Proposal Number 10	Voter Rationale: Top management d. : 07/21/2023 Country: Sing Meeting Type Proposal Text Approve Grant of Awards and Issu of Shares Under the SATS Perform Share Plan and/or the SATS Restri Share Plan	is responsible for the comparison papore a: Annual Proponent nance cted	nys unfavourable ROE performance. Ticker: S58 Primary ISIN: SG1152882764	Primary SEDOL: 6243586 Vote Instruction
SATS Lt Meeting Date: Proposal Number 10	Voter Rationale: Top management d. : 07/21/2023 Country: Sing Meeting Type Proposal Text Approve Grant of Awards and Issu of Shares Under the SATS Perform Share Plan and/or the SATS Restri Share Plan Voter Rationale: This plan could lease Mining Limited : 07/17/2023 Country: Aust	is responsible for the comparison of the compari	nys unfavourable ROE performance. Ticker: S58 Primary ISIN: SG1152882764 Mgmt Rec For Ticker: SYA	Primary SEDOL: 6243586 Vote Instruction

Sayona Mining Limited

	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of 10 Million Shares to Brett Lynch	Mgmt	For	Against
	reward strong performance and drive sha clearly linked to performance and demon normal part of their jobs. Long-term incer to vest within 3 years since the date of gr any facts of manipulation of reported indi	reholder value ove strate shareholder tive awards should ant. The company cators or other bad	early disclosed and include robust and streto r a sufficiently long period of time. All excepti value creation in addition to and above that e be used to incentivise long-term performand should put in place a procedure which would faith actions on the part of any of its executiv of its shareholders, to ensure that any funds	ional awards should be expected of directors as a ce and should not be allowed l enable it, should it identify ve directors and other key
2	Approve Issuance of Options to Paul Crawford	Mgmt	For	Against
	reward strong performance and drive sha clearly linked to performance and demon normal part of their jobs. Long-term ince to vest within 3 years since the date of g any facts of manipulation of reported ind managers which were detrimental to the	areholder value ove strate shareholder ntive awards shoul rant. The company icators or other bac long-term interests	early disclosed and include robust and stretce r a sufficiently long period of time. All except value creation in addition to and above that of the used to incentivise long-term performan should put in place a procedure which would faith actions on the part of any of its execu- of its shareholders, to ensure that any fund- than market price, except for an all-employed	tional awards should be expected of directors as a nce and should not be allowed d enable it, should it identify tive directors and other key 's wrongfully obtained in such
	Adopt New Constitution	Mgmt	For	Against
10	·····			
	Voter Rationale: Concerns are raised for a impact shareholder rights in holding direct shareholders.		nate any physical attendance at meetings. Vi ntable and may hinder meaningful exchange	
	Voter Rationale: Concerns are raised for impact shareholder rights in holding direct shareholders. ND Holdings Co. Ltd. 09/27/2023 Country: Japan	tors publicly accou		
SHO-BO	Voter Rationale: Concerns are raised for impact shareholder rights in holding direct shareholders.	tors publicly accou	ntable and may hinder meaningful exchange	
SHO-BO Meeting Date: Proposal	Voter Rationale: Concerns are raised for impact shareholder rights in holding direct shareholders. OND Holdings Co. Ltd. 09/27/2023 Country: Japan Meeting Type: Ann	ual	ntable and may hinder meaningful exchange Ticker: 1414 Primary ISIN: JP3360250009 Mgmt	Primary SEDOL: B29T1W0
SHO-BO Meeting Date:	Voter Rationale: Concerns are raised for impact shareholder rights in holding direct shareholders. ND Holdings Co. Ltd. 09/27/2023 Country: Japan	tors publicly accou	ntable and may hinder meaningful exchange Ticker: 1414 Primary ISIN: JP3360250009	ps between directors and Primary SEDOL: B29T1W0

Meeting Date: 07/20/2023 Country: Singapore Ticker: S59 Meeting Type: Annual Primary ISIN: SG1153882771 Primary SEDOL: 6243597

SIA Engineering Company Limited

Proposal Text	Proponent	Mgmt Rec	Vote Instruction
Elect Tang Kin Fei as Director	Mgmt	For	Against
external directorship to ensure they have	sufficient time and en		
Elect Wee Siew Kim as Director	Mgmt	For	Against
external directorship to ensure they have	sufficient time and en		
Approve Grant of Awards and Issuance of Shares Under the SIAEC Performance Share Plan 2014 and/or the SIAEC Restricted Share Plan 2014	Mgmt	For	Against
	Elect Tang Kin Fei as Director <i>Voter Rationale: Nominees who also serve</i> <i>external directorship to ensure they have</i> <i>company situations requiring substantial a</i> Elect Wee Siew Kim as Director <i>Voter Rationale: Nominees who also serve</i> <i>external directorship to ensure they have</i> <i>company situations requiring substantial a</i> Approve Grant of Awards and Issuance of Shares Under the SIAEC Performance Share Plan 2014 and/or the SIAEC	Elect Tang Kin Fei as Director Mgmt Voter Rationale: Nominees who also serve as executive officers external directorship to ensure they have sufficient time and encompany situations requiring substantial amounts of time. Elect Wee Siew Kim as Director Mgmt Voter Rationale: Nominees who also serve as executive officers external directorship to ensure they have sufficient time and encompany situations requiring substantial amounts of time. Voter Rationale: Nominees who also serve as executive officers external directorship to ensure they have sufficient time and encompany situations requiring substantial amounts of time. Approve Grant of Awards and Issuance Mgmt of Shares Under the SIAEC Performance Share Plan 2014 and/or the SIAEC	Proposal TextProponentRecElect Tang Kin Fei as DirectorMgmtForVoter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to h external directorship to ensure they have sufficient time and energy to discharge their roles properly, particular company situations requiring substantial amounts of time.Elect Wee Siew Kim as DirectorMgmtForVoter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to h external directorship to ensure they have sufficient time and energy to discharge their roles properly, particular company situations requiring substantial amounts of time.ForVoter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to h external directorship to ensure they have sufficient time and energy to discharge their roles properly, particular company situations requiring substantial amounts of time.Approve Grant of Awards and Issuance of Shares Under the SIAEC Performance Share Plan 2014 and/or the SIAECMgmtFor

Silvercorp Metals Inc.

Meeting Date: 09/29/2023	Country: Canada Meeting Type: Annual	Ticker: SVM	
		Primary ISIN: CA82835P1036	Primary SEDOL: 2784261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Paul Simpson	Mgmt	For	Withhold
	minimum expectation is that wome significantly exceeds the market av director responsible. The nominee s independence from the company a	n should comprise at le erage, raising concerns serves as Remuneration nd we expect key comn re. Long tenured direct	ast 27% of the board. The av regarding board refreshment Committee Chair and has lon nittee Chairs to be independer	on the board. In developed markets, our verage board tenure at the company r and succession planning. We are holding this ng tenure. Long tenured directors could lack nt. The nominee serves as Nominating from the company and we expect key
2.3	Elect Director David Kong	Mgmt	For	Withhold
	Voter Rationale: The average board board refreshment and succession			rket average, raising concerns regarding

Singapore Telecommunications Limited

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Elect Tan Tze Gay as Director	Mgmt	For	Against
	Voter Rationale: The audit committee sho impartiality and effectiveness.	ould be fully independer	nt and this director's membership could hamp	er the committee's
9	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	Mgmt	For	Against
	Voter Rationale: Incentive awards to exec	cutives should be clearl	y disclosed and include robust and stretching	performance targets to

voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.

Skyline Champion Corporation

Meeting Date: 07/27/2023	Country: USA Meeting Type: Annual	Ticker: SKY	
		Primary ISIN: US8308301055	Primary SEDOL: 2814005

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Keith Anderson	Mgmt	For	Withhold
	Votor Pationala: The nominee is a fe	rmor overutive and c	presidered to be per-indeper	ndant. The sudit committee should be fully

Voter Rationale: The nominee is a former executive and considered to be non-independent. The audit committee should be fully independent and this director's membership could hamper the committee's impartiality and effectiveness.

Snowflake Inc.

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Teresa Briggs	Mgmt	For	Withhold
	Voter Rationale: Changes in compar to shareholder approval. Specifically requirement to enact certain change shareholder rights.	, the board failed to re	move, or subject to a sunset rea	, , , , ,

Voter Rationale: Changes in company bylaws or articles of incorporation should not erode shareholders' rights and should be subject to shareholder approval. Specifically, the board failed to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.

StepStone Group Inc.

leeting Date:	09/13/2023 Country: USA Meeting Type: Ar	nual	Ticker: STEP	
			Primary ISIN: US85914M1071	Primary SEDOL: BLFDXF6
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott W. Hart	Mgmt	For	Withhold
	Voter Rationale: The Company should minimum expectation is that women sl which we expect to be independent, as are holding this director accountable. T hamper the committee's impartiality ar	out in place a policy to hould comprise at leas non-independent dir The remuneration com de effectiveness. Comp	o increase gender diversity on the board. In c st 27% of the board. An executive sits on the ectors could hamper the committees impartia mittee should be independent and this direct panies should establish and disclose a policy of e prohibited as it potentially severs managem	leveloped markets, our Remuneration Committee, olity and effectiveness. We or's membership could on hedging of company
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against
	<i>Companies who have had the same au new auditing firm.</i>	ditor for a period of o	ver 10 years should consider a plan or tender	r process for bringing in a
STERIS				
	O7/27/2023 Country: Ireland	nual	Ticker: STE	
STERIS		nnual	Ticker: STE Primary ISIN: IE00BFY8C754	Primary SEDOL: BFY8C75
leeting Date:	O7/27/2023 Country: Ireland	nnual Proponent		Primary SEDOL: BFY8C75 Vote Instruction
leeting Date:	07/27/2023 Country: Ireland Meeting Type: Ar		Primary ISIN: IE00BFY8C754	Vote
feeting Date: Proposal lumber	07/27/2023 Country: Ireland Meeting Type: An Proposal Text Elect Director Richard C. Breeden	Proponent Mgmt s Audit Committee Ch	Primary ISIN: IE00BFY8C754 Mgmt Rec For pair and has long tenure. Long tenured director	Vote Instruction Against
Meeting Date: Proposal Number	07/27/2023 Country: Ireland Meeting Type: An Proposal Text Elect Director Richard C. Breeden Voter Rationale: The nominee serves a	Proponent Mgmt s Audit Committee Ch	Primary ISIN: IE00BFY8C754 Mgmt Rec For pair and has long tenure. Long tenured director	Vote Instruction Against
Meeting Date: Proposal Jumber	07/27/2023 Country: Ireland Meeting Type: An Proposal Text Elect Director Richard C. Breeden Voter Rationale: The nominee serves a from the company and we expect key of Elect Director Cynthia L. Feldmann Voter Rationale: The nominee serves a independence from the company and w expectations. In particular, we note the	Proponent Mgmt s Audit Committee Ch committee Chairs to b Mgmt s Nominating Commit ve expect key commit e company has failed to	Primary ISIN: IE00BFY8C754 Mgmt Rec For rair and has long tenure. Long tenured director is independent.	Vote Instruction Against ors could lack independence Against directors could lack to meet our Net Zero Model ents an ongoing and serious
Meeting Date: Proposal Jumber	07/27/2023 Country: Ireland Meeting Type: An Proposal Text Elect Director Richard C. Breeden Voter Rationale: The nominee serves a from the company and we expect key of Elect Director Cynthia L. Feldmann Voter Rationale: The nominee serves a independence from the company and w expectations. In particular, we note the long-term risk that can impact shareho	Proponent Mgmt s Audit Committee Ch committee Chairs to b Mgmt s Nominating Commit ve expect key commit e company has failed to	Primary ISIN: IE00BFY8C754 Mgmt Rec For tair and has long tenure. Long tenured director te independent. For tee Chair and has long tenure. Long tenured tee Chairs to be independent.Company fails to to set reduction targets. Climate change prese	Vote Instruction Against ors could lack independence Against directors could lack to meet our Net Zero Model ents an ongoing and serious
Meeting Date: Proposal Number 1b	07/27/2023 Country: Ireland Meeting Type: An Proposal Text Elect Director Richard C. Breeden Voter Rationale: The nominee serves a from the company and we expect key of Elect Director Cynthia L. Feldmann Voter Rationale: The nominee serves a independence from the company and we expectations. In particular, we note the long-term risk that can impact shareho climate change. Elect Director Jacqueline B. Kosecoff	Proponent Mgmt s Audit Committee Ch committee Chairs to b Mgmt s Nominating Commit ve expect key commit e company has failed to Ider value. Companies Mgmt s Remuneration Comm	Mgmt Rec For air and has long tenure. Long tenured directors the independent. For tee Chair and has long tenure. Long tenured directors to set reduction targets. Climate change preses a should improve their public disclosure and s For The public disclosure and s For The public disclosure and s For The public disclosure and s The public disclosure and s For The public disclosure and s The public disclosure and s The public disclosure and s	Vote Instruction Against ors could lack independence Against directors could lack to meet our Net Zero Model ents an ongoing and serious trategy setting in relation to Against

Suncorp Group Limited

Meeting Date:	09/26/2023	Country: Australia Meeting Type: Annual	l	Ticker: SUN	
				Primary ISIN: AU000000SUN6	Primary SEDOL: 6585084
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction
1	Approve Remunera	tion Report	Mgmt	For	Against
	reward strong perfo articulate how exec prior year performa plan is linked to a s	nrmance and drive share, utives performed agains, nce, as well as outlining ingle performance target re financial metrics rathe	holder value over t historic perform forward-looking t. Companies sho	early disclosed and include robust and stretc a sufficiently long period of time. The remu ance targets. The board should articulate ho targets that underpin long-term incentive pla uld base vesting levels on multiple performa erformance criterion, and should stagger ves	neration report does not w bonus payments reflect ans. The long-term incentive nce criteria that reflect both
FEGNA I Neeting Date:		Country: USA		Ticker: TGNA	
		Meeting Type: Annual		Primary ISIN: US87901J1051	Primary SEDOL: BZ0P3Z5
•				Mgmt	Vote
Proposal Number	Proposal Text		Proponent	Rec	Vote Instruction
•	Elect Director Scot	K. McCune	Mgmt	Rec For	Instruction Against
Number	Elect Director Scot	: K. McCune	Mgmt muneration Comn	Rec	Instruction Against
Number	Elect Director Scot Voter Rationale: Th independence from	K. McCune <i>e nominee serves as Rer</i> <i>the company and we ex</i> atify Named Executive	Mgmt muneration Comn spect key commite	Rec For nittee Chair and has long tenure. Long tenur	Instruction Against
Number 1.6	Elect Director Scot Voter Rationale: The independence from Advisory Vote to R Officers' Compensa Voter Rationale: Se shareholder approv targets to reward s should be used to i	K. McCune e nominee serves as Rer the company and we ex atify Named Executive tion verance payments should al. Incentive awards to e trong performance and c incentivise long-term per	Mgmt muneration Comn pect key commite Mgmt d not exceed two executives should frive shareholder formance and sho	Rec For nittee Chair and has long tenure. Long tenur tee Chairs to be independent.	Instruction Against ed directors could lack Against Id be subject to a separate stretching performance Long-term incentive awards nce the date of grant. On
Number 1.6	Elect Director Scot Voter Rationale: The independence from Advisory Vote to R Officers' Compensa Voter Rationale: Se shareholder approv targets to reward s should be used to i early termination, a control.	K. McCune e nominee serves as Rer the company and we ex atify Named Executive tition werance payments should al. Incentive awards to e trong performance and concentivise long-term per ful share-based awards sh	Mgmt muneration Comn pect key commite Mgmt d not exceed two executives should frive shareholder formance and sho	Rec For <i>nittee Chair and has long tenure. Long tenur</i> <i>tee Chairs to be independent.</i> For <i>years pay. Larger severance packages shou</i> <i>be clearly disclosed and include robust and</i> <i>value over a sufficiently long period of time.</i> <i>bould not be allowed to vest within 3 years si</i>	Instruction Against ed directors could lack Against Id be subject to a separate stretching performance Long-term incentive awards nce the date of grant. On
Number 1.6 3	Elect Director Scot Voter Rationale: The independence from Advisory Vote to R Officers' Compensa Voter Rationale: Se shareholder approv targets to reward s should be used to i early termination, a control. Submit Severance (Change-in-Contro	K. McCune e nominee serves as Rer the company and we ex atify Named Executive tion werance payments should al. Incentive awards to e trong performance and con- neentivise long-term per all share-based awards should share- based awards should request	Mgmt muneration Comn cpect key commits Mgmt d not exceed two executives should frive shareholder formance and shu hould be time pro SH approval of comp	Rec For nittee Chair and has long tenure. Long tenur tee Chairs to be independent. For years pay. Larger severance packages shou be clearly disclosed and include robust and value over a sufficiently long period of time. build not be allowed to vest within 3 years si parted and tested for performance, including	Instruction Against ed directors could lack Against Id be subject to a separate stretching performance Long-term incentive awards nee the date of grant. On in the event of a change of For For mes and signing bonuses from
Number 1.6 3 5	Elect Director Scot Voter Rationale: The independence from Advisory Vote to R Officers' Compensa Voter Rationale: Se shareholder approv targets to reward s should be used to i early termination, a control. Submit Severance (Change-in-Contro Voter Rationale: Co shareholders. The J	K. McCune e nominee serves as Rer the company and we ex- atify Named Executive tion werance payments should al. Incentive awards to e trong performance and ca- ncentivise long-term per- all share-based awards sh Agreement) to Shareholder Vote mpanies should request prospect of separating th	Mgmt muneration Comn cpect key commits Mgmt d not exceed two executives should frive shareholder formance and shu hould be time pro SH approval of comp	Rec For nittee Chair and has long tenure. Long tenur tee Chairs to be independent. For years pay. Larger severance packages shou be clearly disclosed and include robust and value over a sufficiently long period of time. puld not be allowed to vest within 3 years sin persation policies covering severance package	Instruction Against ed directors could lack Against Id be subject to a separate stretching performance Long-term incentive awards nee the date of grant. On in the event of a change of For For mes and signing bonuses from
Number 1.6 3 5	Elect Director Scot Voter Rationale: The independence from Advisory Vote to R Officers' Compensa Voter Rationale: Se shareholder approv targets to reward s should be used to i early termination, a control. Submit Severance (Change-in-Contro Voter Rationale: Co shareholders. The j it is welcome.	K. McCune e nominee serves as Rer the company and we ex- atify Named Executive tion werance payments should al. Incentive awards to e trong performance and ca- ncentivise long-term per- all share-based awards sh Agreement) to Shareholder Vote mpanies should request prospect of separating th	Mgmt muneration Comn cpect key commits Mgmt d not exceed two executives should frive shareholder formance and shu hould be time pro SH approval of comp	Rec For nittee Chair and has long tenure. Long tenur tee Chairs to be independent. For years pay. Larger severance packages shou be clearly disclosed and include robust and value over a sufficiently long period of time. puld not be allowed to vest within 3 years sin persation policies covering severance package	Instruction Against ed directors could lack Against Id be subject to a separate stretching performance Long-term incentive awards nee the date of grant. On in the event of a change of For ress and signing bonuses from

Primary ISIN: ZAE000148466

Primary SEDOL: 6349688

The Foschini Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Re-elect Ronnie Stein as Director	Mgmt	For	Against
		and objectivity. The ne	omination committee should	pendent non-executive directors to ensure be majority independent and this directors
4	Re-elect Nomahlubi Simamane as Director	Mgmt	For	Against
	Voter Rationale: For widely held comparation of the	,	ld include at least 50% inde	pendent non-executive directors to ensure
10	Re-elect Nomahlubi Simamane as Member of the Audit Committee	Mgmt	For	Against
	Voter Rationale: The audit committee s impartiality and effectiveness.	should be fully indepe	endent and this director's me	embership could hamper the committee's
13	Approve Remuneration Policy	Mgmt	For	Against
		shareholder value ove	r a sufficiently long period o	robust and stretching performance targets to f time. Long-term incentive awards should be ears since the date of grant.
14	Approve Remuneration Implementatio Report	n Mgmt	For	Against
		shareholder value ove	r a sufficiently long period o	robust and stretching performance targets to of time. Long-term incentive awards should be ears since the date of grant.

The Hour Glass Limited

Meeting Date: 07/25/2023	Country: Singapore Meeting Type: Annual	Ticker: AGS	
	5 7 7	Primary ISIN: SG1AE9000009	Primary SEDOL: BSNM5D6

roposal lumber	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3bii	Elect Kuah Boon Wee as Director	Mgmt	For	Against
	Voter Rationale: The audit committee shou impartiality and effectiveness. Nominees w more than one external directorship to en during unexpected company situations rec	who also serve as sure they have su	executive officers at publicly li Ifficient time and energy to dis	isted companies are expected to hold no
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against

Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.

Transcat, Inc.

Meeting Date: 09/06/2023

Country: USA Meeting Type: Annual Ticker: TRNS

Primary ISIN: US8935291075

Primary SEDOL: 2901714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Mbago M. Kaniki	Mgmt	For	Withhold
	Voter Rationale: The Company should pu minimum expectation is that women sho		to increase gender diversity on the board. In a ast 27% of the board.	developed markets, our
Triump	h Group, Inc.			
Meeting Date	e: 07/20/2023 Country: USA Meeting Type: Ann	านลl	Ticker: TGI	
			Primary ISIN: US8968181011	Primary SEDOL: 2893071
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Barbara W. Humpton	Mgmt	For	Against
		e sufficient time and	icers at publicly listed companies are expected d energy to discharge their roles properly, par	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	e Mgmt	For	Against
	shareholder approval. Incentive awards a targets to reward strong performance an	to executives should nd drive shareholder	vo years pay. Larger severance packages shou Id be clearly disclosed and include robust and er value over a sufficiently long period of time. or performance, including in the event of a cha	l stretching performance e. On early termination, all
9	Require Independent Board Chairman	SH	Against	For
			reates a balance of power that is more conduc conably provide the best oversight and evaluat	

TSURUHA Holdings, Inc.

Meeting Date: 08	/10/2023 Country: Japan Meeting Type: Ani	nual	Ticker: 3391		
			Primary ISIN: JP3536150000	Primary SEDOL: B0MKZN5	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
2.1	Elect Director and Audit Committee Member Ofune, Masahiro	Mgmt	For	Against	

TSURUHA Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	outside director. Greater board and oversight, both of which appear new	audit committee indeper eded. As such, we will vo	Term Management Plan may be aided by the adence will improve corporate governance an te against the appointment of Masahiro Ofun se qualifications are relevant to the company	d provide more effective ne, an executive that chairs
3.2	Appoint Shareholder Director and A Committee Member Nominee Naka Motohiko		Against	For
	outside director. Greater board and oversight, both of which appear new	audit committee indeper eded. As such, we will vo	Term Management Plan may be aided by the ndence will improve corporate governance and te against the appointment of Masahiro Ofun se qualifications are relevant to the company	d provide more effective ne, an executive that chairs
11	Amend Articles to Separate Chairpe of the Board and CEO, and Appoint Outside Director as Board Chairper	t	Against	For
	Voter Rationale: An outside director	r as chair of the board m	ay be able to provide more effective oversigh	t.
Meeting Date		n	Ticker: 6728	
Meeting Date:	: 09/28/2023 Country: Japa Meeting Type		Ticker: 6728 Primary ISIN: JP3126190002	Primary SEDOL: 6599483
Meeting Date:	• •			Primary SEDOL: 6599483
Proposal	• •			Primary SEDOL: 6599483 Vote Instruction
Meeting Date: Proposal Number 3.1	Meeting Type	: Annual Proponent	Primary ISIN: JP3126190002 Mgmt	Vote
Proposal Number	Meeting Type Proposal Text Appoint Statutory Auditor Morijiri, Y	: Annual Proponent Yuji Mgmt tutory auditor board sho	Primary ISIN: JP3126190002 Mgmt Rec For uld be three-fourths independent and work co	Vote Instruction Against
Proposal Number 3.1	Meeting Type Proposal Text Appoint Statutory Auditor Morijiri, Y Voter Rationale: The Kansayaku sta	Annual Proponent Yuji Mgmt tutory auditor board sho of oversight and internal	Primary ISIN: JP3126190002 Mgmt Rec For uld be three-fourths independent and work co	Vote Instruction Against
Proposal Number 3.1	Proposal Text Appoint Statutory Auditor Morijiri, V Voter Rationale: The Kansayaku sta directors to ensure a robust system Biddle Properties Inc	Annual Proponent Yuji Mgmt tutory auditor board sho of oversight and interna	Primary ISIN: JP3126190002 Mgmt Rec For uld be three-fourths independent and work co	Vote Instruction Against
Proposal Number 3.1 Urstadt	Proposal Text Appoint Statutory Auditor Morijiri, V Voter Rationale: The Kansayaku sta directors to ensure a robust system Biddle Properties Inc. : 08/16/2023 Country: USA	Annual Proponent Yuji Mgmt tutory auditor board sho of oversight and interna	Primary ISIN: JP3126190002 Mgmt Rec For uld be three-fourths independent and work co	Vote Instruction Against
Proposal Number 3.1 Urstadt Meeting Date: Proposal	Proposal Text Appoint Statutory Auditor Morijiri, V Voter Rationale: The Kansayaku stat directors to ensure a robust system Biddle Properties Ince : 08/16/2023 Country: USA Meeting Type	: Annual Proponent Yuji Mgmt tutory auditor board sho of oversight and interna C. : Special	Primary ISIN: JP3126190002 Mgmt Rec For Uld be three-fourths independent and work coll control. Ticker: UBA Primary ISIN: US9172862057 Mgmt	Vote Instruction Against Josely with the independent Primary SEDOL: 2256522 Vote
Proposal Number 3.1 Urstadt Meeting Date:	Proposal Text Appoint Statutory Auditor Morijiri, V Voter Rationale: The Kansayaku sta directors to ensure a robust system Biddle Properties Inc. : 08/16/2023 Country: USA	Annual Proponent Yuji Mgmt tutory auditor board sho of oversight and interna	Primary ISIN: JP3126190002 Mgmt Rec For uld be three-fourths independent and work of l control. Ticker: UBA Primary ISIN: US9172862057	Vote Instruction Against Nosely with the independent Primary SEDOL: 2256522

Voter Rationale: A vote AGAINST this proposal is warranted. Although cash severance is double trigger, the severance basis includes the value of executives' most recent annual equity awards and is therefore considered excessive. Moreover, outstanding equity awards for non-CEO NEOs will automatically accelerate upon closing.

ViaSat, Inc.

Meeting Date: 09/07/2023

Country: USA Meeting Type: Annual Ticker: VSAT

Primary ISIN: US92552V1008

Primary SEDOL: 2946243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	Against

Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Incentive plan features that allow for loans to exercise options are inconsistent with good practice and should be eliminated. This plan could lead to excessive dilution. Share options should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable. The remuneration committee should not allow vesting of incentive awards for substantially below median performance.

Vitasoy International Holdings Limited

Meeting Date: 08/28/2023		Country: Hong Kong Meeting Type: Annual		Ticker: 345	Ticker: 345		
				Primary ISIN: HK03450	01611 Primary SEDOL: 6927590		
Proposal Number	Proposal Text		Proponent	Mgmt Rec	Vote Instruction		
3A2	Elect Yvonne Mo	-ling Lo as Director	Mgmt	For	Against		
	Voter Rationale: The board should include at least 33% independent directors to ensure appropriate balance of independence and objectivity. For companies without an independent chairman, the board should have at least 50% independent directors. The remuneration committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness. The nomination committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness.						
3A3	Elect Peter Tak-s	hing Lo as Director	Mgmt	For	Against		
	Voter Rationale: The board should include at least 33% independent directors to ensure appropriate balance of independence and objectivity. For companies without an independent chairman, the board should have at least 50% independent directors. The remuneration committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness. The nomination committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness.						
3A4	Elect May Lo as	Director	Mgmt	For	Against		
	Voter Rationale: The board should include at least 33% independent directors to ensure appropriate balance of independence and objectivity. For companies without an independent chairman, the board should have at least 50% independent directors. The remuneration committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness. The nomination committee should be independent and this director's membership could hamper the committee's impartiality effectiveness.						
5A	Approve Issuanc Equity-Linked Se Preemptive Righ	curities without	Mgmt	For	Against		
	Voter Rationale: Any increase in capital of greater than 10% without pre-emption rights should be undertaken in exceptional circumstances only and fully justified by the company.						
5C	Authorize Reissu Shares	ance of Repurchased	Mgmt	For	Against		

Vitasoy International Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	
5D	Amend Share Award Scheme	Mgmt	For	Against	
	Voter Rationale: This plan could lead to excessive dilution. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.				
5E	Amend Share Option Scheme	Mgmt	For	Against	
	Voter Rationale: This plan could lead to excessive dilution. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Share options should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable.				

Webjet Limited

Meeting Date: 08/31/2023	Country: Australia Meeting Type: Annual	Ticker: WEB	
		Primary ISIN: AU000000WEB7	Primary SEDOL: 6015815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
1	Approve Remuneration Report	Mgmt	For	Against		
	Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Significant salary increases should be linked to material changes in the business or in the role and responsibilities of executive directors. The remuneration report does not articulate how executives performed against historic performance targets. The board should articulate how bonus payments reflect prior year performance, as well as outlining forward-looking targets that underpin long-term incentive plans. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Significant salary increases should be linked to material changes in the business or in the role and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Significant salary increases should be linked to material changes in the business or in the role and responsibilities of executive directors. The remuneration report does not articulate how executives performed against historic performance targets. The board should articulate how bonus payments reflect prior year performance, as well as outlining forward-looking targets that underpin long-term incentive plans.					
6	Approve Webjet Long Term Incentive Plan	Mgmt	For	Against		
	Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.					

Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.

Wizz Air Holdings Plc

Meeting Date: 08/02/2023

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Country: Jersey Meeting Type: Annual Ticker: WIZZ

Primary ISIN: JE00BN574F90

Primary SEDOL: BN574F9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction		
2	Approve Remuneration Report	Mgmt	For	Against		
	Voter Rationale: A vote AGAINST the remuneration report is warranted as there are proposing to amend the terms of the VCP after the share price has depreciated materially. They are looking to extend the £100 million plan by 2 years, there are other amendments noted below that also raise concern. The original vote on the VCP received significant dissent and the company has not provided a compelling enough rational for the extension and amendments to the excessive award.					
3	Approve Remuneration Policy	Mgmt	For	Against		
	Voter Rationale: A vote AGAINST the remuneration report is warranted as there are proposing to amend the terms of the VCP after the share price has depreciated materially. They are looking to extend the £100 million plan by 2 years, there are other amendments noted below that also raise concern. The original vote on the VCP received significant dissent and the company has not provided a compelling enough rational for the extension and amendments to the excessive award.					
4	Approve Amendments to the Creation Plan	/alue Mgmt	For	Against		
	Voter Rationale: A vote AGAINST the remuneration report is warranted as there are proposing to amend the terms of the VCP after the share price has depreciated materially. They are looking to extend the £100 million plan by 2 years, there are other amendments noted below that also raise concern. The original vote on the VCP received significant dissent and the company has not provided a compelling enough rational for the extension and amendments to the excessive award.					
9	Re-elect Barry Eccleston as Di	rector Mgmt	For	Against		
	Voter Rationale: A vote AGAIN with the remuneration structur		or is chair of the remuneration committee a s noted in item	nd there are notable issues		
10	Re-elect Barry Eccleston as Di (Independent Shareholder Vot	5	For	Against		
	Voter Rationale: A vote AGAINST is warranted as the director is chair of the remuneration committee and there are notable issues with the remuneration structure and proposed amendments noted in item					
Xero Lir	nited					
Meeting Dates		New Zealand F ype: Annual	Ticker: XRO			
			Primary ISIN: NZXROE0001S2	Primary SEDOL: B8P4LP4		
			Mamt	Vote		
Proposal						

Elect Mark Cross as DirectorMgmtForAgainstVoter Rationale: We expect say-on-pay resolution to a shareholder vote at the AGM, and we are concerned about the problematic pay
practices that the poor disclosure and the lack of meaningful performance hurdles still persist.Against

Approve Xero Limited USA Incentive Mgmt For Against Scheme

Voter Rationale: Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.



Contact Us

Columbia Threadneedle Investments

Cannon Place 87 Cannon Street London EC4N 6AG Tel: +44 (0) 20 7628 8000

www.columbiathreadneedle.com

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