

Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Costco Wholesale Corporation

Meeting Date: 01/21/2021

Country: USA

Primary Security ID: 22160K105

Record Date: 11/12/2020

Meeting Type: Annual

Ticker: COST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Susan L. Decker <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.2	Elect Director Kenneth D. Denman <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.3	Elect Director Richard A. Galanti <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.4	Elect Director W. Craig Jelinek <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.5	Elect Director Sally Jewell <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.6	Elect Director Charles T. Munger <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.7	Elect Director Jeffrey S. Raikes <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

Visa Inc.

Meeting Date: 01/26/2021

Country: USA

Primary Security ID: 92826C839

Record Date: 11/27/2020

Meeting Type: Annual

Ticker: V

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Lloyd A. Carney <i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>	Mgmt	For	Against	Yes
1b	Elect Director Mary B. Cranston <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No

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Date range covered: 01/01/2021 to 12/31/2021

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Ramon Laguarda	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director John F. Lundgren	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert W. Matschullat	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Denise M. Morrison	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Suzanne Nora Johnson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Linda J. Rendle	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director John A. C. Swainson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Provide Holders of At Least 15% Class A Common Stock Right to Call Special Meeting	Mgmt	For	For	No
6	Provide Right to Act by Written Consent	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>				
7	Amend Principles of Executive Compensation Program	SH	Against	Against	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Accenture plc

Meeting Date: 02/03/2021

Country: Ireland

Primary Security ID: G1151C101

Record Date: 12/07/2020

Meeting Type: Annual

Ticker: ACN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Jaime Ardila	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1b	Elect Director Herbert Hainer	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Nancy McKinstry	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1d	Elect Director Beth E. Mooney	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1e	Elect Director Gilles C. Pelisson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Paula A. Price	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David Rowland	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Arun Sarin	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1j	Elect Director Julie Sweet	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Frank K. Tang	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Tracey T. Travis	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No

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Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
5	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	No

The Sage Group Plc

Meeting Date: 02/04/2021

Country: United Kingdom

Primary Security ID: G7771K142

Record Date: 02/02/2021

Meeting Type: Annual

Ticker: SGE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Sangeeta Anand as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
5	Elect Irana Wasti as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
6	Re-elect Sir Donald Brydon as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
7	Re-elect Dr John Bates as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
9	Re-elect Annette Court as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
10	Re-elect Drummond Hall as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					

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The Sage Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
11	Re-elect Steve Hare as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
12	Re-elect Jonathan Howell as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Political Donations and Expenditure	Mgmt	For	For	No
16	Amend Discretionary Share Plan	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
22	Adopt New Articles of Association	Mgmt	For	For	No

Apple Inc.

Meeting Date: 02/23/2021 **Country:** USA **Primary Security ID:** 037833100
Record Date: 12/28/2020 **Meeting Type:** Annual **Ticker:** AAPL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director James Bell	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tim Cook	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				

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Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1c	Elect Director Al Gore	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Andrea Jung	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Art Levinson	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent.</i>				
1f	Elect Director Monica Lozano	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Ron Sugar	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1h	Elect Director Sue Wagner	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Proxy Access Amendments	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.</i>				
5	Improve Principles of Executive Compensation Program	SH	Against	Against	No

The Walt Disney Company

Meeting Date: 03/09/2021 **Country:** USA **Primary Security ID:** 254687106
Record Date: 01/11/2021 **Meeting Type:** Annual **Ticker:** DIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Susan E. Arnold	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Mary T. Barra	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				

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The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1c	Elect Director Safra A. Catz	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Robert A. Chapek	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Francis A. deSouza	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1f	Elect Director Michael B.G. Froman	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Robert A. Iger	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Mark G. Parker	Mgmt	For	For	No
	<i>Blended Rationale: A cautionary vote FOR compensation committee members Mary T. Barra, Maria Elena Lagomasino, and Mark G. Parker is warranted in light of only a limited degree of responsiveness to the prior year's say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Derica W. Rice	Mgmt	For	Against	Yes
	<i>Blended Rationale: 1- A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes
	<i>Blended Rationale: 1- A vote AGAINST the proposal is warranted given the long tenure of the auditor questioning independence and objectivity.</i>				

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The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	No
<p><i>Blended Rationale: A vote AGAINST this proposal is warranted. CEO pay and company performance are reasonably aligned for the year in review given the significant reduction in the new CEO's total pay as compared to that of his predecessor. Nevertheless, concerns are raised regarding the compensation committee's responsiveness to several years of low say-on-pay support as well as the continued large size of the former CEO's pay in his current role as executive chairman. The company reached out to and engaged with a broad portion of shareholders and made certain changes to the program surrounding new CEO Chapek's pay. However, the proxy does not disclose shareholders' specific concerns as they relate to the previous year's low vote result. Without specific feedback disclosed in the proxy, shareholders' ability to fully evaluate the committee's responses is significantly inhibited. It is also concerning that no target pay opportunity adjustments were made to Robert Iger's pay in connection with his transition from CEO to executive chairman. As such, he will remain the most highly compensated NEO, with relatively oversized pay opportunities, that do not appropriately reflect the change in role.</i></p>					
4	Report on Lobbying Payments and Policy	SH	Against	Against	Yes
<p><i>Blended Rationale: A vote AGAINST the shareholder proposal is warranted given the extensive disclosures already published by the company.</i></p>					
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No

Analog Devices, Inc.

Meeting Date: 03/10/2021 **Country:** USA **Primary Security ID:** 032654105
Record Date: 01/04/2021 **Meeting Type:** Annual **Ticker:** ADI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Ray Stata	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director Vincent Roche	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director James A. Champy	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Bruce R. Evans	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Edward H. Frank	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					

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Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1g	Elect Director Laurie H. Glimcher	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Karen M. Golz	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Mark M. Little	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Kenton J. Sicchitano	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Susie Wee	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No

Applied Materials, Inc.

Meeting Date: 03/11/2021 **Country:** USA **Primary Security ID:** 038222105
Record Date: 01/14/2021 **Meeting Type:** Annual **Ticker:** AMAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Rani Borkar	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Judy Bruner	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Aart J. de Geus	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas J. Iannotti	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent.</i>				

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Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Adrianna C. Ma	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Yvonne McGill	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Scott A. McGregor	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
6	Require Independent Board Chairman	SH	Against	Against	No
7	Improve Executive Compensation Program and Policy	SH	Against	Against	No

Novozymes A/S

Meeting Date: 03/11/2021 **Country:** Denmark **Primary Security ID:** K7317J133
Record Date: 03/04/2021 **Meeting Type:** Annual **Ticker:** NZYM.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of DKK 5.25 Per Share	Mgmt	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	No
5	Approve Remuneration of Directors in the Amount of DKK 1.53 Million for Chairman, DKK1.02 Million for Vice Chairman and DKK 510,000 for Other Directors; ApproveRemuneration for Committee Work	Mgmt	For	For	No

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Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
6	Reelect Jorgen Buhl Rasmussen (Chair) as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Buhl Rasmussen, de Jong, James, Kutay, Stratton, and Uhlen (Items 6, 7, 8b-8e) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to their non-independent chairmanship status on an audit committee.</i>				
7	Reelect Cornelis de Jong (Vice Chair) as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Buhl Rasmussen, de Jong, James, Kutay, Stratton, and Uhlen (Items 6, 7, 8b-8e) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to their non-independent chairmanship status on an audit committee.</i>				
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	No
	<i>Blended Rationale: A vote FOR candidates Buhl Rasmussen, de Jong, James, Kutay, Stratton, and Uhlen (Items 6, 7, 8b-8e) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to their non-independent chairmanship status on an audit committee.</i>				
8b	Elect Sharon James as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Buhl Rasmussen, de Jong, James, Kutay, Stratton, and Uhlen (Items 6, 7, 8b-8e) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to their non-independent chairmanship status on an audit committee.</i>				
8c	Reelect Kasim Kutay as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Buhl Rasmussen, de Jong, James, Kutay, Stratton, and Uhlen (Items 6, 7, 8b-8e) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to their non-independent chairmanship status on an audit committee.</i>				
8d	Reelect Kim Stratton as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Buhl Rasmussen, de Jong, James, Kutay, Stratton, and Uhlen (Items 6, 7, 8b-8e) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to their non-independent chairmanship status on an audit committee.</i>				
8e	Reelect Mathias Uhlen as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Buhl Rasmussen, de Jong, James, Kutay, Stratton, and Uhlen (Items 6, 7, 8b-8e) is warranted due to a lack of concern regarding the composition of the board or its committees. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to their non-independent chairmanship status on an audit committee.</i>				
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain	Yes
	<i>Blended Rationale: A decision to ABSTAIN from voting on the proposal is warranted given the long tenure of the auditor and high proportion of non-audit fees to total audit fees.</i>				
10a	Approve Creation of DKK 56.4 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.4 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	No
10b	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	No
10c	Authorize Share Repurchase Program	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
10d	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	No
<i>Blended Rationale: A vote AGAINST this resolution is warranted because:* The new articles appear to provide the possibility for virtual-only shareholder meetings. While there are benefits from allowing participation at shareholder meetings via electronic means, virtual-only meetings may hinder meaningful exchanges between management and shareholders, and enable management to avoid uncomfortable questions.</i>					
10e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	No
10f	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	No
11	Other Business	Mgmt			

Samsung Electronics Co., Ltd.

Meeting Date: 03/17/2021 **Country:** South Korea **Primary Security ID:** Y74718100
Record Date: 12/31/2020 **Meeting Type:** Annual **Ticker:** 005930

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	Meeting for GDR Holders	Mgmt			
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	No
2.1.1	Elect Park Byung-gook as Outside Director	Mgmt	For	Against	No
<i>Blended Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>					
2.1.2	Elect Kim Jeong as Outside Director	Mgmt	For	Against	No
<i>Blended Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>					
2.2.1	Elect Kim Kinam as Inside Director	Mgmt	For	For	No
<i>Blended Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Samsung Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
2.2.2	Elect Kim Hyun-suk as Inside Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>				
2.2.3	Elect Koh Dong-jin as Inside Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>				
3	Elect Kim Sun-uk as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against	No
	<i>Blended Rationale: Votes AGAINST incumbent directors Byung-gook Park (Item 2.1.1), Jeong Kim (Item 2.1.2), and Sun-uk Kim (Item 3) are warranted, as they collectively have failed to remove criminally convicted directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. Despite being incumbent directors, votes FOR Kinam Kim (Item 2.2.1), Hyun-suk Kim (Item 2.2.2), and Dong-jin Koh (Item 2.2.3) are warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value.</i>				
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	No

Keysight Technologies, Inc.

Meeting Date: 03/18/2021 **Country:** USA **Primary Security ID:** 49338L103
Record Date: 01/19/2021 **Meeting Type:** Annual **Ticker:** KEYS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Ronald S. Nersesian	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Charles J. Dockendorff	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Robert A. Rango	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Novo Nordisk A/S

Meeting Date: 03/25/2021

Country: Denmark

Primary Security ID: K72807132

Record Date: 03/18/2021

Meeting Type: Annual

Ticker: NOVO.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of DKK 5.85 Per Share	Mgmt	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
5.1	Approve Remuneration of Directors for 2020 in the Aggregate Amount of DKK 17 Million	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the actual fees for 2019 or the proposed fees for 2020.</i>					
5.2	Approve Remuneration of Directors for 2021 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.47 Million for the Vice Chairman, and DKK 736,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these remuneration proposals is warranted because of a lack of concern regarding the actual fees for 2019 or the proposed fees for 2020.</i>					
6.1	Reelect Helge Lund as Director and Board Chairman	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
6.2	Reelect Jeppe Christiansen as Director and Vice Chairman	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Yes
<i>Blended Rationale: A vote of ABSTAIN on the proposal is warranted as the Director is considered to be overboarded.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
6.3e	Reelect Martin Mackay as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
6.3f	Elect Henrik Poulsen as New Director	Mgmt	For	Abstain	Yes
	<i>Blended Rationale: A vote of ABSTAIN on the proposal is warranted as the Director is considered to be overboarded.</i>				
7	Ratify Deloitte as Auditors	Mgmt	For	For	No
8.1	Approve DKK 8 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For	No
8.2	Authorize Share Repurchase Program	Mgmt	For	For	No
8.3a	Amend Articles Re: Delete Authorization to Increase Share Capital	Mgmt	For	For	No
8.3b	Approve Creation of DKK 46.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 46.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 46.2 Million	Mgmt	For	For	No
8.4a	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive.</i>				
8.4b	Approve Indemnification of Members of Executive Management	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive.</i>				
8.5	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	No
8.6a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this resolution is warranted because the new articles appear to provide the possibility for virtual-only shareholder meetings. While there are benefits from allowing participation at shareholder meetings via electronic means, virtual-only meetings may hinder meaningful exchanges between management and shareholders, and enable management to avoid uncomfortable questions.</i>				
8.6b	Allow Electronic Distribution of Company Communication	Mgmt	For	For	No
8.6c	Amend Articles Re: Differentiation of Votes	Mgmt	For	For	No
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.7	Initiate Plan for Changed Ownership	SH	Against	Against	No
	Management Proposals	Mgmt			
9	Other Business	Mgmt			

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

DBS Group Holdings Ltd.

Meeting Date: 03/30/2021**Country:** Singapore**Primary Security ID:** Y20246107**Record Date:****Meeting Type:** Annual**Ticker:** D05

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Approve Directors' Remuneration	Mgmt	For	For	No
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
5	Elect Piyush Gupta as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
6	Elect Punita Lal as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
7	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
8	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is reasonable.</i>					
9	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is reasonable.</i>					
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	No
11	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	No
12	Authorize Share Repurchase Program	Mgmt	For	For	No

Tecan Group AG

Meeting Date: 04/13/2021**Country:** Switzerland**Primary Security ID:** H84774167**Record Date:****Meeting Type:** Annual**Ticker:** TECN

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2.1	Approve Allocation of Income and Dividends of CHF 1.15 per Share	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the allocation of income resolution and the transfer from capital contribution reserves to free reserves are warranted due to the increase in dividend.</i>				
2.2	Approve Transfer of CHF 13.1 Million from Legal Reserves to Free Reserves and Repayment of CHF 1.15 per Share	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the allocation of income resolution and the transfer from capital contribution reserves to free reserves are warranted due to the increase in dividend.</i>				
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4.1.1	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				
4.1.2	Reelect Oliver Fetzer as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				
4.1.3	Reelect Heinrich Fischer as Director	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent.</i>				
4.1.4	Reelect Karen Huebscher as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				
4.1.5	Reelect Christa Kreuzburg as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				
4.1.6	Reelect Daniel Marshak as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				
4.2	Reelect Lukas Braunschweiler as Board Chairman	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				
4.3.1	Reappoint Oliver Fetzer as Member of the Compensation Committee	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				
4.3.2	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4.3.3	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>					
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
4.5	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	No
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	No
5.2	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	No
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18.5 Million	Mgmt	For	For	No
6	Transact Other Business (Voting)	Mgmt	For	Against	No
<i>Blended Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/15/2021 **Country:** France **Primary Security ID:** F58485115
Record Date: 04/13/2021 **Meeting Type:** Annual/Special **Ticker:** MC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
3	Approve Allocation of Income and Dividends of EUR 6.00 per Share	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	No
<i>Blended Rationale: A vote AGAINST this proposal is warranted because:* The Company receives consulting services from Sophie Chassat, a non-executive director; and* The Company failed to provide enough information with respect to the transaction with Agache, important shareholder. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	No
	<i>Blended Rationale: * The number of outside mandates held by Nicolas Bazire is in excess of recommended guidelines for executive directors. Therefore, his (re)election warrants a vote AGAINST (Item 6). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined €300,000 in the "Karachi affair" (court's ruling was appealed). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 41.2 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.7 percent vs 50 percent recommended) (Items 5-7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).</i>				
6	Reelect Nicolas Bazire as Director	Mgmt	For	Against	No
	<i>Blended Rationale: * The number of outside mandates held by Nicolas Bazire is in excess of recommended guidelines for executive directors. Therefore, his (re)election warrants a vote AGAINST (Item 6). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined €300,000 in the "Karachi affair" (court's ruling was appealed). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 41.2 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.7 percent vs 50 percent recommended) (Items 5-7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).</i>				
7	Reelect Charles de Croisset as Director	Mgmt	For	Against	No
	<i>Blended Rationale: * The number of outside mandates held by Nicolas Bazire is in excess of recommended guidelines for executive directors. Therefore, his (re)election warrants a vote AGAINST (Item 6). Furthermore, the company failed to indicate how it took into account the fact that, in June 2020, he was sentenced to five years in jail — two of them suspended — and also fined €300,000 in the "Karachi affair" (court's ruling was appealed). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (including all board members: 41.2 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 46.7 percent vs 50 percent recommended) (Items 5-7). * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 8).</i>				
8	Reelect Yves-Thibault de Silguy as Director	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the director is overboarded.</i>				
9	Appoint Olivier Lenel as Alternate Auditor	Mgmt	For	For	No
10	Approve Amendment of Remuneration Policy of Directors Re: FY 2020	Mgmt	For	For	No
	<i>Blended Rationale: * A vote FOR the amendment to the non-executive directors' 2020 remuneration policy is warranted as it is not deemed contentious (Item 10). * A vote AGAINST the amendment to the 2020 executive directors' remuneration policy is warranted because of the potential misalignment between performance and payout resulting from the amended LTIP structure (Item 11).</i>				
11	Approve Amendment of Remuneration Policy of Executive Corporate Officers Re: FY 2020	Mgmt	For	Against	No
	<i>Blended Rationale: * A vote FOR the amendment to the non-executive directors' 2020 remuneration policy is warranted as it is not deemed contentious (Item 10). * A vote AGAINST the amendment to the 2020 executive directors' remuneration policy is warranted because of the potential misalignment between performance and payout resulting from the amended LTIP structure (Item 11).</i>				
12	Approve Compensation of Corporate Officers	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration report is warranted in regard of* the high level of dissent recorded at last year AGM and the lack of response from the company.* the limited perimeter used for the pay ratio.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>				
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>				
15	Approve Remuneration Policy of Directors	Mgmt	For	For	No
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	No
	<i>Blended Rationale: Votes AGAINST these remuneration policies are warranted because:* The Company does not disclose the targets of the annual bonus;* The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed;* Post-mandate vesting of LTI grant is not explicitly excluded;* The derogation policy of the board is deemed too broad; and* The cap on the exceptional remuneration is not disclosed.</i>				
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	No
	<i>Blended Rationale: Votes AGAINST these remuneration policies are warranted because:* The Company does not disclose the targets of the annual bonus;* The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed;* Post-mandate vesting of LTI grant is not explicitly excluded;* The derogation policy of the board is deemed too broad; and* The cap on the exceptional remuneration is not disclosed.</i>				
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
20	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i>				
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	No
	<i>Blended Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
23	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	No
	<i>Blended Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i>				
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	No
	<i>Blended Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i>				
25	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	No
	<i>Blended Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i>				
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i>				
27	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this resolution is warranted because:* No information is available on the existence of performance conditions;* The vesting period is not disclosed; and* The performance period is not disclosed.</i>				
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-26 at EUR 20 Million	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the authorizations under Items 21 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights.* Votes AGAINST the authorizations under Items 22-25 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 29 is warranted as it limits shareholder dilution.</i>				
30	Amend Article 22 of Bylaws Re: Auditors	Mgmt	For	For	No

PPG Industries, Inc.

Meeting Date: 04/15/2021

Country: USA

Primary Security ID: 693506107

Record Date: 02/19/2021

Meeting Type: Annual

Ticker: PPG

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

PPG Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Steven A. Davis	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1.2	Elect Director Michael W. Lamach	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Michael T. Nally	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Guillermo Novo	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Martin H. Richenhagen	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Catherine R. Smith	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Declassify the Board of Directors	Mgmt	For	For	No
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No
5	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	No
6	Require Independent Board Chair	SH	Against	Against	No

L'Oreal SA

Meeting Date: 04/20/2021

Country: France

Primary Security ID: F58149133

Record Date: 04/16/2021

Meeting Type: Annual/Special

Ticker: OR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
3	Approve Allocation of Income and Dividends of EUR 4 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	Mgmt	For	For	No
4	Elect Nicolas Hieronimus as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)election of independent nominees are warranted in the absence of specific concerns (Items 5 and 8). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 43.75 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 6 and 7).</i>				
5	Elect Alexandre Ricard as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)election of independent nominees are warranted in the absence of specific concerns (Items 5 and 8). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 43.75 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 6 and 7).</i>				
6	Reelect Francoise Bettencourt Meyers as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)election of independent nominees are warranted in the absence of specific concerns (Items 5 and 8). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 43.75 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 6 and 7).</i>				
7	Reelect Paul Bulcke as Director	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is overboarded.</i>				
8	Reelect Virginie Morgon as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)election of independent nominees are warranted in the absence of specific concerns (Items 5 and 8). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 43.75 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Items 4, 6 and 7).</i>				
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For	For	No
11	Approve Remuneration Policy of Directors	Mgmt	For	For	No
12	Approve Remuneration Policy of Jean-Paul Agon, Chairman and CEO Until April 30, 2021	Mgmt	For	For	No
13	Approve Remuneration Policy of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
14	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration policy is warranted because the proposed remuneration is deemed high and exceeds market practice with no compelling rationale to support such a level of compensation for a non-executive board chairman.</i>				
15	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For	Against	No
	<i>Blended Rationale: This proposal warrants a vote AGAINST because the total amount of severance payments that may be granted to Nicolas Hieronimus in title of his suspended employment contract could potentially exceed twice his last annual cash remuneration and would not be subject to performance conditions.</i>				
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up a Maximum Nominal Share Capital value of EUR 156,764,042.40	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (Items 17 and 19).</i>				
18	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
19	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these authorizations are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (Items 17 and 19).</i>				
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.</i>				
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.</i>				
22	Amend Article 9.2 of Bylaws Re: Written Consultation	Mgmt	For	For	No
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

Littelfuse, Inc.

Meeting Date: 04/22/2021

Country: USA

Primary Security ID: 537008104

Record Date: 02/25/2021

Meeting Type: Annual

Ticker: LFUS

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Littelfuse, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Kristina A. Cerniglia	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Tzau-Jin Chung	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Cary T. Fu	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Maria C. Green	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Anthony Grillo	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent on the grounds of board tenure.</i>				
1f	Elect Director David W. Heinzmann	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Gordon Hunter	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent on the grounds of board tenure and previous employment at the company.</i>				
1h	Elect Director William P. Noglows	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Nathan Zommer	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	No

Abbott Laboratories

Meeting Date: 04/23/2021

Country: USA

Primary Security ID: 002824100

Record Date: 02/24/2021

Meeting Type: Annual

Ticker: ABT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Roxanne S. Austin	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.3	Elect Director Sally E. Blount	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Robert B. Ford	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Michelle A. Kumbier	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Darren W. McDew	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Nancy McKinstry	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director William A. Osborn	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Michael F. Roman	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Daniel J. Starks	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director John G. Stratton	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Glenn F. Tilton	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Miles D. White	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4a	Adopt Majority Voting Standard for Amendments of the Articles of Incorporation and Effect Other Ministerial Changes	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4b	Adopt Majority Voting Standard for Certain Extraordinary Transactions	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements would enhance shareholder rights.</i>					
5	Report on Lobbying Payments and Policy	SH	Against	Against	No
6	Report on Racial Justice	SH	Against	For	No
<i>Blended Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i>					
7	Require Independent Board Chair	SH	Against	Against	No

Assa Abloy AB

Meeting Date: 04/28/2021 Country: Sweden Primary Security ID: W0817X204
 Record Date: 04/20/2021 Meeting Type: Annual Ticker: ASSA.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	No
<i>Blended Rationale: These are routine meeting formalities.</i>					
2a	Designate Johan Hjertonsson as Inspector of Minutes of Meeting	Mgmt	For	For	No
<i>Blended Rationale: These are routine meeting formalities.</i>					
2b	Designate Liselott Ledin as Inspector of Minutes of Meeting	Mgmt	For	For	No
<i>Blended Rationale: These are routine meeting formalities.</i>					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	No
<i>Blended Rationale: These are routine meeting formalities.</i>					
4	Approve Agenda of Meeting	Mgmt	For	For	No
<i>Blended Rationale: These are routine meeting formalities.</i>					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No
<i>Blended Rationale: These are routine meeting formalities.</i>					
6a	Receive Financial Statements and Statutory Reports	Mgmt			
<i>Blended Rationale: These are routine, non-voting items.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
6b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
<i>Blended Rationale: These are routine, non-voting items.</i>					
7a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
7b	Approve Allocation of Income and Dividends of SEK 3.90 Per Share	Mgmt	For	For	No
7c.1	Approve Discharge of Board Chairman Lars Renstrom	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.2	Approve Discharge of Carl Douglas	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.3	Approve Discharge of Eva Karlsson	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.4	Approve Discharge of Birgitta Klasen	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.5	Approve Discharge of Lena Olving	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.6	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.7	Approve Discharge of Jan Svensson	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.8	Approve Discharge of Joakim Weidemanis	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.9	Approve Discharge of Employee Representative Rune Hjalm	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					
7c.10	Approve Discharge of Employee Representative Mats Persson	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
7c.11	Approve Discharge of Employee Representative Bjarne Johansson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
7c.12	Approve Discharge of Employee Representative Nadja Wikstrom	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
7c.13	Approve Discharge of President Nico Delvaux	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
8	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	No
9a	Approve Remuneration of Directors in the Amount of SEK 2.7 million for Chairman, SEK 1 Million for Vice Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No
9b	Approve Remuneration of Auditors	Mgmt	For	For	No
10	Reelect Lars Renstrom (Chairman), Carl Douglas (Vice Chair), Eva Karlsson, , Lena Olving, Sofia Schorling Hogberg and Joakim Weidemanis as Directors; Elect Johan Hjertonsson and Susanne Pahlen Aklundh as New Directors	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this proposal is warranted due to:* Insufficient independence among the board members;* One of the proposed directors is considered overboarded as per ISS' guidelines.</i>				
11	Ratify Ernst & Young as Auditors	Mgmt	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	No
13	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	No
14	Approve Performance Share Matching Plan LTI 2021	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this item is warranted as the proposed annual performance period falls below three years and the performance targets of the plan have not been disclosed.</i>				

W.W. Grainger, Inc.

Meeting Date: 04/28/2021

Country: USA

Primary Security ID: 384802104

Record Date: 03/01/2021

Meeting Type: Annual

Ticker: GWW

Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Rodney C. Adkins	Mgmt	For	Withhold	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted as the Director is considered to be overboarded.</i>				
1.2	Elect Director Brian P. Anderson	Mgmt	For	Withhold	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted as the Director is not considered to be independent.</i>				
1.3	Elect Director V. Ann Hailey	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Katherine D. Jaspon	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Stuart L. Levenick	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director D.G. Macpherson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Neil S. Novich	Mgmt	For	Withhold	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted as the Director is not considered to be independent.</i>				
1.8	Elect Director Beatriz R. Perez	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.9	Elect Director Michael J. Roberts	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director E. Scott Santi	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Susan Slavik Williams	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.12	Elect Director Lucas E. Watson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.13	Elect Director Steven A. White	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditor	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

ASML Holding NV

Meeting Date: 04/29/2021

Country: Netherlands

Primary Security ID: N07059202

Record Date: 04/01/2021

Meeting Type: Annual

Ticker: ASML

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3.a	Approve Remuneration Report	Mgmt	For	For	No
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends of EUR 2.75 Per Share	Mgmt	For	For	No
4.a	Approve Discharge of Management Board	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
5	Approve Number of Shares for Management Board	Mgmt	For	For	No
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	For	For	No
7	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	Mgmt	For	For	No
8	Receive Information on the Composition of the Management Board	Mgmt			
9.a	Elect B. Conix to Supervisory Board	Mgmt	For	For	No
9.b	Receive Information on the Composition of the Supervisory Board	Mgmt			
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	No
11.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
11.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
11.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>				
12.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR is warranted because:* The company does not have a history of excessive buybacks and provided additional safeguards regarding the repurchase of 20 percent of the issued capital;* The duration is no more than 18 months; and* The board will not hold more than 10 percent of the company's issued capital in treasury.</i>				
12.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR is warranted because:* The company does not have a history of excessive buybacks and provided additional safeguards regarding the repurchase of 20 percent of the issued capital;* The duration is no more than 18 months; and* The board will not hold more than 10 percent of the company's issued capital in treasury.</i>				
13	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR is warranted because:* The company does not have a history of excessive buybacks and provided additional safeguards regarding the repurchase of 20 percent of the issued capital;* The duration is no more than 18 months; and* The board will not hold more than 10 percent of the company's issued capital in treasury.</i>				
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

Hexagon AB

Meeting Date: 04/29/2021 **Country:** Sweden **Primary Security ID:** W4R431112
Record Date: 04/21/2021 **Meeting Type:** Annual **Ticker:** HEXA.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
2	Prepare and Approve List of Shareholders	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
3	Approve Agenda of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
4.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
6.a	Receive Financial Statements and Statutory Reports	Mgmt			
	<i>Blended Rationale: These are routine, non-voting items.</i>				
6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
	<i>Blended Rationale: These are routine, non-voting items.</i>				
6.c	Receive the Board's Dividend Proposal	Mgmt			
	<i>Blended Rationale: These are routine, non-voting items.</i>				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
7.b	Approve Allocation of Income and Dividends of EUR 0.65 Per Share	Mgmt	For	For	No
7.c1	Approve Discharge of Gun Nilsson	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
7.c2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
7.c3	Approve Discharge of John Brandon	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
7.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
7.c5	Approve Discharge of Ulrika Francke	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
7.c6	Approve Discharge of Henrik Henriksson	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
7.c7	Approve Discharge of Patrick Soderlund	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
7.c8	Approve Discharge of President Ola Rollen	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the board or the management have not fulfilled their fiduciary duties.</i>				
8	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	No
9.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chairman, and SEK 645,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No
9.2	Approve Remuneration of Auditors	Mgmt	For	For	No
10.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
10.2	Reelect John Brandon as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the elections of Marta Schorling, John Brandon, Ulrika Francke, Henrik Henriksson, Ola Rollen (CEO) and Patrick Soderlund is warranted as there are no concerns regarding their reelection. A vote AGAINST candidates Gun Nilsson and Sofia Schorling Hogberg is warranted as they are non-independent and sit on the audit and remuneration committees which have an insufficient level of independence. Moreover, Gun Nilsson is non-independent while he also chairs the audit committee.</i>				
10.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	No
	<i>Blended Rationale: A vote FOR the elections of Marta Schorling, John Brandon, Ulrika Francke, Henrik Henriksson, Ola Rollen (CEO) and Patrick Soderlund is warranted as there are no concerns regarding their reelection. A vote AGAINST candidates Gun Nilsson and Sofia Schorling Hogberg is warranted as they are non-independent and sit on the audit and remuneration committees which have an insufficient level of independence. Moreover, Gun Nilsson is non-independent while he also chairs the audit committee.</i>				
10.4	Reelect Ulrika Francke as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the elections of Marta Schorling, John Brandon, Ulrika Francke, Henrik Henriksson, Ola Rollen (CEO) and Patrick Soderlund is warranted as there are no concerns regarding their reelection. A vote AGAINST candidates Gun Nilsson and Sofia Schorling Hogberg is warranted as they are non-independent and sit on the audit and remuneration committees which have an insufficient level of independence. Moreover, Gun Nilsson is non-independent while he also chairs the audit committee.</i>				
10.5	Reelect Henrik Henriksson as Director	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
10.6	Reelect Ola Rollen as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the elections of Marta Schorling, John Brandon, Ulrika Francke, Henrik Henriksson, Ola Rollen (CEO) and Patrick Soderlund is warranted as there are no concerns regarding their reelection. A vote AGAINST candidates Gun Nilsson and Sofia Schorling Hogberg is warranted as they are non-independent and sit on the audit and remuneration committees which have an insufficient level of independence. Moreover, Gun Nilsson is non-independent while he also chairs the audit committee.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
10.7	Reelect Gun Nilsson as Director	Mgmt	For	Against	No
	<i>Blended Rationale: A vote FOR the elections of Marta Schorling, John Brandon, Ulrika Francke, Henrik Henriksson, Ola Rollen (CEO) and Patrick Soderlund is warranted as there are no concerns regarding their reelection. A vote AGAINST candidates Gun Nilsson and Sofia Schorling Hogberg is warranted as they are non-independent and sit on the audit and remuneration committees which have an insufficient level of independence. Moreover, Gun Nilsson is non-independent while he also chairs the audit committee.</i>				
10.8	Reelect Patrick Soderlund as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the elections of Marta Schorling, John Brandon, Ulrika Francke, Henrik Henriksson, Ola Rollen (CEO) and Patrick Soderlund is warranted as there are no concerns regarding their reelection. A vote AGAINST candidates Gun Nilsson and Sofia Schorling Hogberg is warranted as they are non-independent and sit on the audit and remuneration committees which have an insufficient level of independence. Moreover, Gun Nilsson is non-independent while he also chairs the audit committee.</i>				
10.9	Reelect Gun Nilsson as Board Chairman	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this item is warranted because the election of Gun Nilsson to the board of directors is not supported.</i>				
10.10	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	No
11	Reelect Mikael Ekdahl (Chair), Caroline Forsberg and Anders Oscarsson, and Elect Jan Dworsky as Members of Nominating Committee	Mgmt	For	For	No
12	Approve Remuneration Report	Mgmt	For	For	No
13	Approve Performance Share Plan for Key Employees	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this plan is warranted as the company has not disclosed the targets attached to the performance criteria.</i>				
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	No
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	No
16	Approve 7:1 Stock Split; Amend Articles Accordingly; Set Minimum (1.4 Billion) and Maximum (5.6 Billion) Number of Shares; Proxies and Postal Voting	Mgmt	For	For	No

Air Liquide SA

Meeting Date: 05/04/2021

Country: France

Primary Security ID: F01764103

Record Date: 04/30/2021

Meeting Type: Annual/Special

Ticker: AI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt			

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
3	Approve Allocation of Income and Dividends of EUR 2.75 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For	No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
5	Reelect Xavier Huillard as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7 and 8).</i>				
6	Elect Pierre Breber as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7 and 8).</i>				
7	Elect Aiman Ezzat as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7 and 8).</i>				
8	Elect Bertrand Dumazy as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 5, 6, 7 and 8).</i>				
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of the New Transactions	Mgmt	For	For	No
10	Approve Compensation of Benoit Potier	Mgmt	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these authorizations are warranted, because:* The proposed volumes respect the recommended guidelines for issuances with preemptive rights; and* These resolutions could not be used during a takeover period.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR these authorizations are warranted, because:* The proposed volumes respect the recommended guidelines for issuances with preemptive rights; and* These resolutions could not be used during a takeover period.</i>					
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.</i>					
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR these employee stock purchase plans are warranted as their proposed volume respect the 10-percent recommended guidelines.</i>					
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

American Express Company

Meeting Date: 05/04/2021 **Country:** USA **Primary Security ID:** 025816109
Record Date: 03/08/2021 **Meeting Type:** Annual **Ticker:** AXP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Charlene Barshefsky	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director John J. Brennan	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Peter Chernin	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Ralph de la Vega	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Michael O. Leavitt	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1g	Elect Director Theodore J. Leonsis	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Charles E. Phillips	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Lynn A. Pike	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Stephen J. Squeri	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Daniel L. Vasella	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Lisa W. Wardell	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1n	Elect Director Ronald A. Williams	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1o	Elect Director Christopher D. Young	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Provide Right to Act by Written Consent	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>				
5	Publish Annually a Report Assessing Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Yes
	<i>Blended Rationale: A vote AGAINST the shareholder proposal is warranted given the extensive disclosures already published by the company.</i>				

Baxter International Inc.

Meeting Date: 05/04/2021

Country: USA

Primary Security ID: 071813109

Record Date: 03/11/2021

Meeting Type: Annual

Ticker: BAX

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Thomas F. Chen	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director John D. Forsyth	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Peter S. Hellman	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Michael F. Mahoney	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Patricia B. Morrison	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Stephen N. Oesterle	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1h	Elect Director Cathy R. Smith	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Thomas T. Stalkamp	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the longest serving Director is warranted due to long average board tenure and low overall board independence.</i>				
1j	Elect Director Albert P.L. Stroucken	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Amy A. Wendell	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director David S. Wilkes	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>				
4	Approve Omnibus Stock Plan	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
6	Provide Right to Act by Written Consent	SH	Against	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>					
7	Require Independent Board Chair	SH	Against	Against	No

Bristol-Myers Squibb Company

Meeting Date: 05/04/2021

Country: USA

Primary Security ID: 110122108

Record Date: 03/15/2021

Meeting Type: Annual

Ticker: BMY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1A	Elect Director Peter J. Arduini	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1B	Elect Director Michael W. Bonney	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					
1C	Elect Director Giovanni Caforio	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1D	Elect Director Julia A. Haller	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1E	Elect Director Paula A. Price	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					
1F	Elect Director Derica W. Rice	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1G	Elect Director Theodore R. Samuels	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1H	Elect Director Gerald L. Storch	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1I	Elect Director Karen H. Vousden	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1J	Elect Director Phyllis R. Yale	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
5	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	Mgmt	For	For	No
6	Require Independent Board Chair	SH	Against	For	No
<i>Blended Rationale: A vote FOR this non-binding proposal is warranted, as shareholders would benefit from the most robust form of independent board oversight, in the form of an independent chair, at the next CEO transition.</i>					
7	Provide Right to Act by Written Consent	SH	Against	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted, as a written consent right would provide shareholders with an additional means of acting in between annual meetings.</i>					
8	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	SH	Against	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 5 is approved) to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i>					

Tomra Systems ASA

Meeting Date: 05/04/2021

Country: Norway

Primary Security ID: R91733114

Record Date: 04/27/2021

Meeting Type: Annual

Ticker: TOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
<i>Blended Rationale: These are routine meeting formalities.</i>					
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No
<i>Blended Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	No
<i>Blended Rationale: These are routine meeting formalities.</i>					
4	Approve Notice of Meeting and Agenda	Mgmt	For	Do Not Vote	No
<i>Blended Rationale: These are routine meeting formalities.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Tomra Systems ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
5	Receive Management Report on the Status of the Company and Group	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.00 Per Share	Mgmt	For	Do Not Vote	No
7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Do Not Vote	No
<i>Blended Rationale: A vote AGAINST this item is warranted because the company may grant uncapped extraordinary bonuses for the purpose of recruiting or keeping senior executives or as compensation for extraordinary tasks performed in addition to regular tasks, including discretionary payments for long-serving managers at resignation which may also result in excessive termination arrangements.</i>					
8	Discuss Company's Corporate Governance Statement (Not Voting)	Mgmt			
9	Approve Remuneration of Directors	Mgmt	For	Do Not Vote	No
<i>Blended Rationale: A vote AGAINST Item 9 is warranted, as the proposed chairman fee can be considered excessive in relation to comparable domestic peers. A vote FOR Item 10 is warranted as nominating committee fees are usually modest and symbolic in this market.</i>					
10	Approve Remuneration of Nominating Committee	Mgmt	For	Do Not Vote	No
<i>Blended Rationale: A vote AGAINST Item 9 is warranted, as the proposed chairman fee can be considered excessive in relation to comparable domestic peers. A vote FOR Item 10 is warranted as nominating committee fees are usually modest and symbolic in this market.</i>					
11	Reelect Jan Svensson (Chairman), Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors	Mgmt	For	Do Not Vote	No
<i>Blended Rationale: A vote AGAINST this proposal is warranted because Jan Svensson is overboarded.</i>					
12	Reelect Rune Selmar (Chairman) and Hild Kinder, and Elect Anders Morck as Members of Nominating Committee	Mgmt	For	Do Not Vote	No
13	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	Mgmt	For	Do Not Vote	No
15	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	Do Not Vote	No

International Flavors & Fragrances Inc.

Meeting Date: 05/05/2021

Country: USA

Primary Security ID: 459506101

Record Date: 03/08/2021

Meeting Type: Annual

Ticker: IFF

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1b	Elect Director Edward D. Breen	Mgmt	For	For	Yes
	<i>Blended Rationale: A vote FOR the proposal is warranted. Breen has the right to elect 6/13 board members as part of the merger with DuPont's nutrition business. As he is the ex-Chairman and CEO of the business, ISS consider him to be non-independent. However, given the directors are up for annual re-election, this is not viewed as a long-term issue and also serves as a tool to maintain the quality of the merger.</i>				
1c	Elect Director Carol Anthony Davidson	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1d	Elect Director Michael L. Ducker	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1f	Elect Director John F. Ferraro	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1g	Elect Director Andreas Fibig	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1h	Elect Director Christina Gold	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1i	Elect Director Ilene Gordon	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1j	Elect Director Matthias J. Heinzl	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1k	Elect Director Dale F. Morrison	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				
1l	Elect Director Kare Schultz	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1m	Elect Director Stephen Williamson	Mgmt	For	For	No
<i>Blended Rationale: A vote AGAINST Edward Breen is warranted for serving as a non-independent member (per ISS criteria) of the nominating committee. A vote FOR the remaining director nominees is warranted.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	No

Stryker Corporation

Meeting Date: 05/05/2021

Country: USA

Primary Security ID: 863667101

Record Date: 03/08/2021

Meeting Type: Annual

Ticker: SYK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Mary K. Brainerd	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Giovanni Caforio	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Srikant M. Datar	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Allan C. Golston	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Kevin A. Lobo	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Sherilyn S. McCoy	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1i	Elect Director Ronda E. Stryker	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1j	Elect Director Rajeev Suri	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Report on Workforce Involvement in Corporate Governance	SH	Against	Against	No
5	Provide Right to Call A Special Meeting	SH	Against	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted. The proposed 15 percent threshold would represent an enhancement in the shareholders' special meeting right, which the board put in place after this proposal was submitted. Additionally, the 15 percent threshold appears reasonable given the company's current ownership structure.</i>					

Symrise AG

Meeting Date: 05/05/2021 **Country:** Germany **Primary Security ID:** D827A1108
Record Date: 04/13/2021 **Meeting Type:** Annual **Ticker:** SY1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.97 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Elect Michael Koenig to the Supervisory Board	Mgmt	For	Against	No
<i>Blended Rationale: VOTE RECOMMENDATIONVotes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
6.2	Elect Ursula Buck to the Supervisory Board	Mgmt	For	For	No
<i>Blended Rationale: VOTE RECOMMENDATION</i> Votes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.					
6.3	Elect Bernd Hirsch to the Supervisory Board	Mgmt	For	For	No
<i>Blended Rationale: VOTE RECOMMENDATION</i> Votes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.					
6.4	Elect Horst-Otto Gerberding to the Supervisory Board	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent.</i>					
6.5	Elect Andrea Pfeifer to the Supervisory Board	Mgmt	For	For	No
<i>Blended Rationale: VOTE RECOMMENDATION</i> Votes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.					
6.6	Elect Peter Vanacker to the Supervisory Board	Mgmt	For	For	No
<i>Blended Rationale: VOTE RECOMMENDATION</i> Votes FOR the nominees Ursula Buck, Bernd Hirsch, Horst-Otto Gerberding, Andrea Pfeifer, and Peter Vanacker are warranted due to a lack of concerns.A vote AGAINST Michael Koenig is warranted because if elected as board chair, he would be overboarded.					
7	Amend Articles Re: Online Participation; Absentee Vote; Virtual General Meeting	Mgmt	For	Against	No
<i>Blended Rationale: A precautionary vote AGAINST this proposal is warranted because it entails changes that could provide for virtual-only meetings until June 2024, and there is no commitment that the company would return to a physical or hybrid format in more normal circumstances during that time period.</i>					
8	Approve Remuneration Policy	Mgmt	For	For	No
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	No

Lonza Group AG

Meeting Date: 05/06/2021 **Country:** Switzerland **Primary Security ID:** H50524133
Record Date: **Meeting Type:** Annual **Ticker:** LONN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	No
5.1.1	Reelect Werner Bauer as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.1.2	Reelect Albert Baehny as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.1.3	Reelect Dorothee Deuring as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.1.4	Reelect Angelica Kohlmann as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.1.5	Reelect Christoph Maeder as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.2	Reelect Albert Baehny as Board Chairman	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed board and committee nominees are warranted.</i>				
6	Ratify KPMG Ltd as Auditors	Mgmt	For	For	No
7	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	No
8	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.6 Million for the Period July 1, 2021 - June 30, 2022	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2020	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 10.5 Million for Fiscal Year 2021	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.</i>					
10	Approve Renewal of CHF 7.5 Million Pool of Authorized Capital without Preemptive Rights	Mgmt	For	For	No
11	Transact Other Business (Voting)	Mgmt	For	Against	No
<i>Blended Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

Waste Management, Inc.

Meeting Date: 05/11/2021 **Country:** USA **Primary Security ID:** 94106L109
Record Date: 03/17/2021 **Meeting Type:** Annual **Ticker:** WM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director James C. Fish, Jr.	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Andres R. Gluski	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Victoria M. Holt	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1e	Elect Director Sean E. Menke	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director William B. Plummer	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1g	Elect Director John C. Pope	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1h	Elect Director Maryrose T. Sylvester	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Thomas H. Weidemeyer	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

SAP SE

Meeting Date: 05/12/2021

Country: Germany

Primary Security ID: D66992104

Record Date: 04/20/2021

Meeting Type: Annual

Ticker: SAP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>				
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	For	For	No
6.1	Elect Qi Lu to the Supervisory Board	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

SAP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
6.2	Elect Rouven Westphal to the Supervisory Board	Mgmt	For	Against	Yes
<p><i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent. Westphal has a business relationship with Prof. Dr. Plattner, the Chair of the Supervisory Board of SAP SE. He is Managing Director of the General Partner of HPC Germany GmbH & Co. KG, the Investment Office of Prof. Dr. Plattner, which manages his private wealth including his shareholding in SAP SE.</i></p>					
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 100 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	No
8	Amend Corporate Purpose	Mgmt	For	For	No
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	No

Intel Corporation

Meeting Date: 05/13/2021 Country: USA Primary Security ID: 458140100
 Record Date: 03/19/2021 Meeting Type: Annual Ticker: INTC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1b	Elect Director James J. Goetz	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1c	Elect Director Alyssa Henry	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1d	Elect Director Omar Ishrak	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1f	Elect Director Tsu-Jae King Liu	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					
1g	Elect Director Gregory D. Smith	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominees is warranted.</i></p>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1h	Elect Director Dion J. Weisler	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Frank D. Yeary	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	No
	<i>Blended Rationale: Following low support for this proposal last year, the committee demonstrated adequate responsiveness by disclosing shareholder engagement and feedback as well as certain improvements to the pay program. These included improved disclosure around operational goals as well as a redesigned STI program for FY21. While in FY20 there continued to be goal rigor concerns surrounding STI goals, it appears that this will be addressed by the redesigned STI program for FY21. Nevertheless, there is ongoing concern around the CEO's relatively high target and maximum payout opportunities under the bonus program. In addition, half of the CEO's annual PSU awards continue to target merely median performance, with no disclosed vesting cap for negative TSR. There are additional concerns regarding the pay magnitude and structure of compensation arrangements approved for Patrick Gelsinger, who was appointed CEO in 2021. It is estimated that his equity awards will be valued at approximately \$110 million. While \$50 million of Gelsinger's equity awards are to cover forfeited pay from his previous employer, and a portion of the grants are performance-conditioned, there is no indication that these awards are intended to cover multiple years of future equity grants, despite a very large award value. Further, the design of certain awards may reward for temporary peaks in share price performance. In light of these concerns, a vote AGAINST this proposal is warranted.</i>				
4	Provide Right to Act by Written Consent	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>				
5	Report on Global Median Gender/Racial Pay Gap	SH	Against	Against	No
6	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	SH	Against	Against	No

Prudential Plc

Meeting Date: 05/13/2021

Country: United Kingdom

Primary Security ID: G72899100

Record Date: 05/11/2021

Meeting Type: Annual

Ticker: PRU

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

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
3	Elect Chua Sock Koong as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
4	Elect Ming Lu as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
5	Elect Jeanette Wong as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
6	Re-elect Shriti Vadera as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
7	Re-elect Jeremy Anderson as Director	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
8	Re-elect Mark Fitzpatrick as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
9	Re-elect David Law as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
10	Re-elect Anthony Nightingale as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
11	Re-elect Philip Remnant as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
12	Re-elect Alice Schroeder as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
13	Re-elect James Turner as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
14	Re-elect Thomas Watjen as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
15	Re-elect Michael Wells as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
16	Re-elect Fields Wicker-Miurin as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
17	Re-elect Amy Yip as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
21	Authorise Issue of Equity	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
22	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

Ross Stores, Inc.

Meeting Date: 05/19/2021 **Country:** USA **Primary Security ID:** 778296103
Record Date: 03/23/2021 **Meeting Type:** Annual **Ticker:** ROST

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director K. Gunnar Bjorklund	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Michael J. Bush	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Sharon D. Garrett	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Michael J. Hartshorn	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Ross Stores, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1e	Elect Director Stephen D. Milligan	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Patricia H. Mueller	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director George P. Orban	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Gregory L. Quesnel	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Larree M. Renda	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Barbara Rentler	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Doniel N. Sutton	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Adopt Share Retention Policy For Senior Executives *Withdrawn Resolution*	SH			

Thermo Fisher Scientific Inc.

Meeting Date: 05/19/2021

Country: USA

Primary Security ID: 883556102

Record Date: 03/26/2021

Meeting Type: Annual

Ticker: TMO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Marc N. Casper	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Nelson J. Chai	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director C. Martin Harris	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1d	Elect Director Tyler Jacks	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director R. Alexandra Keith	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Thomas J. Lynch	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1g	Elect Director Jim P. Manzi	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director James C. Mullen	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Lars R. Sorensen	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Debora L. Spar	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Scott M. Sperling	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Dion J. Weisler	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	No
4	Provide Right to Call A Special Meeting	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted as it would enhance the newly adopted shareholder right to call special meetings.</i>				

AIA Group Limited

Meeting Date: 05/20/2021

Country: Hong Kong

Primary Security ID: Y002A1105

Record Date: 05/13/2021

Meeting Type: Annual

Ticker: 1299

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

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

AIA Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
2	Approve Final Dividend	Mgmt	For	For	No
3	Elect Lee Yuan Siong as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>					
4	Elect Chung-Kong Chow as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>					
5	Elect John Barrie Harrison as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR all nominees is warranted.</i>					
6	Elect Lawrence Juen-Yee Lau as Director	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					
7	Elect Cesar Velasquez Purisima as Director	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					
8	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
9A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	No
9B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	No

bioMerieux SA

Meeting Date: 05/20/2021

Country: France

Primary Security ID: F1149Y232

Record Date: 05/18/2021

Meeting Type: Annual/Special

Ticker: BIM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
3	Approve Discharge of Directors	Mgmt	For	For	No
4	Approve Allocation of Income and Dividends of EUR 0.62 per Share	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
5	Approve Transaction with Institut Merieux Re: Amendment to the Services Agreement	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST the approval of this transaction is warranted as, given the lack of information on the price-setting process and the selection process, it is impossible to ascertain whether the consulting agreement is in all shareholders' interests.</i>				
6	Approve Transaction with Fondation Merieux Re: Payment of an Additional Envelope of EUR 12 Million under its Sponsorship Agreement	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these related party transactions is warranted in the absence of specific concerns.</i>				
7	Approve Transaction with Fondation Merieux Re: Payment of an Additional Envelope of EUR 500,000 under its Sponsorship Agreement	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these related party transactions is warranted in the absence of specific concerns.</i>				
8	Approve Transaction with Fonds de Dotation bioMerieux Re: Payment of an Initial Endowment of EUR 20 Million to Fonds de Dotation bioMerieux	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these related party transactions is warranted in the absence of specific concerns.</i>				
9	Reelect Alain Merieux as Founder Chairman	Mgmt	For	For	No
10	Reelect Marie-Paule Kieny as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns</i>				
11	Reelect Fanny Letier as Director	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns</i>				
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these remuneration policies are warranted.</i>				
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration policy is warranted as:* The company fails to disclose a bonus cap.</i>				
14	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration policy is warranted because:* The company fails to disclose a bonus cap;* Performance conditions applicable to the LTI scheme are undisclosed and the length of the performance period and the cap are vague.</i>				
15	Approve Remuneration Policy of Directors	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR these remuneration policies are warranted.</i>				
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
17	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration report is warranted as the variable remuneration exceed the cap approved by the shareholders at last AGM.</i>				
18	Approve Compensation of Didier Boulud, Vice-CEO	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration report is warranted as: * Nearly one third of the award granted under LTIP plan is not contingent to performance condition. * The performance conditions under LTIP plan are not fully long term oriented.</i>				
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	Mgmt	For	Against	No
	<i>Blended Rationale: * Votes AGAINST Items 21 to 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 23, 24, 25, and 28 are warranted as they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.</i>				
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	Mgmt	For	Against	No
	<i>Blended Rationale: * Votes AGAINST Items 21 to 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 23, 24, 25, and 28 are warranted as they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.</i>				
23	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	Against	No
	<i>Blended Rationale: * Votes AGAINST Items 21 to 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 23, 24, 25, and 28 are warranted as they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.</i>				
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	No
	<i>Blended Rationale: * Votes AGAINST Items 21 to 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 23, 24, 25, and 28 are warranted as they do not respect the recommended 10 percent guidelines for issuances without preemptive rights. * A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Mgmt	For	Against	No
<i>Blended Rationale: * Votes AGAINST Items 21 to 26 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 22, 23, 24, 25, and 28 are warranted as they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.</i>					
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	No
<i>Blended Rationale: * Votes AGAINST Items 21 to 26 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 22, 23, 24, 25, and 28 are warranted as they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.</i>					
27	Authorize Capitalization of Reserves of Up to EUR 4.21 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
28	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4.21 Million	Mgmt	For	Against	No
<i>Blended Rationale: * Votes AGAINST Items 21 to 26 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 22, 23, 24, 25, and 28 are warranted as they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.</i>					
29	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	No
<i>Blended Rationale: A vote AGAINST this resolution is warranted because:* The total aggregate volume would be in excess of recommended guidelines.* There are no performance conditions applicable overall.* The performance conditions for corporate officers are not disclosed.* The vesting period is not sufficiently long-term oriented.* The performance period is less than or equal to three years.</i>					
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR this authorization is warranted in the absence of specific concerns.</i>					
31	Eliminate Preemptive Rights Pursuant to Item 30 Above, in Favor of Employees	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR this authorization is warranted in the absence of specific concerns.</i>					
32	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-28 and 30 at EUR 4.21 Million	Mgmt	For	For	No
<i>Blended Rationale: * Votes AGAINST Items 21 to 26 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 22, 23, 24, 25, and 28 are warranted as they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.* A vote FOR the total limit proposed under Item 32 is warranted as it limits shareholder dilution.</i>					
33	Amend Articles 12, 14, 15 and 17 of Bylaws Re: Remuneration of Corporate Officers; Written Consultation; Corporate Purpose	Mgmt	For	For	No
34	Approve Change of Corporate Form to Societe Europeenne (SE)	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
35	Pursuant to Item 34 Above, Adopt New Bylaws	Mgmt	For	For	No
36	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

Grifols SA

Meeting Date: 05/20/2021

Country: Spain

Primary Security ID: E5706X215

Record Date: 05/14/2021

Meeting Type: Annual

Ticker: GRF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Approve Standalone Financial Statements, Allocation of Income, and Dividend Payment for Class B Shares	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these items is warranted because:* The external auditor's opinion on the financial statements for the fiscal year in review is unqualified; and* The proposed allocation of income and dividend payment proposals do not raise concerns.</i>					
2	Approve Consolidated Financial Statements	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these items is warranted because:* The external auditor's opinion on the financial statements for the fiscal year in review is unqualified; and* The proposed allocation of income and dividend payment proposals do not raise concerns.</i>					
3	Approve Non-Financial Information Statement	Mgmt	For	For	No
4	Approve Dividends Charged Against Reserves	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these items is warranted because:* The external auditor's opinion on the financial statements for the fiscal year in review is unqualified; and* The proposed allocation of income and dividend payment proposals do not raise concerns.</i>					
5	Approve Discharge of Board	Mgmt	For	For	No
6	Appoint Deloitte as Auditor of Standalone Financial Statements	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR Item 6 is warranted because there are no concerns about the proposed auditor. A qualified vote FOR is warranted because the proposed audit firm has been auditing the company accounts for 31 years.</i>					
7	Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>					
8.1	Dismiss Ramon Riera Roca as Director	Mgmt	For	For	No
8.2	Reelect Victor Grifols Roura as Director	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the longest serving Director is warranted due to long average board tenure and low overall board independence.</i>					
8.3	Fix Number of Directors at 12	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Grifols SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Advisory Vote on Remuneration Report	Mgmt	For	For	No
11	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	No
<i>Blended Rationale: A vote AGAINST this item is warranted because the potential dilution exceeds 10 percent of currently issued capital.</i>					
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	No

Marsh & McLennan Companies, Inc.

Meeting Date: 05/20/2021

Country: USA

Primary Security ID: 571748102

Record Date: 03/22/2021

Meeting Type: Annual

Ticker: MMC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Anthony K. Anderson	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					
1b	Elect Director Oscar Fanjul	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent.</i>					
1c	Elect Director Daniel S. Glaser	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director H. Edward Hanway	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Tamara Ingram	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Jane H. Lute	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director Steven A. Mills	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1i	Elect Director Bruce P. Nolop	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Marc D. Oken	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Morton O. Schapiro	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is not considered to be independent.</i>				
1l	Elect Director Lloyd M. Yates	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1m	Elect Director R. David Yost	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>				

The Home Depot, Inc.

Meeting Date: 05/20/2021

Country: USA

Primary Security ID: 437076102

Record Date: 03/22/2021

Meeting Type: Annual

Ticker: HD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Ari Bousbib	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Gregory D. Brenneman	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1e	Elect Director J. Frank Brown	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1f	Elect Director Albert P. Carey	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Helena B. Foulkes	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Linda R. Gooden	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Manuel Kadre	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Craig A. Menear	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Amend Shareholder Written Consent Provisions	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted given that a reduction in the ownership threshold would provide a more meaningful written consent right for shareholders.</i>				
5	Report on Political Contributions Congruency Analysis	SH	Against	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the company already makes adequate disclosures and further disclosure is unlikely to add value to stakeholders.</i>				
6	Report on Prison Labor in the Supply Chain	SH	Against	Against	No

Zoetis Inc.

Meeting Date: 05/20/2021

Country: USA

Primary Security ID: 98978V103

Record Date: 03/26/2021

Meeting Type: Annual

Ticker: ZTS

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Sanjay Khosla	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Antoinette R. Leatherberry	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Willie M. Reed	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Linda Rhodes	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify KPMG LLP as Auditor	Mgmt	For	For	No
4	Adopt Simple Majority Vote	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted given that the elimination of the supermajority vote requirement enhances shareholder rights.</i>				

EssilorLuxottica SA

Meeting Date: 05/21/2021 **Country:** France **Primary Security ID:** F31665106
Record Date: 05/19/2021 **Meeting Type:** Annual/Special **Ticker:** EL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
3	Approve Allocation of Income and Dividends of EUR 2.23 per Share	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
6	Approve Compensation of Leonardo Del Vecchio, Chairman and CEO Until Dec. 17, 2020 and Chairman of the Board Since Dec. 17, 2020	Mgmt	For	For	No
7	Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO Until Dec. 17, 2020 and Vice-Chairman of the Board Since Dec. 17, 2020	Mgmt	For	For	No
8	Approve Remuneration Policy of Corporate Officers, Since Jan. 1, 2020 Until the General Assembly	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the remuneration policy applicable to corporate officers from Jan. 2021 until the 2021 GM (Item 8) is warranted but is not without concerns as the CEO and Vice-CEO employment contracts have not been canceled under this period while they have been appointed CEO and Vice-CEO since Dec. 17, 2020. A vote AGAINST the remuneration policy applicable to corporate officers after 2021 GM (Item 9) is warranted as: * The CEO base salary increases without compelling rationale; * Severance agreement for the CEO and Vice-CEO raise several concerns; * The Vice-CEO employment contract has not been canceled (only suspended); * The CEO non-compete agreement is guaranteed; * The post mandate LTIP treatment is not in line with market practices; and * The stringency of a criterion of the LTIP 2021 is not deemed sufficient;</i></p>					
9	Approve Remuneration Policy of Corporate Officers, Since the General Assembly	Mgmt	For	Against	No
<p><i>Blended Rationale: A vote FOR the remuneration policy applicable to corporate officers from Jan. 2021 until the 2021 GM (Item 8) is warranted but is not without concerns as the CEO and Vice-CEO employment contracts have not been canceled under this period while they have been appointed CEO and Vice-CEO since Dec. 17, 2020. A vote AGAINST the remuneration policy applicable to corporate officers after 2021 GM (Item 9) is warranted as: * The CEO base salary increases without compelling rationale; * Severance agreement for the CEO and Vice-CEO raise several concerns; * The Vice-CEO employment contract has not been canceled (only suspended); * The CEO non-compete agreement is guaranteed; * The post mandate LTIP treatment is not in line with market practices; and * The stringency of a criterion of the LTIP 2021 is not deemed sufficient;</i></p>					
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
11	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	No
<p><i>Blended Rationale: These proposals merit votes FOR as the proposed amendments do not raise concerns. However, the adoption of the new articles proposed under Items 11 and 13 does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i></p>					
12	Amend Article 13 of Bylaws Re: Directors Length of Term	Mgmt	For	For	No
<p><i>Blended Rationale: These proposals merit votes FOR as the proposed amendments do not raise concerns. However, the adoption of the new articles proposed under Items 11 and 13 does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i></p>					
13	Amend Article 15, 16 and 23 of Bylaws Re: Board Deliberation	Mgmt	For	For	No
<p><i>Blended Rationale: These proposals merit votes FOR as the proposed amendments do not raise concerns. However, the adoption of the new articles proposed under Items 11 and 13 does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i></p>					
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
15	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 5 Percent of Issued Capital	Mgmt	For	For	No
17	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
	Ordinary Business	Mgmt			
19	Reelect Leonardo Del Vecchio as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				
20	Reelect Romolo Bardin as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				
21	Reelect Juliette Favre as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				
22	Reelect Francesco Milleri as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
23	Reelect Paul du Saillant as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				
24	Reelect Cristina Scocchia as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				
25	Elect Jean-Luc Biamonti as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				
26	Elect Marie-Christine Coisne as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				
27	Elect Jose Gonzalo as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				
28	Elect Swati Piramal as Director	Mgmt	For	For	No
	<i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
29	Elect Nathalie von Siemens as Director	Mgmt	For	For	No
<p><i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i></p>					
30	Elect Andrea Zappia as Director	Mgmt	For	For	No
<p><i>Blended Rationale: * Votes FOR the (re)elections of these non-independent nominees are /warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) but are not without concerns as the Company does not disclose the composition of its committees (Items 19-21). * Votes FOR the (re)elections of the CEO and Vice-CEO are warranted but are not without concerns as the Company does not disclose the composition of its committees (Items 22-23). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 24-30).</i></p>					
31	Directors Length of Term, Pursuant Item 12	Mgmt	For	For	No
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

IPG Photonics Corporation

Meeting Date: 05/25/2021 **Country:** USA **Primary Security ID:** 44980X109
Record Date: 04/01/2021 **Meeting Type:** Annual **Ticker:** IPGP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Valentin P. Gapontsev	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominee(s) is warranted.</i></p>					
1.2	Elect Director Eugene A. Scherbakov	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominee(s) is warranted.</i></p>					
1.3	Elect Director Michael C. Child	Mgmt	For	For	No
<p><i>Blended Rationale: We vote AGAINST the re-election of Mr Child given his tenure as a director and subsequent perceived lack of independence</i></p>					
1.4	Elect Director Jeanmarie F. Desmond	Mgmt	For	For	No
<p><i>Blended Rationale: A vote FOR the director nominee(s) is warranted.</i></p>					
1.5	Elect Director Gregory P. Dougherty	Mgmt	For	For	No
<p><i>Blended Rationale: We vote AGAINST the election of mr Dougherty as we believe him to be over boarded with three other public company directorships.</i></p>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

IPG Photonics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.6	Elect Director Eric Meurice	Mgmt	For	For	No
	<i>Blended Rationale: We vote AGAINST the election of Mr Meurice as we believe him to be over boarded with three other public company directorships, one of which he holds the Chairmanship.</i>				
1.7	Elect Director Natalia Pavlova	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1.8	Elect Director John R. Peeler	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominee(s) is warranted.</i>				
1.9	Elect Director Thomas J. Seifert	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominee(s) is warranted.</i>				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
	<i>Blended Rationale: We vote AGAINST this proposal as the audit term exceeds twenty years and we think the company should look for another independent auditor.</i>				

Dassault Systemes SA

Meeting Date: 05/26/2021 **Country:** France **Primary Security ID:** F24571451
Record Date: 05/24/2021 **Meeting Type:** Annual/Special **Ticker:** DSY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
	<i>Blended Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>				
3	Approve Allocation of Income and Dividends of EUR 0.56 per Share	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST this remuneration policy is warranted as:* The uncommon process of company's capital association for the CEO leads to such pay magnitude that it triggers a general concern on pay quantum with respect to the peer group median. In this context the proposed base salary increase, though considered reasonable, can be questioned; and* Performance period for half of the award is not considered long-term oriented.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	No
7	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	Mgmt	For	Against	No
<i>Blended Rationale: A vote AGAINST this remuneration report is warranted as the following concerns are raised:* The level of disclosure on bonus remains low;* The alignment between performance and bonus outcome in connection with some quantitative criteria is unclear; and* Information on the performance achieved for LTIPs vested is low which is all the more problematic as the quantum is significant.</i>					
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
9	Reelect Odile Desforges as Director	Mgmt	For	For	No
<i>Blended Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 9 and 10). * A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 41.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 11).</i>					
10	Reelect Soumitra Dutta as Director	Mgmt	For	For	No
<i>Blended Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 9 and 10). * A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 41.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 11).</i>					
11	Ratify Appointment of Pascal Daloz as Interim Director	Mgmt	For	For	No
<i>Blended Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 9 and 10). * A vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 41.7 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 11).</i>					
12	Authorize Repurchase of Up to 5 Million Issued Share Capital	Mgmt	For	For	No
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	No
<i>Blended Rationale: * Votes FOR the authorizations under Items 14,15,16,17 and 19 are warranted because they respect the recommended 50/10-percent guidelines for issuances with and without preemptive rights.</i>					
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	No
<i>Blended Rationale: * Votes FOR the authorizations under Items 14,15,16,17 and 19 are warranted because they respect the recommended 50/10-percent guidelines for issuances with and without preemptive rights.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	No
<i>Blended Rationale: * Votes FOR the authorizations under Items 14,15,16,17 and 19 are warranted because they respect the recommended 50/10-percent guidelines for issuances with and without preemptive rights.</i>					
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	No
<i>Blended Rationale: * Votes FOR the authorizations under Items 14,15,16,17 and 19 are warranted because they respect the recommended 50/10-percent guidelines for issuances with and without preemptive rights.</i>					
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	No
<i>Blended Rationale: * Votes FOR the authorizations under Items 14,15,16,17 and 19 are warranted because they respect the recommended 50/10-percent guidelines for issuances with and without preemptive rights.</i>					
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.</i>					
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	No
<i>Blended Rationale: Votes FOR the employee stock purchase plans are warranted as the proposed volume respects the 10-percent recommended guidelines.</i>					
23	Approve 5-for-1 Stock Split	Mgmt	For	For	No
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

PayPal Holdings, Inc.

Meeting Date: 05/26/2021

Country: USA

Primary Security ID: 70450Y103

Record Date: 03/30/2021

Meeting Type: Annual

Ticker: PYPL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Rodney C. Adkins	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1b	Elect Director Jonathan Christodoro	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1c	Elect Director John J. Donahoe	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director David W. Dorman	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Belinda J. Johnson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Gail J. McGovern	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Deborah M. Messemer	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director David M. Moffett	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1i	Elect Director Ann M. Sarnoff	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Daniel H. Schulman	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Frank D. Yeary	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>				
4	Provide Right to Act by Written Consent	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>				
5	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	SH	Against	Against	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 05/28/2021 **Country:** France **Primary Security ID:** F58485115
Record Date: 05/26/2021 **Meeting Type:** Extraordinary Shareholders **Ticker:** MC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Ordinary Business Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No

Reckitt Benckiser Group Plc

Meeting Date: 05/28/2021 **Country:** United Kingdom **Primary Security ID:** G74079107
Record Date: 05/26/2021 **Meeting Type:** Annual **Ticker:** RKT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
5	Re-elect Jeff Carr as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
6	Re-elect Nicandro Durante as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
7	Re-elect Mary Harris as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
8	Re-elect Mehmood Khan as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
9	Re-elect Pam Kirby as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
10	Re-elect Sara Mathew as Director	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
11	Re-elect Laxman Narasimhan as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
12	Re-elect Chris Sinclair as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
13	Re-elect Elane Stock as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
14	Elect Olivier Bohuon as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
15	Elect Margherita Della Valle as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>				
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
19	Authorise Issue of Equity	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
23	Adopt New Articles of Association	Mgmt	For	For	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

Akamai Technologies, Inc.

Meeting Date: 06/03/2021

Country: USA

Primary Security ID: 00971T101

Record Date: 04/09/2021

Meeting Type: Annual

Ticker: AKAM

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Akamai Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Sharon Bowen	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.2	Elect Director Marianne Brown	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1.3	Elect Director Monte Ford	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.4	Elect Director Jill Greenthal	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.5	Elect Director Dan Hesse	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.6	Elect Director Tom Killalea	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.7	Elect Director Tom Leighton	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.8	Elect Director Jonathan Miller	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1.9	Elect Director Madhu Ranganathan	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.10	Elect Director Ben Verwaayen	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1.11	Elect Director Bill Wagner	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Amend Omnibus Stock Plan	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/08/2021 **Country:** Taiwan **Primary Security ID:** Y84629107
Record Date: 04/09/2021 **Meeting Type:** Annual **Ticker:** 2330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
	Meeting for ADR Holders	Mgmt			
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	No
2	Approve Amendment to Rules and Procedures for Election of Directors	Mgmt	For	For	No
3	Approve Issuance of Restricted Stocks	Mgmt	For	For	No
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
4.1	Elect Mark Liu, with Shareholder No. 10758, as Non-independent Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.2	Elect C.C. Wei, with Shareholder No. 370885, as Non-independent Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.3	Elect F.C. Tseng, with Shareholder No. 104, as Non-independent Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.4	Elect Ming Hsin Kung, a Representative of National Development Fund, Executive Yuan, with Shareholder No. 1, as Non-independent Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.5	Elect Peter L. Bonfield, with Shareholder No. 504512XXX, as Independent Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.6	Elect Kok Choo Chen, with Shareholder No. A210358XXX, as Independent Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.7	Elect Michael R. Splinter, with Shareholder No. 488601XXX, as Independent Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				
4.8	Elect Moshe N. Gavriellov, with Shareholder No. 505930XXX, as Independent Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4.9	Elect Yancey Hai, with Shareholder No. D100708XXX, as Independent Director	Mgmt	For	Withhold	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>					
4.10	Elect L. Rafael Reif, with Shareholder No. 545784XXX, as Independent Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					

KEYENCE Corp.

Meeting Date: 06/11/2021 **Country:** Japan **Primary Security ID:** J32491102
Record Date: 03/20/2021 **Meeting Type:** Annual **Ticker:** 6861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	No
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	No
2.2	Elect Director Nakata, Yu	Mgmt	For	For	No
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	No
2.4	Elect Director Miki, Masayuki	Mgmt	For	For	No
2.5	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	No
2.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	No
<i>Blended Rationale: A vote AGAINST the proposal is warranted given the Director's tenure and the average tenure of the board of 9 years.</i>					
2.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	No
2.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	No
3	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	No

eBay Inc.

Meeting Date: 06/15/2021 **Country:** USA **Primary Security ID:** 278642103
Record Date: 04/19/2021 **Meeting Type:** Annual **Ticker:** EBAY

Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

eBay Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Anthony J. Bates	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Adriane M. Brown	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Diana Farrell	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Logan D. Green	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Bonnie S. Hammer	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director E. Carol Hayles	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Jamie Iannone	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Kathleen C. Mitic	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Matthew J. Murphy	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Paul S. Pressler	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Mohak Shroff	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1l	Elect Director Robert H. Swan	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1m	Elect Director Perry M. Traquina	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>				
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

eBay Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4	Improve Principles of Executive Compensation Program	SH	Against	Against	No
5	Provide Right to Act by Written Consent	SH	Against	For	No

Blended Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

Sonova Holding AG

Meeting Date: 06/15/2021 **Country:** Switzerland **Primary Security ID:** H8024W106
Record Date: **Meeting Type:** Annual **Ticker:** SOON

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4.1.1	Reelect Robert Spoerry as Director and Board Chairman	Mgmt	For	For	No
<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>					
4.1.2	Reelect Lynn Bleil as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>					
4.1.3	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>					
4.1.4	Reelect Stacy Seng as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>					
4.1.5	Reelect Ronald van der Vis as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4.1.6	Reelect Jinlong Wang as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>				
4.1.7	Reelect Adrian Widmer as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>				
4.2.1	Elect Gregory Behar as Director	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>				
4.2.2	Elect Roland Diggelmann as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>				
4.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>				
4.4.1	Appoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>				
4.4.2	Appoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST Gregory Behar is warranted because he would hold an excessive number of mandates at listed companies following his election to the board. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i>				
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
4.6	Designate Keller KLG as Independent Proxy	Mgmt	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	Mgmt	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 15.8 Million	Mgmt	For	For	No
6	Approve CHF 61,299 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

W. R. Berkley Corporation

Meeting Date: 06/15/2021 **Country:** USA **Primary Security ID:** 084423102
Record Date: 04/19/2021 **Meeting Type:** Annual **Ticker:** WRB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director William R. Berkley	Mgmt	For	Against	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted as the Director is not considered to be independent as a major shareholder and Chair on the board for more than 50 years.</i>				
1b	Elect Director Christopher L. Augostini	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST compensation committee member Mark Brockbank is warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Mark E. Brockbank	Mgmt	For	Against	No
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
1d	Elect Director Mark L. Shapiro	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST compensation committee member Mark Brockbank is warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. A vote FOR the remaining director nominees is warranted.</i>				
1e	Elect Director Jonathan Talisman	Mgmt	For	For	No
	<i>Blended Rationale: A vote AGAINST compensation committee member Mark Brockbank is warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley. A vote FOR the remaining director nominees is warranted.</i>				
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted due to a lack of disclosure around targets for performance and an imbalance in the compensation of the Chair and CEO.</i>				
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

MISUMI Group Inc.

Meeting Date: 06/17/2021 **Country:** Japan **Primary Security ID:** J43293109
Record Date: 03/31/2021 **Meeting Type:** Annual **Ticker:** 9962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 9.18	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

MISUMI Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
2.1	Elect Director Nishimoto, Kosuke	Mgmt	For	For	No
2.2	Elect Director Ono, Ryusei	Mgmt	For	For	No
2.3	Elect Director Otokozawa, Ichiro	Mgmt	For	For	No
2.4	Elect Director Sato, Toshinari	Mgmt	For	For	No
2.5	Elect Director Kanatani, Tomoki	Mgmt	For	For	No
2.6	Elect Director Shimizu, Shigetaka	Mgmt	For	For	No
2.7	Elect Director Nakano, Yoichi	Mgmt	For	For	No
2.8	Elect Director Shimizu, Arata	Mgmt	For	For	No
2.9	Elect Director Suseki, Tomoharu	Mgmt	For	For	No
3.1	Appoint Statutory Auditor Nozue, Juichi	Mgmt	For	For	No
3.2	Appoint Statutory Auditor Aono, Nanako	Mgmt	For	For	No
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For	No
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For	No

Activision Blizzard, Inc.

Meeting Date: 06/21/2021 **Country:** USA **Primary Security ID:** 00507V109
Record Date: 04/19/2021 **Meeting Type:** Annual **Ticker:** ATVI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Reveta Bowers	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Robert Corti	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Hendrik Hartong, III	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director Brian Kelly	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Robert Kotick	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1f	Elect Director Barry Meyer	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Robert Morgado	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Peter Nolan	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director Dawn Ostroff	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Casey Wasserman	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	No
	<i>Blended Rationale: Following low support for this proposal last year, the committee demonstrated adequate responsiveness by disclosing shareholder engagement and feedback as well as certain improvements to the pay program. Nevertheless, there are pay-for-performance concerns for the year in review. Specifically, the CEO's equity awards granted in 2020 are oversized compared to the median total pay of peers. In addition to his "2020 Long-Term Performance Grant," Kotick received his "2021 Long-Term Performance Grant" in 2020, although his amended agreement already provides eligibility for an additional award in 2021. The vesting of the 2021 Long-Term Performance Grant was accelerated at the maximum performance level due to the triggering of the Shareholder Value Creation Incentive condition. Concerns are also raised regarding COO Alegre's compensation. Per his employment agreement, his base salary is set well above the company's peer median for the CEO position, and his target annual incentive may increase to up to double the initial target opportunity. Further, the first tranche of most of Alegre's sign-on equity awards depended on metrics that were duplicated in the STI program, which provided multiple payouts for the same short-term achievement. Lastly, the company entered into an employment agreement with the COO that provides a problematic life insurance prerequisite to the executive's spouse. In light of these concerns, a vote AGAINST this proposal is warranted.</i>				
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

Systemx Corp.

Meeting Date: 06/25/2021 Country: Japan Primary Security ID: J7864H102
 Record Date: 03/31/2021 Meeting Type: Annual Ticker: 6869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	No
2.1	Elect Director Ietsugu, Hisashi	Mgmt	For	For	No
2.2	Elect Director Asano, Kaoru	Mgmt	For	For	No
2.3	Elect Director Tachibana, Kenji	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Sysmex Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
2.4	Elect Director Matsui, Iwane	Mgmt	For	For	No
2.5	Elect Director Kanda, Hiroshi	Mgmt	For	For	No
2.6	Elect Director Yoshida, Tomokazu	Mgmt	For	For	No
2.7	Elect Director Takahashi, Masayo	Mgmt	For	For	No
2.8	Elect Director Ota, Kazuo	Mgmt	For	For	No
2.9	Elect Director Fukumoto, Hidekazu	Mgmt	For	For	No
3	Elect Alternate Director and Audit Committee Member Onishi, Koichi	Mgmt	For	For	No

Sundrug Co., Ltd.

Meeting Date: 06/26/2021 **Country:** Japan **Primary Security ID:** J78089109
Record Date: 03/31/2021 **Meeting Type:** Annual **Ticker:** 9989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	No

KOSÉ Corp.

Meeting Date: 06/29/2021 **Country:** Japan **Primary Security ID:** J3622S100
Record Date: 03/31/2021 **Meeting Type:** Annual **Ticker:** 4922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	No
2	Amend Articles to Reduce Directors' Term - Change Fiscal Year End	Mgmt	For	For	No
3.1	Elect Director Kobayashi, Masanori	Mgmt	For	For	No
3.2	Elect Director Shibusawa, Koichi	Mgmt	For	For	No
3.3	Elect Director Mochizuki, Shinichi	Mgmt	For	For	No
3.4	Elect Director Horita, Masahiro	Mgmt	For	For	No
3.5	Elect Director Yuasa, Norika	Mgmt	For	For	No

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Prudential Plc

Meeting Date: 08/27/2021 **Country:** United Kingdom **Primary Security ID:** G72899100
Record Date: 08/25/2021 **Meeting Type:** Special **Ticker:** PRU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Approve Matters Relating to the Demerger of the Jackson Group from the Prudential Group	Mgmt	For	For	No

Open Text Corporation

Meeting Date: 09/15/2021 **Country:** Canada **Primary Security ID:** 683715106
Record Date: 08/06/2021 **Meeting Type:** Annual **Ticker:** OTEX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director P. Thomas Jenkins	Mgmt	For	Withhold	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted as the Director is considered to be overboarded.</i>				
1.2	Elect Director Mark J. Barrenechea	Mgmt	For	For	No
	<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.3	Elect Director Randy Fowlie	Mgmt	For	Withhold	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted as the Director is not considered to be independent.</i>				
1.4	Elect Director David Fraser	Mgmt	For	For	No
	<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.5	Elect Director Gail E. Hamilton	Mgmt	For	For	No
	<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.6	Elect Director Robert (Bob) Hau	Mgmt	For	For	No
	<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.7	Elect Director Ann M. Powell	Mgmt	For	For	No
	<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.8	Elect Director Stephen J. Sadler	Mgmt	For	Withhold	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted as the Director is not considered to be independent.</i>				
1.9	Elect Director Harmit Singh	Mgmt	For	For	No
	<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				

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Date range covered: 01/01/2021 to 12/31/2021

Open Text Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.10	Elect Director Michael Slaunwhite	Mgmt	For	Withhold	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted as the Director is not considered to be independent.</i>				
1.11	Elect Director Katharine B. Stevenson	Mgmt	For	For	No
	<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
1.12	Elect Director Deborah Weinstein	Mgmt	For	For	No
	<i>Blended Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>				
2	Ratify KPMG LLP as Auditors	Mgmt	For	Withhold	Yes
	<i>Blended Rationale: A decision to WITHHOLD voting on the proposal is warranted given the long tenure of the auditor.</i>				
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	No

Diageo Plc

Meeting Date: 09/30/2021

Country: United Kingdom

Primary Security ID: G42089113

Record Date: 09/28/2021

Meeting Type: Annual

Ticker: DGE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Lavanya Chandrashekar as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
5	Elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
6	Elect Sir John Manzoni as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
7	Elect Ireena Vittal as Director	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
8	Re-elect Melissa Bethell as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
9	Re-elect Javier Ferran as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
10	Re-elect Susan Kilsby as Director	Mgmt	For	Against	Yes
	<i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>				
11	Re-elect Lady Mendelsohn as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
12	Re-elect Ivan Menezes as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
13	Re-elect Alan Stewart as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

Automatic Data Processing, Inc.

Meeting Date: 11/10/2021

Country: USA

Primary Security ID: 053015103

Record Date: 09/13/2021

Meeting Type: Annual

Ticker: ADP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Peter Bisson	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1b	Elect Director Richard T. Clark	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Linnie M. Haynesworth	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1d	Elect Director John P. Jones	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1e	Elect Director Francine S. Katsoudas	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1f	Elect Director Nazzic S. Keene	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1h	Elect Director Scott F. Powers	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1i	Elect Director William J. Ready	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1j	Elect Director Carlos A. Rodriguez	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1k	Elect Director Sandra S. Wijnberg	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
4	Report on Workforce Engagement in Governance	SH	Against	Against	No

Hexagon AB

Meeting Date: 11/17/2021

Country: Sweden

Primary Security ID: W4R431112

Record Date: 11/09/2021

Meeting Type: Extraordinary Shareholders

Ticker: HEXA.B

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
2	Prepare and Approve List of Shareholders	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
3	Approve Agenda of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
4.2	Designate Fredrik Skoglund as Inspector of Minutes of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No
	<i>Blended Rationale: These are routine meeting formalities.</i>				
6	Amend Articles Re: Number of Board Members	Mgmt	For	For	No
7	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	No
8.1	Elect Brett Watson as New Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
8.2	Elect Erik Huggers as New Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.</i>				
9	Approve Remuneration of New Elected Directors	Mgmt	For	For	No

Close Brothers Group Plc

Meeting Date: 11/18/2021**Country:** United Kingdom**Primary Security ID:** G22120102**Record Date:** 11/16/2021**Meeting Type:** Annual**Ticker:** CBG

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Close Brothers Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Remuneration Policy	Mgmt	For	Against	No
<i>Blended Rationale: A vote AGAINST the remuneration policy is considered warranted: The amendments to the remuneration policy facilitate a significant increase in fixed pay opportunity which, although accompanied by a material reduction in the quantum of maximum opportunity available, will pay out significantly higher guaranteed cash amounts compared to the current policy. The increase in fixed pay is primarily the result of significant salary increases to the Executive Directors, rather than a clearly-separated additional award mechanism - such as a share-settled role-based allowance or fixed pay award - that have typically been adopted by other financial institutions that have amended their pay structures to accommodate CRD IV and V pay requirements.</i>					
4	Approve Final Dividend	Mgmt	For	For	No
5	Re-elect Mike Biggs as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Re-elect Adrian Sainsbury as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Mike Morgan as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Oliver Corbett as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Peter Duffy as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Elect Patricia Halliday as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Lesley Jones as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Bridget Macaskill as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Elect Tesula Mohindra as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Elect Mark Pain as Director	Mgmt	For	For	No
<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Close Brothers Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
15	Re-elect Sally Williams as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>				
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
19	Authorise Issue of Equity in Relation to the Issue of AT1 Securities	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders:* If the Company were to issue convertible securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are:* Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and* The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>				
20	Approve Sharesave Plan	Mgmt	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>				
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of AT1 Securities	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders:* If the Company were to issue convertible securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are:* Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and* The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.</i>				
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
26	Approve Maximum Ratio of Fixed to Variable Remuneration	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Microsoft Corporation

Meeting Date: 11/30/2021

Country: USA

Primary Security ID: 594918104

Record Date: 09/30/2021

Meeting Type: Annual

Ticker: MSFT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1.1	Elect Director Reid G. Hoffman <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.2	Elect Director Hugh F. Johnston <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.3	Elect Director Teri L. List <i>Blended Rationale: A vote AGAINST the proposal is warranted as the Director is considered to be overboarded.</i>	Mgmt	For	Against	Yes
1.4	Elect Director Satya Nadella <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.5	Elect Director Sandra E. Peterson <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.6	Elect Director Penny S. Pritzker <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.7	Elect Director Carlos A. Rodriguez <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.8	Elect Director Charles W. Scharf <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.9	Elect Director John W. Stanton <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.10	Elect Director John W. Thompson <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.11	Elect Director Emma N. Walmsley <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
1.12	Elect Director Padmasree Warrior <i>Blended Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes
<i>Blended Rationale: A vote AGAINST the proposal is warranted given the long tenure of the auditor.</i>					
5	Report on Gender/Racial Pay Gap	SH	Against	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>					
6	Report on Effectiveness of Workplace Sexual Harassment Policies	SH	Against	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted as the company faces potential controversies related to workplace sexual harassment and gender discrimination. Additional information on the company's sexual harassment policies and the implementation of these policies would help shareholders better assess how the company is addressing such risks.</i>					
7	Prohibit Sales of Facial Recognition Technology to All Government Entities	SH	Against	Against	No
8	Report on Implementation of the Fair Chance Business Pledge	SH	Against	Against	No
9	Report on Lobbying Activities Alignment with Company Policies	SH	Against	For	No
<i>Blended Rationale: A vote FOR this proposal is warranted, as a report on the congruency of the company's public position with its and its political partners' lobbying positions would provide shareholders needed information about reputational risks that may arise from publicity around perceived inconsistencies.</i>					

Coloplast A/S

Meeting Date: 12/02/2021

Country: Denmark

Primary Security ID: K16018192

Record Date: 11/25/2021

Meeting Type: Annual

Ticker: COLO.B

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income	Mgmt	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	No
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No
6	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	Mgmt	For	For	No

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	Abstain	No
	<i>Blended Rationale: A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.</i>				
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Abstain	No
	<i>Blended Rationale: A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.</i>				
7.3	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.</i>				
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.</i>				
7.5	Reelect Marianne Wiinholt as Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.</i>				
7.6	Elect Annette Bruls as New Director	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR candidates Jette Nygaard-Andersen, Carsten Hellmann, Marianne Wiinholt and Annette Bruls is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote to ABSTAIN is warranted for the candidates Lars Rasmussen and Niels Peter Louis-Hansen due to their non-independent status on a board with an insufficient level of overall independence.</i>				
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain	Yes
	<i>Blended Rationale: A decision to ABSTAIN from voting on the proposal is warranted given the long tenure of the auditor.</i>				
9	Other Business	Mgmt			

FactSet Research Systems Inc.

Meeting Date: 12/16/2021

Country: USA

Primary Security ID: 303075105

Record Date: 10/22/2021

Meeting Type: Annual

Ticker: FDS

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Vote Summary Report

Date range covered: 01/01/2021 to 12/31/2021

FactSet Research Systems Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against ISS
1a	Elect Director Siew Kai Choy	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1b	Elect Director Lee Shavel	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
1c	Elect Director Joseph R. Zimmer	Mgmt	For	For	No
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
4	Adopt Proxy Access Right	SH	Against	For	No
	<i>Blended Rationale: A vote FOR this proposal is warranted, as adoption of a proxy access right with the proposed terms, which are somewhat different from the terms of the proxy access bylaw adopted by the board following submission of the shareholder proposal, will enhance shareholder rights and the proposed structure includes appropriate safeguards to protect the director nomination process.</i>				

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