



Proxy Voting Report

July 1, 2021 to June 30, 2022

Addenda Income Focus Fund

Adidas AG

Voted Ticker:	Ballot Voted: 04/25/2022 Country Of Trade: DE	Vote Deadline Date: 04/29/2022 Shares Voted: 1,360	Record Date: 05/05/2022 Ballot Security ID: CINS-D0066B185
Annual Meeting Agenda: 05/12/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Agenda Item		
3	Allocation of Profits/Dividends	For	For
4	Ratification of Management Board Acts	For	For
5	Ratification of Supervisory Board Acts	For	For
6	Remuneration Report <i>Vote Note:</i> The company's long-term incentive program uses less than three years of performance. Performance conditions should be measured over at least three consecutive years.	For	Against
7	Supervisory Board Remuneration Policy	For	For
8	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For
9	Appointment of Auditor (FY2022)	For	For
10	Appointment of Auditor (FY2023)	For	For
11	Non-Voting Meeting Note		
12	Non-Voting Meeting Note		
13	Non-Voting Meeting Note		
14	Non-Voting Meeting Note		
15	Non-Voting Meeting Note		
16	Non-Voting Meeting Note		
17	Non-Voting Meeting Note		

Capgemini

Voted Ticker:	Ballot Voted: 05/05/2022 Country Of Trade: FR	Vote Deadline Date: 05/13/2022 Shares Voted: 2,613	Record Date: 05/16/2022 Ballot Security ID: CINS-F4973Q101
Mix Meeting Agenda: 05/19/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Non-Voting Meeting Note		
4	Non-Voting Meeting Note		
5	Non-Voting Meeting Note		
6	Accounts and Reports	For	For
7	Consolidated Accounts and Reports	For	For
8	Allocation of Profits/Dividends	For	For
9	Special Auditors Report on Regulated Agreements	For	For
10	2021 Remuneration Report	For	For

Capgemini

Proposal	Proposal Text	Management Recommendation	Vote Cast
11	2021 Remuneration of Paul Hermelin, Chair	For	For
12	2021 Remuneration of Aiman Ezzat, CEO	For	For
13	2022 Remuneration Policy (Chair, Until May 19, 2022)	For	For
14	2022 Remuneration Policy (Chair, From May 20, 2022)	For	For
15	2022 Remuneration Policy (CEO) Vote Note: This company has the concerning executive compensation practice we selected for engagement this year, namely, lack of clawback or recovery provisions. We will contact the company to explain our concerns and encourage better compensation practices.	For	For
16	2022 Remuneration Policy (Board of Directors)	For	For
17	2022 Directors' Fees	For	For
18	Elect Maria Ferraro	For	For
19	Elect Olivier Roussat	For	For
20	Elect Paul Hermelin	For	For
21	Elect Xavier Musca	For	For
22	Elect Frédéric Oudéa Vote Note: Vote against Chair of nom/gov committee if board is classified.	For	Against
23	Authority to Repurchase and Reissue Shares	For	For
24	Amendments to Articles Regarding Directors' Share Ownership Requirements	For	For
25	Authority to Cancel Shares and Reduce Capital	For	For
26	Authority to Increase Capital Through Capitalisations	For	For
27	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For
28	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offers	For	For
29	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For
30	Authority to Set Offering Price of Shares	For	For
31	Greenshoe	For	For
32	Authority to Increase Capital in Consideration for Contributions In Kind	For	For
33	Authority to Issue Performance Shares	For	For
34	Employee Stock Purchase Plan	For	For
35	Stock Purchase Plan for Overseas Employees	For	For
36	Authorisation of Legal Formalities	For	For
37	Non-Voting Meeting Note		

Coca Cola HBC AG

Voted Ticker:	Ballot Voted: 06/10/2022 Country Of Trade: CH	Vote Deadline Date: 06/14/2022 Shares Voted: 15,543	Record Date: 06/17/2022 Ballot Security ID: CINS-H1512E100
---------------	--	--	---

Annual Meeting Agenda: 06/21/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Accounts and Reports	For	For
4	Allocation of Losses	For	For
5	Dividend from Reserves	For	For
6	Ratification of Board and Management Acts	For	For
7	Elect Anastassis G. David Vote Note: The company classifies 7 of the 13 directors as Not Independent, which is significantly higher than the 1/3 maximum established in our proxy policy. We oppose the nomination of the above non-independent directors.	For	Against
8	Elect Zoran Bogdanovic Vote Note: The company classifies 7 of the 13 directors as Not Independent, which is significantly higher than the 1/3 maximum established in our proxy policy. We oppose the nomination of the above non-independent directors.	For	Against
9	Elect Charlotte J. Boyle	For	For
10	Elect Reto Francioni Vote Note: The chair of the board, Anastassis G. David, has served on the board for 16 years. The board has not outlined a succession plan for the chair, and tenure has been a high profile issue since the unveiling of the 2018 UK Corporate Governance Code. Mr. Francioni serves as the chair of the nomination committee. GL advises a vote against the chair of the nomination committee in response to a perceived lack of succession transparency, however there is nothing in our proxy voting policy that would support a vote against the chair in this case. Therefore we will vote 'for'.	For	For

Coca Cola HBC AG

Proposal	Proposal Text	Management Recommendation	Vote Cast
11	Elect Sola David-Borha	For	For
12	Elect William Douglas	For	For
13	Elect Anastasios I. Leventis Vote Note: The company classifies 7 of the 13 directors as Not Independent, which is significantly higher than the 1/3 maximum established in our proxy policy. We oppose the nomination of the above non-independent directors.	For	Against
14	Elect Christo Leventis Vote Note: The company classifies 7 of the 13 directors as Not Independent, which is significantly higher than the 1/3 maximum established in our proxy policy. We oppose the nomination of the above non-independent directors.	For	Against
15	Elect Alexandra Papalexopoulou-Benopoulou	For	For
16	Elect Ryan Rudolph Vote Note: The company classifies 7 of the 13 directors as Not Independent, which is significantly higher than the 1/3 maximum established in our proxy policy. We oppose the nomination of the above non-independent directors.	For	Against
17	Elect Anna Diamantopoulou	For	For
18	Elect Bruno Pietracci Vote Note: The company classifies 7 of the 13 directors as Not Independent, which is significantly higher than the 1/3 maximum established in our proxy policy. We oppose the nomination of the above non-independent directors.	For	Against
19	Elect Henrique Braun Vote Note: The company classifies 7 of the 13 directors as Not Independent, which is significantly higher than the 1/3 maximum established in our proxy policy. We oppose the nomination of the above non-independent directors.	For	Against
20	Election of Independent Proxy	For	For
21	Appointment of Auditor	For	For
22	Advisory Vote on Re-Appointment of the Independent Registered Public Accounting Firm for UK Purposes	For	For
23	Remuneration Report Vote Note: Previous year: voted against (Discretionary adjustments were made to performance conditions) Discretionary adjustments were again made to the company's STIP and LTIP payouts despite 28% shareholder dissent to remuneration reports at last year's AGM. The remuneration committee adjusted the PSP award granted in 2019. Vesting levels for the LTIP are 75% of total (down from 90%), whereas levels based on the original target would have been 23% of total. According to the committee, they believe "that the decisions (they) took were necessary to retain and incentivise the broader management team, in addition to the executive leadership and CEO", however GL notes that "such adjustments have been rare among the company's peers". In the past we have voted against discretionary awards that are just brought in to incentivize retention despite performance targets for LTIs not being met, and will do so again.	For	Against
24	Remuneration Policy	For	For
25	Swiss Remuneration Report Vote Note: Previous year: voted against (Discretionary adjustments were made to performance conditions) Discretionary adjustments were again made to the company's STIP and LTIP payouts despite 28% shareholder dissent to remuneration reports at last year's AGM. The remuneration committee adjusted the PSP award granted in 2019. Vesting levels for the LTIP are 75% of total (down from 90%), whereas levels based on the original target would have been 23% of total. According to the committee, they believe "that the decisions (they) took were necessary to retain and incentivise the broader management team, in addition to the executive leadership and CEO", however GL notes that "such adjustments have been rare among the company's peers". In the past we have voted against discretionary awards that are just brought in to incentivize retention despite performance targets for LTIs not being met, and will do so again.	For	Against
26	Directors' Fees	For	For
27	Approval of the Maximum Aggregate Amount of the Remuneration for the Executive Leadership Team	For	For
28	Authority to Repurchase Shares	For	For
29	Amendments to Articles	For	For
30	Non-Voting Meeting Note		
31	Non-Voting Meeting Note		

Essilorluxottica

Voted Ticker:	Ballot Voted: 05/10/2022 Country Of Trade: FR	Vote Deadline Date: 05/19/2022 Shares Voted: 3,022	Record Date: 05/20/2022 Ballot Security ID: CINS-F31665106
Mix Meeting Agenda: 05/25/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Non-Voting Meeting Note		
4	Non-Voting Meeting Note		
5	Accounts and Reports; Non Tax-Deductible Expenses	For	For

Essilorluxottica

Proposal	Proposal Text	Management Recommendation	Vote Cast
6	Consolidated Accounts and Reports	For	For
7	Allocation of Losses/Dividends	For	For
8	Ratification of the Co-option of Virginie Mercier Pitre	For	For
9	Special Auditors Report on Regulated Agreements	For	For
10	2021 Remuneration Report	For	For
11	2021 Remuneration of Leonardo Del Vecchio, Chair	For	For
12	2021 Remuneration of Francesco Milleri, CEO Vote Note: Excessive compensation; Insufficient response to shareholder dissent	For	Against
13	2021 Remuneration of Paul du Saillant, Deputy CEO Vote Note: Excessive compensation; Insufficient response to shareholder dissent	For	Against
14	2022 Remuneration Policy (Board of Directors)	For	For
15	2022 Remuneration Policy (Chair)	For	For
16	2022 Remuneration Policy (CEO) Vote Note: Insufficient response to shareholder dissent; Excessive compensation	For	Against
17	2022 Remuneration Policy (Deputy CEO) Vote Note: Insufficient response to shareholder dissent; Excessive compensation	For	Against
18	Authority to Repurchase and Reissue Shares	For	For
19	Authority to Cancel Shares and Reduce Capital	For	For
20	Authorisation of Legal Formalities	For	For
21	Non-Voting Meeting Note		
22	Non-Voting Meeting Note		

Fresenius SE & Co. KGaA

Voted Ticker: **Ballot Voted:** 04/27/2022 **Country Of Trade:** DE **Vote Deadline Date:** 05/04/2022 **Shares Voted:** 12,761 **Record Date:** 04/22/2022 **Ballot Security ID:** CINS-D27348263

Annual Meeting Agenda: 05/13/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Non-Voting Meeting Note		
4	Non-Voting Meeting Note		
5	Non-Voting Meeting Note		
6	Accounts and Reports	For	For
7	Allocation of Profits/Dividends	For	For
8	Ratification of General Partner Acts	For	For
9	Ratification of Supervisory Board Acts	For	For
10	Appointment of Auditor	For	For
11	Remuneration Report Vote Note: Highlights of the new remuneration policy effective January 1, 2021 and approved at the 2021 AGM: • (+) STIP: Introduction of ESG targets, removal of minimum guaranteed vesting level, introduction of recovery provisions • (+) Removal of authority to grant discretionary bonuses • (+) LTIP has a 4-year performance period • (+) Pay aligned with performance The base salaries for the CEO and CFO of Fresenius and CEO of Helios increased by 45%, 21% and 59% respectively in the past fiscal year. The company explains that the increase results from the implementation of the new remuneration 2021 policy, in which they eliminated the minimum guaranteed bonus (which previously was considered a fixed pay element), therefore the net total amount of fixed pay significantly decreased (-29% to -44%) for all management board members in FY2021 despite the increase in base salary.	For	For
12	Elect Susanne Zeidler	For	For
13	Elect Christoph Zindel	For	For
14	Elect Susanne Zeidler as Joint Committee Member	For	For
15	Increase in Authorised Capital	For	For
16	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	For	For
17	Authority to Repurchase and Reissue Shares	For	For
18	Authority to Repurchase Shares Using Equity Derivatives	For	For

Grifols SA

Voted Ticker: **Ballot Voted:** 06/08/2022 **Country Of Trade:** ES **Vote Deadline Date:** 06/02/2022 **Shares Voted:** 24,176 **Record Date:** 06/03/2022 **Ballot Security ID:** CINS-E5706X215

Ordinary Meeting Agenda: 06/09/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Non-Voting Meeting Note		
4	Individual Accounts and Reports; Allocation of Profits/Dividends	For	For
5	Consolidated Accounts and Reports	For	For
6	Report on Non-Financial Information	For	For
7	Ratification of Board Acts	For	For
8	Appointment of Auditor (KPMG)	For	For
9	Non-Voting Agenda Item		
10	Non-Voting Agenda Item		
11	Elect Montserrat Muñoz Abellana	For	For
12	Elect Susana González Rodríguez	For	For
13	Amendments to Articles (Remote Attendance)	For	For
14	Amendments to Articles (Remuneration)	For	For
15	Amendments to Articles (Audit Committee)	For	For
16	Amendments to Articles (Annual Accounts)	For	For
17	Amendments to General Meeting Regulations (Information)	For	For
18	Amendments to General Meeting Regulations (Remote Attendance)	For	For
19	Non-Voting Agenda Item		
20	Remuneration Report	For	For
21	Remuneration Policy	For	For
22	Authority to Set Extraordinary General Meeting Notice Period at 15 days	For	For
23	Authorisation of Legal Formalities	For	For
24	Non-Voting Meeting Note		

Kerry Group plc

Voted Ticker: **Ballot Voted:** 04/25/2022 **Country Of Trade:** IE **Vote Deadline Date:** 04/21/2022 **Shares Voted:** 3,523 **Record Date:** 04/22/2022 **Ballot Security ID:** CINS-G52416107

Annual Meeting Agenda: 04/28/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Accounts and Reports	For	For
4	Final Dividend	For	For
5	Elect Fiona Dawson	For	For
6	Elect Michael T. Kerr	For	For
7	Elect Gerry Behan	For	For
8	Elect Hugh Brady	For	For
9	Elect Karin L. Dorrepaal	For	For
10	Elect Emer Gilvarry	For	For
11	Elect Marguerite Larkin	For	For
12	Elect Tom Moran	For	For
13	Elect Christopher Rogers	For	For
14	Elect Edmond Scanlan	For	For
15	Elect Jinlong Wang	For	For
16	Authority to Set Auditor's Fees	For	For
17	Increase in NED Fee Cap	For	For
18	Remuneration Report	For	For
19	Authority to Issue Shares w/ Preemptive Rights	For	For

Kerry Group plc

Proposal	Proposal Text	Management Recommendation	Vote Cast
20	Authority to Issue Shares w/o Preemptive Rights	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For
22	Authority to Repurchase Shares	For	For
23	Adoption of New Articles of Association	For	For
24	Non-Voting Meeting Note		

Koninklijke Philips N.V.

Voted Ticker:	Ballot Voted: 04/25/2022 Country Of Trade: NL	Vote Deadline Date: 05/02/2022 Shares Voted: 9,918	Record Date: 04/12/2022 Ballot Security ID: CINS-N7637U112
Annual Meeting Agenda: 05/10/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Non-Voting Agenda Item		
4	Non-Voting Agenda Item		
5	Accounts and Reports	For	For
6	Allocation of Profits/Dividends	For	For
7	Remuneration Report Vote Note: Pay and performance disconnect	For	Against
8	Ratification of Management Board Acts	For	For
9	Ratification of Supervisory Board Acts	For	For
10	Elect Paul Stoffels to the Supervisory Board	For	For
11	Elect Marc Harrison to the Supervisory Board	For	For
12	Elect Herna Verhagen to the Supervisory Board	For	For
13	Elect Sanjay J. Poonem to the Supervisory Board	For	For
14	Appointment of Auditor	For	For
15	Authority to Issue Shares w/ Preemptive Rights	For	For
16	Authority to Suppress Preemptive Rights	For	For
17	Authority to Repurchase Shares	For	For
18	Cancellation of Shares	For	For
19	Non-Voting Agenda Item		
20	Non-Voting Meeting Note		
21	Non-Voting Meeting Note		

Prudential plc

Voted Ticker:	Ballot Voted: 05/17/2022 Country Of Trade: GB	Vote Deadline Date: 05/20/2022 Shares Voted: 38,613	Record Date: 05/24/2022 Ballot Security ID: CINS-G72899100
Annual Meeting Agenda: 05/26/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Accounts and Reports	For	For
2	Remuneration Report	For	For
3	Elect George D. Sartorel	For	For
4	Elect Shriti Vadera	For	For
5	Elect Jeremy Anderson	For	For
6	Elect Mark FitzPatrick	For	For
7	Elect CHUA Sock Koong	For	For
8	Elect David Law	For	For
9	Elect Ming Lu	For	For
10	Elect Philip Remnant	For	For

Prudential plc

Proposal	Proposal Text	Management Recommendation	Vote Cast
11	Elect Stuart James Turner	For	For
12	Elect Thomas R. Watjen	For	For
13	Elect Jeanette Wong	For	For
14	Elect Yok Tak Amy Yip	For	For
15	Appointment of Auditor	For	For
16	Authority to Set Auditor's Fees	For	For
17	Authorisation of Political Donations	For	For
18	Authority to Issue Shares w/ Preemptive Rights	For	For
19	Authority to Issue Repurchased Shares w/ Preemptive Rights	For	For
20	Authority to Issue Shares w/o Preemptive Rights	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For
22	International Savings-Related Share Option Scheme for Non-Employees	For	For
23	Authority to Repurchase Shares	For	For
24	Authority to Set General Meeting Notice Period at 14 Days	For	For

Sap SE

Voted Ticker:	Ballot Voted: 05/05/2022 Country Of Trade: DE	Vote Deadline Date: 05/09/2022 Shares Voted: 3,530	Record Date: 04/26/2022 Ballot Security ID: CINS-D66992104
Annual Meeting Agenda: 05/18/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Agenda Item		
3	Allocation of Profits/Dividends	For	For
4	Ratification of Management Board Acts	For	For
5	Ratification of Supervisory Board Acts	For	For
6	Appointment of Auditor (FY 2022)	For	For
7	Appointment of Auditor FY (2023)	For	For
8	Remuneration Report Vote Note: Insufficient response to shareholder dissent	For	For
9	Elect Hasso Plattner	For	For
10	Elect Rouven Westphal	For	For
11	Elect Gunnar Wiedenfels	For	For
12	Elect Jennifer Xin-Zhe Li	For	For
13	Supervisory Board Remuneration Policy	For	For
14	Non-Voting Meeting Note		
15	Non-Voting Meeting Note		
16	Non-Voting Meeting Note		
17	Non-Voting Meeting Note		

Schneider Electric SE

Voted Ticker:	Ballot Voted: 04/25/2022 Country Of Trade: FR	Vote Deadline Date: 04/29/2022 Shares Voted: 3,829	Record Date: 05/02/2022 Ballot Security ID: CINS-F86921107
Mix Meeting Agenda: 05/05/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Non-Voting Meeting Note		
4	Non-Voting Meeting Note		
5	Accounts and Reports; Non Tax-Deductible Expenses	For	For

Schneider Electric SE

Proposal	Proposal Text	Management Recommendation	Vote Cast
6	Consolidated Accounts and Reports	For	For
7	Allocation of Profits/Dividends	For	For
8	Special Auditors Report on Regulated Agreements	For	For
9	Appointment of Auditor (Mazars); Non-Renewal of Alternate Auditor (Thierry Blanchetier)	For	For
10	Appointment of Auditor (PricewaterhouseCoopers); Non-Renewal of Alternate Auditor (Auditex)	For	For
11	2021 Remuneration Report Vote Note: This company has the concerning executive compensation practice we selected for engagement this year, namely, lack of clawback or recovery provisions. We will contact the company to explain our concerns and encourage better compensation practices.	For	For
12	2021 Remuneration of Jean-Pascal Tricoire, Chair and CEO Vote Note: This company has the concerning executive compensation practice we selected for engagement this year, namely, lack of clawback or recovery provisions. We will contact the company to explain our concerns and encourage better compensation practices.	For	For
13	2022 Remuneration Policy (Chair and CEO) Vote Note: This company has the concerning executive compensation practice we selected for engagement this year, namely, lack of clawback or recovery provisions. We will contact the company to explain our concerns and encourage better compensation practices.	For	For
14	2022 Remuneration Policy (Board of Directors)	For	For
15	Elect Linda Knoll	For	For
16	Elect Anders Runevad	For	For
17	Elect Nivedita Krishnamurthy Bhagat	For	For
18	Authority to Repurchase and Reissue Shares	For	For
19	Authority to Issue Performance Shares	For	For
20	Employee Stock Purchase Plan	For	For
21	Stock Purchase Plan for Overseas Employees	For	For
22	Merger by Absorption of IGE+XAO	For	For
23	Authorisation of Legal Formalities	For	For
24	Non-Voting Meeting Note		
25	Non-Voting Meeting Note		

Worldline

Voted Ticker:	Ballot Voted: 05/20/2022 Country Of Trade: FR	Vote Deadline Date: 06/03/2022 Shares Voted: 8,093	Record Date: 06/06/2022 Ballot Security ID: CINS-F9867T103
Mix Meeting Agenda: 06/09/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Non-Voting Meeting Note		
2	Non-Voting Meeting Note		
3	Non-Voting Meeting Note		
4	Non-Voting Meeting Note		
5	Non-Voting Meeting Note		
6	Non-Voting Meeting Note		
7	Non-Voting Meeting Note		
8	Non-Voting Meeting Note		
9	Technical Amendments to Articles	For	For
10	Amendments to Articles Regarding Employee Representatives' Terms	For	For
11	Accounts and Reports; Non Tax-Deductible Expenses	For	For
12	Consolidated Accounts and Reports	For	For
13	Allocation of Losses	For	For
14	Transfer of Reserves	For	For
15	Related Party Transactions (Deutscher Sparkassen Verlag GmbH - DSV)	For	For
16	Elect Mette Kamsvåg	For	For
17	Elect Caroline Parot	For	For
18	Elect Georges Pauget	For	For
19	Elect Luc Rémont	For	For
20	Elect Michael Stollarz	For	For
21	Elect Susan M. Tolson	For	For

Worldline

Proposal	Proposal Text	Management Recommendation	Vote Cast
22	Elect Johannes Dijsselhof as Censor Vote Note: The board has not provided a compelling reason for this appointment and Johannes Dijsselhof is the CEO of SIX Group AG, which beneficially owns 10.6% and 18.8% of the Company's share capital and voting rights, respectively. Currently, SIX Group AG have three directors on the board, which is proportionate to its stake in the Company. If Johannes Dijsselhof is appointed the percentage of directors representing SIX Group AG in the board will exceed its share ownership in the Company.	For	Against
23	Appointment of Auditor (Deloitte)	For	For
24	Non-Renewal of Alternate Auditor (B.E.A.S.)	For	For
25	Relocation of Corporate Headquarters	For	For
26	2021 Remuneration Report	For	For
27	2021 Remuneration of Bernard Bourigeaud, Chair	For	For
28	2021 Remuneration of Gilles Grapinet, CEO Vote Note: It is not clear that the executive compensation program sufficiently ties pay with performance in a manner that aligns executives with the interests of long-term shareholders. For example: <ul style="list-style-type: none"> In response to the significant shareholder dissent at last year's AGM, the board of directors decided to reduce by 25% the number of stock options and performance shares granted in 2019 that vest in 2022. However, the Company has not disclosed what the original targets and payouts under the incentive plans were prior to the adjustments, thus demonstrating a lack of transparency. The Company appears to deviate from the executive remuneration policy with an annual frequency in recent years, while adjustment to the remuneration should purely be made in exceptional circumstances. This frequency of adjustments may undermine the integrity of a company's incentive system and call into question whether the remuneration committee is truly committed to creating a tight link between pay and performance. 	For	Against
29	2021 Remuneration of Marc-Henri Desportes, Deputy CEO Vote Note: It is not clear that the executive compensation program sufficiently ties pay with performance in a manner that aligns executives with the interests of long-term shareholders. For example: <ul style="list-style-type: none"> In response to the significant shareholder dissent at last year's AGM, the board of directors decided to reduce by 25% the number of stock options and performance shares granted in 2019 that vest in 2022. However, the Company has not disclosed what the original targets and payouts under the incentive plans were prior to the adjustments, thus demonstrating a lack of transparency. The Company appears to deviate from the executive remuneration policy with an annual frequency in recent years, while adjustment to the remuneration should purely be made in exceptional circumstances. This frequency of adjustments may undermine the integrity of a company's incentive system and call into question whether the remuneration committee is truly committed to creating a tight link between pay and performance. 	For	Against
30	2022 Remuneration Policy (Chair)	For	For
31	2022 Remuneration Policy (CEO)	For	For
32	2022 Remuneration Policy (Deputy CEO)	For	For
33	2022 Remuneration Policy (Board of Directors)	For	For
34	Authority to Repurchase and Reissue Shares	For	For
35	Authority to Cancel Shares and Reduce Capital	For	For
36	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For
37	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For
38	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For
39	Greenshoe	For	For
40	Authority to Increase Capital in Consideration for Contributions In Kind	For	For
41	Authority to Increase Capital Through Capitalisations	For	For
42	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Specified Categories Related to Ingenico)	For	For
43	Employee Stock Purchase Plan	For	For
44	Stock Purchase Plan for Overseas Employees	For	For
45	Authority to Grant Stock Options	For	For
46	Authority to Issue Performance Shares	For	For
47	Authorisation of Legal Formalities	For	For

Comcast Corporation

Voted Ticker: CMCSA	Ballot Voted: 05/25/2022 Country Of Trade: US	Vote Deadline Date: 05/31/2022 Shares Voted: 1,849	Record Date: 04/04/2022 Ballot Security ID: CUSIP9-20030N101
Annual Meeting Agenda: 06/01/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Election of Directors 1.1 Elect Kenneth J. Bacon Vote Note: Nominee is chair of the nominating/governance committee and the board is less than 30% women or the board has less than 3 women. 1.2 Elect Madeline S. Bell	For	Withhold
		For	For

Comcast Corporation

Proposal	Proposal Text	Management Recommendation	Vote Cast
1.3	Elect Edward D. Breen	For	For
1.4	Elect Gerald L. Hassell	For	For
1.5	Elect Jeffrey A. Honickman	For	For
1.6	Elect Maritza Gomez Montiel	For	For
1.7	Elect Asuka Nakahara	For	For
1.8	Elect David C. Novak	For	For
1.9	Elect Brian L. Roberts	For	For
2	Advisory vote on executive compensation Vote Note: The total CEO compensation paid by the Company may be considered excessive. However, the CEO's compensation for 2021 is not drastically different from their compensation received in previous years. In fact, in late 2021 the compensation committee and Mr. Roberts mutually agreed to reduce his annual base salary by approximately 24.5%, which impacts the calculation of his STI award. Further improvements to the compensation plan include increasing the weighting of quantitative metrics for the STIP, as well as increasing the performance period for PSUs (ROIC and relative adjusted EPS growth) granted under the LTIP for 2021 to three years, rather than annually over a five-year period. We recognize the Company's response to shareholder concerns and improvements to the compensation program.	For	For
3	Ratification of Auditor	For	For
4	Shareholder Proposal Regarding Charitable Contributions Disclosure Vote Note: Shareholder proposal is anti-social.	Against	Against
5	Shareholder Proposal Regarding a Racial Equity Audit Vote Note: The requested audit would help to identify and mitigate potentially significant risks	Against	For
6	Shareholder Proposal Regarding EEO Policy Risk Report Vote Note: Shareholder proposal is anti-social.	Against	Against
7	Shareholder Proposal Regarding Report on Effectiveness of Workplace Sexual Harassment and Discrimination Policies Vote Note: Employees and shareholders would benefit from an independent investigation into efficacy of harassment policies	Against	For
8	Shareholder Proposal Regarding Aligning Climate Goals With Employee Retirement Options	Against	Against

Fortive Corporation

Voted	Ballot Voted: 06/01/2022	Vote Deadline Date: 06/06/2022	Record Date: 04/11/2022
Ticker: FTV	Country Of Trade: US	Shares Voted: 2,107	Ballot Security ID: CUSIP9-34959J108
Annual Meeting Agenda: 06/07/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Elect Daniel L. Comas	For	For
2	Elect Sharmistha Dubey	For	For
3	Elect Rejji P. Hayes	For	For
4	Elect Wright L. Lassiter III	For	For
5	Elect James A. Lico	For	For
6	Elect Kate D. Mitchell	For	For
7	Elect Jeannine P. Sargent	For	For
8	Elect Alan G. Spoon	For	For
9	Advisory Vote on Executive Compensation Vote Note: RSU performance is measured over one year but vested on third and fourth anniversaries of the grant, PSU performance is measured over 3 years, stock options vest over four years.	For	For
10	Ratification of Auditor	For	For
11	Elimination of Supermajority Requirement	For	For
12	Shareholder Proposal Regarding Simple Majority Vote Vote Note: We are supporting management proposal 4.0 (Elimination of supermajority requirement) which would make this shareholder proposal redundant, therefore we do not support it.	Against	Against

Unitedhealth Group Inc.

Voted Ticker: UNH	Ballot Voted: 05/26/2022 Country Of Trade: US	Vote Deadline Date: 06/03/2022 Shares Voted: 581	Record Date: 04/08/2022 Ballot Security ID: CUSIP9-91324P102
Annual Meeting Agenda: 06/06/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Elect Timothy P. Flynn	For	For
2	Elect Paul R. Garcia	For	For
3	Elect Stephen J. Hemsley	For	For
4	Elect Michele J. Hooper	For	For
5	Elect F. William McNabb, III	For	For
6	Elect Valerie C. Montgomery Rice	For	For
7	Elect John H. Noseworthy Vote Note: We are opposing the nomination of this director because they are the chair of the nominating/governance committee, and the board has less than 3 (or 30%) women. The Company has also not publicly disclosed a board gender diversity policy that includes the goal of having at least 3 (or 30%) gender diverse directors within a reasonable period of time.	For	Against
8	Elect Andrew Witty	For	For
9	Advisory Vote on Executive Compensation	For	For
10	Ratification of Auditor	For	For
11	Shareholder Proposal Regarding Severance Approval Policy Vote Note: It is in the best interest of the Company's shareholders to be protected from large management termination packages for one person. Shareholder ratification of "golden parachute" severance packages with a total cost exceeding 2.99 times base salary plus target short-term bonus better aligns management pay with shareholder interests.	Against	For
12	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Vote Note: The Company publishes an annual Political Contributions and Related Activity Report which describes the criteria it employs in its political spending, as well as an itemized list of trade association to which it pay dues. The Company has board level oversight and monitoring of political contributions and decision making. While we agree that disclosure concerning alignment of political expenditures and company values can be improved more broadly, the Company is not an outlier from its peers in its disclosure of political spending activities, and the company has demonstrated awareness of this issue in light of its suspension of political contributions following the January 6 th attack on the Capitol.	Against	Against

Brookfield Asset Management Inc.

Voted Ticker: BAM	Ballot Voted: 06/04/2022 Country Of Trade: CA	Vote Deadline Date: 06/07/2022 Shares Voted: 40,650	Record Date: 04/22/2022 Ballot Security ID: CUSIP9-112585104
Annual Meeting Agenda: 06/10/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Election of Directors		
	1.1 Elect M. Elyse Allan	For	For
	1.2 Elect Angela F. Braly	For	For
	1.3 Elect Janice Fukakusa	For	For
	1.4 Elect V. Maureen Kempston Darkes	For	For
	1.5 Elect Frank J. McKenna Vote Note: Multi-class share structure with unequal voting rights	For	Withhold
	1.6 Elect Hutham S. Olayan	For	For
	1.7 Elect Seek Ngee Huat	For	For
	1.8 Elect Diana L. Taylor	For	For
2	Appointment of Auditor and Authority to Set Fees	For	For
3	Advisory Vote on Executive Compensation Vote Note: Performance related compensation is not explicitly linked to a variety of specific objective measures of the company's operational and financial performance.	For	Against
4	Shareholder Proposal Regarding Adoption of Targets Consistent with Paris-Aligned Climate Goals Vote Note: Favor increased environmental reporting/responsibility.	Against	For

Canadian National Railway Co.

Voted Ticker: CNI	Ballot Voted: 05/13/2022 Country Of Trade: CA	Vote Deadline Date: 05/18/2022 Shares Voted: 8,940	Record Date: 04/05/2022 Ballot Security ID: CUSIP9-136375102
-----------------------------	--	---	---

Annual Meeting Agenda: 05/20/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Elect Shauneen Bruder	For	For
2	Elect Jo-ann dePass Olsovsky	For	For
3	Elect David Freeman	For	For
4	Elect Denise Gray	For	For
5	Elect Justin M. Howell	For	For
6	Elect Susan C. Jones	For	For
7	Elect Robert M. Knight, Jr.	For	For
8	Elect Kevin G. Lynch	For	For
9	Elect Margaret A. McKenzie	For	For
10	Elect Robert L. Phillips	For	For
11	Elect Tracy Robinson	For	For
12	Appointment of Auditor Vote Note: We consider the fees to be reasonable, and only exceed our policy's threshold by 0.38%.	For	For
13	Advisory Vote on Executive Compensation	For	For
14	Advisory Vote on Climate Action Plan Vote Note: The Company has demonstrated a good level of climate-related risks and opportunities management: <ul style="list-style-type: none"> • Targets certified by SBTi (NZ target aligned with SBTi, and near term target aligned with a well below 2-degree scenario) • Net Zero Target 2050 • Disclose GHG emissions on scopes 1-2-3, with reduction target on all scopes. • GHG emissions verified by a third party • Scenario analysis (1.5C, transition and physical risk) conducted and disclosed • Reports to TCFD recommendations • Energy efficiency metric integrated into the executive compensation • The Board has a committee (Governance, sustainability and safety Committee) responsible to oversee these climate-related risks and opportunities. 	For	For

Dollarama Inc.

Voted Ticker: DLMAF	Ballot Voted: 05/26/2022 Country Of Trade: CA	Vote Deadline Date: 06/03/2022 Shares Voted: 20,010	Record Date: 04/14/2022 Ballot Security ID: CUSIP9-25675T107
-------------------------------	--	--	---

Annual Meeting Agenda: 06/08/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Elect Joshua Bekenstein	For	For
2	Elect Gregory David	For	For
3	Elect Elisa D. Garcia	For	For
4	Elect Stephen K. Gunn	For	For
5	Elect Kristin Mugford	For	For
6	Elect Nicholas Nomicos	For	For
7	Elect Neil Rossy	For	For
8	Elect Samira Sakhia	For	For
9	Elect Huw Thomas	For	For
10	Appointment of Auditor and Authority to Set Fees	For	For
11	Advisory Vote on Executive Compensation Vote Note: An improvement for the year in review is the Company has included a 3-year performance metric for its long term incentive program.	For	For
12	Shareholder Proposal Regarding Use of Third-Party Staffing Agencies Vote Note: We note the Company's vendor code of conduct outlines expectations for vendor workplace standards including those regarding labor agency relationships. The code further outlines expectations for suppliers to comply with all laws and regulations in the countries in which they operate. Freedom of association is one of the fundamental freedoms protected by and embedded in the Canadian Charter of Rights and Freedoms and in the Charter of Human Rights and Freedoms of Quebec, among others. The Company's board human resources and compensation committee also has oversight and responsibility for monitoring human capital management policies and practices. We recognize the importance of monitoring the issue given the nature and scope of the Company's operations and the fact it could face significant risks with respect to the management of its employees and other stakeholders, particularly in light of the COVID-19 pandemic and trends in the broader labor market. However, in the absence of evidence that the Company has violated any laws or regulations regarding its workforce or that the Company's current management of this issue is deficient, we are voting Against this proposal at this time.	Against	Against

Dollarama Inc.

Proposal	Proposal Text	Management Recommendation	Vote Cast
13	<p>Shareholder Proposal Regarding French as Official Company Language</p> <p>Vote Note: It is not clear that the adoption of this proposal will clearly lead to an increase in shareholder value. The Company operates in French and English, complies with the Charter of French Language and provides equal and accessible resources for English and French-speaking clients, employees and shareholders.</p>	Against	Against

Sagen MI Canada Inc.

Voted Ticker:	Ballot Voted: 06/06/2022 Country Of Trade: CA	Vote Deadline Date: 06/07/2022 Shares Voted: 1,000	Record Date: 04/28/2022 Ballot Security ID: CUSIP9-786688309
Annual Meeting Agenda: 06/10/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Election of Directors		
1.1	Elect Dana Ades-Landy	For	For
1.2	Elect Sharon Giffen	For	For
1.3	Elect Lyndsay Hatlelid	For	Withhold
	Vote Note: The board is less than 66% independent (at a controlled company) and this candidate is not considered independent.		
1.4	Elect Martin Laguerre	For	Withhold
	Vote Note: The board is less than 66% independent (at a controlled company) and this candidate is not considered independent.		
1.5	Elect Stuart Levings	For	Withhold
	Vote Note: The board is less than 66% independent (at a controlled company) and this candidate is not considered independent.		
1.6	Elect David Nowak	For	Withhold
	Vote Note: The board is less than 66% independent (at a controlled company) and this candidate is not considered independent.		
1.7	Elect Erson Olivan	For	Withhold
	Vote Note: The board is less than 66% independent (at a controlled company) and this candidate is not considered independent.		
1.8	Elect Neil Parkinson	For	For
1.9	Elect David Planques	For	For
1.10	Elect Rajinder (Raj) Singh	For	For
1.11	Elect Fredric J. Tomczyk	For	For
2	Appointment of Auditor and Authority to Set Fees	For	Withhold
	Vote Note: Vote Against because non-audit services exceeds 25% of total fees paid to the auditor.		

Shopify Inc.

Voted Ticker: SHOP	Ballot Voted: 05/26/2022 Country Of Trade: CA	Vote Deadline Date: 06/02/2022 Shares Voted: 750	Record Date: 04/19/2022 Ballot Security ID: CUSIP9-82509L107
Annual Meeting Agenda: 06/07/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Elect Tobias Lütke	For	For
2	Elect Robert G. Ashe	For	For
	Vote Note: GL recommends we withhold our vote for this director because they are the chair of the governance and nominating committee and the Company has not provided a reasonable time-based sunset on the multi-class share structure. Instead, the board is proposing an arrangement which would see the CEO's voting power cemented indefinitely at 40% of all outstanding voting shares. Despite this, our policy does not prescribe voting against the chair of the committee where multi-class share structures exist.		
3	Elect Gail Goodman	For	For
4	Elect Colleen M. Johnston	For	For
5	Elect Jeremy Levine	For	For
6	Elect John Phillips	For	For
7	Elect Fidji Simo	For	For
8	Appointment of Auditor and Authority to Set Fees	For	For
9	Arrangement Relating to Dual Class Share Structure and Creation of Founder Share	For	Against

Shopify Inc.

Proposal	Proposal Text	Management Recommendation	Vote Cast
	Vote Note: It is our policy to oppose dual class share structures where shares have voting rights superior to those of the other shares.		
10	Approval of Share Split	For	For
11	Advisory Vote on Executive Compensation Vote Note: The company's long-term incentive program is strictly time-based and not tied to specific operational and financial performance metrics that are disclosed and in the long-term best interests. Shareholders benefit when variable compensation levels are based on metrics with pre-established goals and are thus demonstrably linked to the performance of the Company.	For	Against

Booking Holdings Inc.

Voted Ticker: BKNG	Ballot Voted: 06/01/2022 Country Of Trade: US	Vote Deadline Date: 06/08/2022 Shares Voted: 90	Record Date: 04/21/2022 Ballot Security ID: CUSIP9-09857L108
Annual Meeting Agenda: 06/09/2022			

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Election of Directors		
	1.1 Elect Timothy M. Armstrong	For	For
	1.2 Elect Glenn D. Fogel	For	For
	1.3 Elect Mirian M. Graddick-Weir	For	For
	1.4 Elect Wei Hopeman	For	For
	1.5 Elect Robert J. Mylod Jr.	For	For
	1.6 Elect Charles H. Noski	For	For
	1.7 Elect Nicholas J. Read	For	For
	1.8 Elect Thomas E. Rothman	For	For
	1.9 Elect Sumit Singh	For	For
	1.10 Elect Lynn M. Vojvodich Radakovich	For	For
	1.11 Elect Vanessa A. Wittman	For	For
2	Advisory Vote on Executive Compensation Vote Note: During the year in review, the Company granted its CEO one-off equity awards which we consider excessive. The value of the retention award was larger than that of the three-year PSUs granted to him, and represents a 472% increase from the 2020 equity grant and a 184% increase from the 2019 grant, raising some concern. When accounting for the full value of the PSUs awarded in 2021 and excluding the PSU modification value, the CEO's compensation is well above the median of their self-disclosed peers and the peers despite the below median one-year TSR performance and bottom quartile three and five-year TSR performance relative to self-disclosed peers. Further retention awards were paid to other NEOs (CFO and General Counsel) during the year in review in light of the COVID-19 pandemic. The quantum of these awards and the fact that the company feels such payments are necessary to retain executives can be an indication of poor succession planning.	For	Against
3	Ratification of Auditor	For	For
4	Shareholder Proposal Regarding Right to Call Special Meetings Vote Note: The right to call a special meeting should be a basic shareholder right and lowering the aggregate required ownership to 10% to call a meeting is reasonable. Calling a special meeting allows shareholders to raise important matters outside the normal annual meeting cycle. Any given item voted on at a special meeting would be subject to the same approval thresholds as it would be at annual meeting.	Against	For
5	Shareholder Proposal Regarding Linking Executive Pay to Climate Change Performance Vote Note: This proposal requests the board to specifically incorporate climate change performance elements into the executive remuneration arrangements of the CEO and at least one other senior executive. We believe it is prudent for management to assess its potential exposure to all risks, including environmental and social concerns and regulations and incorporate this into its overall business risk profile. However, with respect to executive compensation as it relates to these issues, we believe that shareholders may more appropriately express dissatisfaction with the construction or design of executive compensation packages through an advisory vote on executive compensation and/or the election of directors on the compensation committee to express disapproval of board policy on this issue. Further, we note the Company's responsiveness to this proposal, stating that the compensation committee is considering whether to implement climate metrics within their executive compensation program, but given the launch of its Climate Action Plan with its ambitious targets during this year, it plans over time to work with internal and external advisors and the corporate governance committee to determine how climate metrics could relate to executive compensation and align with the interests of the Company's shareholders.	Against	Against

Cognizant Technology Solutions Corporation

Voted Ticker: CTSB	Ballot Voted: 06/01/2022 Country Of Trade: US	Vote Deadline Date: 06/06/2022 Shares Voted: 1,872	Record Date: 04/11/2022 Ballot Security ID: CUSIP9-192446102
-----------------------	--	---	---

Annual Meeting Agenda: 06/07/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Elect Zein Abdalla	For	For
2	Elect Vinita K. Bali	For	For
3	Elect Maureen Breakiron-Evans	For	For
4	Elect Archana Deskus	For	For
5	Elect John M. Dineen	For	For
6	Elect Brian Humphries	For	For
7	Elect Leo S. Mackay, Jr.	For	For
8	Elect Michael Patsalos-Fox	For	For
9	Elect Stephen J. Rohleder	For	For
10	Elect Joseph M. Velli	For	For
11	Elect Sandra S. Wijnberg	For	For
12	Advisory Vote on Executive Compensation Vote Note: LTIP: Revenue growth and EPS performance are measured over three one-year tranches, but the performance targets are established upfront at the beginning of the three year period mitigating concerns to a degree. TSR is measured over the full three-year period.	For	For
13	Ratification of Auditor	For	For
14	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings Vote Note: The Company already maintains a provision in its bylaws permitting shareholders owning: 1) a net long position of at least 10% of the Company's shares, 2) for at least one year to call a special meeting. This proposal appears to be attempting to eliminate these requirements, but given the existing low threshold and the reasonable and protective nature of this requirement, we do not believe voting For this proposal is warranted at this time.	Against	Against

Target Corporation

Voted Ticker: TGT	Ballot Voted: 06/01/2022 Country Of Trade: US	Vote Deadline Date: 06/07/2022 Shares Voted: 261	Record Date: 04/11/2022 Ballot Security ID: CUSIP9-87612E106
----------------------	--	---	---

Annual Meeting Agenda: 06/08/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Elect David P. Abney	For	For
2	Elect Douglas M. Baker, Jr.	For	For
3	Elect George S. Barrett	For	For
4	Elect Gail K. Boudreaux	For	For
5	Elect Brian C. Cornell	For	For
6	Elect Robert L. Edwards	For	For
7	Elect Melanie L. Healey	For	For
8	Elect Donald R. Knauss	For	For
9	Elect Christine A. Leahy	For	For
10	Elect Monica C. Lozano	For	For
11	Elect Derica W. Rice	For	For
12	Elect Dmitri L. Stockton	For	For
13	Ratification of Auditor Vote Note: The non-audit-related fees are 30.57% of the total fees paid to the auditor. We believe that non-audit-related work could have been performed by a separate auditor so as to not compromise the independence of the auditor and the integrity of the Company's financial statements.	For	Against
14	Advisory Vote on Executive Compensation	For	For
15	Shareholder Proposal Regarding Proxy Access Bylaw Amendment Vote Note: «Current company provisions are in line with current market standards. Elimination of group limits could be overburdensome; current standard appears to strike a balance between promoting shareholder rights and the interests of all shareholders»	Against	Against

TJX Companies, Inc.

Voted
Ticker: TJX

Ballot Voted: 06/06/2022
Country Of Trade: US

Vote Deadline Date: 06/06/2022
Shares Voted: 4,024

Record Date: 04/08/2022
Ballot Security ID: CUSIP9-872540109

Annual Meeting Agenda: 06/07/2022

Proposal	Proposal Text	Management Recommendation	Vote Cast
1	Elect José B. Alvarez	For	For
2	Elect Alan M. Bennett	For	For
3	Elect Rosemary T. Berkery	For	For
4	Elect David T. Ching	For	For
5	Elect C. Kim Goodwin	For	For
6	Elect Ernie Herrman	For	For
7	Elect Michael F. Hines	For	For
8	Elect Amy B. Lane	For	For
9	Elect Carol Meyrowitz	For	For
10	Elect Jackwyn L. Nemerov	For	For
11	Elect John F. O'Brien	For	For
12	Ratification of Auditor	For	For
13	Approval of the 2022 Stock Incentive Plan	For	For
14	Advisory Vote on Executive Compensation	For	For
15	Shareholder Proposal Regarding Report on Supply Chain Due Diligence Vote Note: In overall, we find the Company's current disclosure to be adequate.	Against	Against
16	Shareholder Proposal Regarding Report on Human Rights Risks from Supply Chain Employee Misclassification Vote Note: In overall, we find the Company's current disclosure to be adequate, and are not convinced of the impact of this issue on the Company's financial, reputational and human rights risks.	Against	Against
17	Shareholder Proposal Regarding Report On Risks From State Policies Restricting Reproductive Health Care Vote Note: It is at the Company's discretion to make a public statement on this issue based on their own reputational risk assessment and branding positioning.	Against	Against
18	Shareholder Proposal Regarding Paid Sick Leave Vote Note: This proposal is an opportunity for the Company to rethink its position on Human Capital Management in a context of great mobility in the global workforce and rising awareness of social issues such as the deepening health disparities among low-income earners and essential workers in the United States.	Against	For