

DATE RANGE COVERED : 01/01/2022 to 31/12/2022

Carsales.Com Limited**Meeting Date:** 28/10/2022**Country:** Australia**Ticker:** CAR**Record Date:** 26/10/2022**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Approve Remuneration Report	Mgmt	For	For	No	No
3a	Elect Kim Anderson as Director	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
3b	Elect David Wiadrowski as Director	Mgmt	For	For	No	No
4a	Approve Grant of Rights to Cameron McIntyre	Mgmt	For	For	No	No
4b	Approve Grant of Performance Rights to Cameron McIntyre	Mgmt	For	For	No	No

Cochlear Limited**Meeting Date:** 18/10/2022**Country:** Australia**Ticker:** COH**Record Date:** 16/10/2022**Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Approve Financial Statements and Reports of the Directors and Auditors	Mgmt	For	For	No	No
2.1	Approve Remuneration Report	Mgmt	For	For	No	No
3.1	Elect Yasmin Allen as Director	Mgmt	For	Against	Yes	Yes

Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.

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Cochlear Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.2	Elect Michael del Prado as Director	Mgmt	For	For	No	No
3.3	Elect Karen Penrose as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
4.1	Approve Grant of Options and Performance Rights to Dig Howitt	Mgmt	For	For	No	No
5.1	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	No	No

Codan Limited

Meeting Date: 26/10/2022

Country: Australia

Ticker: CDA

Record Date: 24/10/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Remuneration Report	Mgmt	For	For	No	No
2	Elect Kathryn Joy Gramp as Director	Mgmt	For	For	No	No
3	Approve Grant of Pro-Rata Performance Rights to Alfonzo Ianniello	Mgmt	For	For	No	No
4	Approve Grant of Performance Rights to Alfonzo Ianniello	Mgmt	For	For	No	No

Open Text Corporation

Meeting Date: 15/09/2022

Country: Canada

Ticker: OTEX

Record Date: 04/08/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director P. Thomas Jenkins	Mgmt	For	For	No	No
1.2	Elect Director Mark J. Barrenechea	Mgmt	For	For	No	No
1.3	Elect Director Randy Fowlie	Mgmt	For	For	No	No
1.4	Elect Director David Fraser	Mgmt	For	For	No	No
1.5	Elect Director Gail E. Hamilton	Mgmt	For	For	No	No
1.6	Elect Director Robert (Bob) Hau	Mgmt	For	For	No	No
1.7	Elect Director Ann M. Powell	Mgmt	For	For	No	No
1.8	Elect Director Stephen J. Sadler	Mgmt	For	For	No	No
1.9	Elect Director Michael Slaunwhite	Mgmt	For	For	No	No
1.10	Elect Director Katharine B. Stevenson	Mgmt	For	For	No	No
1.11	Elect Director Deborah Weinstein	Mgmt	For	For	No	No
2	Ratify KPMG LLP as Auditors	Mgmt	For	Withhold	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: Vote AGAINST the say-on-pay resolution. The quantitative pay-for-performance screen generated a high concern. The high concern has been maintained following further quantitative and qualitative analysis: - The company generated a negative TSR of -21.1 percent on a one-year basis, -1.7 percent on a three-year basis, and +5.3 percent over five years. However, the CEO's total compensation appears to be trending significantly higher, to US\$15.9 million in 2022, US\$21.0 million in 2021 (which included US\$10.6 in one-time equity awards), up from US\$9.8 million in 2020, US\$8.1 million in 2019, and US\$7.1 million in 2018; - The company has underperformed its self-selected peer group on a one-, three-, and five-year timeframe, while the CEO's compensation appears to be consistently above the peer median over the three timeframes; - The CEO's target long-term incentive rose from US\$5.6 million in 2019 to US\$7 million in FY2020 and FY2021 and to US\$10 million in FY2022, which accounts in FY2022 for 1,053 percent of his base salary. The increases are not aligned with the company's negative 1- and 3-year TSR performance; - One STIP performance target (worldwide adjusted operating income) was constantly set below the previous year's actual performance in the last two years, while the CEO's annual incentive payout in FY2022, at 200 percent of the target bonus, increased by 71 percent compared to FY2021 and 61 percent to FY2020; and - Internal pay disparity persists as the CEO's total compensation value is significantly higher than that of the company's other NEOs. In last year's report, ISS identified a medium concern, primarily driven by the CEO's significant one-time awards. However, it appears the misalignment between company performance and CEO pay widened. Considering the above reasons, support for this proposal is not warranted.</i>						
4	Approve Shareholder Rights Plan	Mgmt	For	For	No	No

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Ritchie Bros. Auctioneers Incorporated

Meeting Date: 27/04/2022

Country: Canada

Ticker: RBA

Record Date: 01/03/2022

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Erik Olsson	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
1b	Elect Director Ann Fandozzi	Mgmt	For		No	No
1c	Elect Director Robert George Elton	Mgmt	For		No	No
1d	Elect Director Sarah Raiss	Mgmt	For		No	No
1e	Elect Director Christopher Zimmerman	Mgmt	For		No	No
1f	Elect Director Adam DeWitt	Mgmt	For		No	No
1g	Elect Director Lisa Hook	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
1h	Elect Director Mahesh Shah	Mgmt	For		No	No
1i	Elect Director Carol M. Stephenson	Mgmt	For		No	No
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For		No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		No	No
4	Amend Shareholder Rights Plan	Mgmt	For		No	No
5	Approve Increase in Size of Board from Ten to Twelve	Mgmt	For		No	No
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year		No	No

Coloplast A/S

Meeting Date: 01/12/2022

Country: Denmark

Ticker: COLO.B

Record Date: 24/11/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve General Meeting Materials and Reports to be Drafted in English	Mgmt	For	For	No	No
2	Receive Report of Board	Mgmt				
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
4	Approve Allocation of Income	Mgmt	For	For	No	No
5	Approve Remuneration Report	Mgmt	For	For	No	No
6	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	No
7.1	Amend Articles Re: Extend Current Authorizations in Articles 5(a) and 5(b)	Mgmt	For	For	No	No
7.2	Amend Articles Re: Corporate Language	Mgmt	For	For	No	No
8.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	No	No
8.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Abstain	Yes	Yes
	<i>Voting Policy Rationale: A vote Abstain the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>					
8.3	Reelect Annette Bruls as Director	Mgmt	For	For	No	No
8.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	No	No
8.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	No	No
8.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	No	No
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain	Yes	Yes
	<i>Voting Policy Rationale: A vote Abstain is warranted as the audit firm has a tenure of more than 20 years.</i>					
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	No	No
11	Other Business	Mgmt				

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GN Store Nord A/S

Meeting Date: 09/03/2022

Country: Denmark

Ticker: GN

Record Date: 02/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
3	Approve Discharge of Management and Board	Mgmt	For		No	No
4	Approve Allocation of Income and Dividends of DKK 1.55 Per Share	Mgmt	For		No	No
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of a combination of the following: - In-flight changes obscures the pay for performance link in the STIP - The overall level of disclosure concerning ex-post STIP targets is of concern</i>						
6	Approve Remuneration of Directors in the Amount of DKK 915,000 for Chairman, DKK 610,000 for Vice Chairman, and DKK 305,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For		No	No
7.1	Reelect Per Wold-Olsen as Director	Mgmt	For		No	No
7.2	Reelect Jukka Pekka Pertola as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
7.3	Reelect Helene Barnekow as Director	Mgmt	For		No	No
7.4	Reelect Montserrat Maresch Pascual as Director	Mgmt	For		No	No
7.5	Reelect Ronica Wang as Director	Mgmt	For		No	No
7.6	Reelect Anette Weber as New Director	Mgmt	For		No	No
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote to ABSTAIN the ratification of PricewaterhouseCoopers as the company's audit firm is warranted given that the non-audit fees are 56.5 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
9.a	Authorize Share Repurchase Program	Mgmt	For		No	No

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GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
9.b	Approve DKK 3,9 Million Reduction in Share Capital via Share Cancellation; Amend Articles of Association Accordingly	Mgmt	For		No	No
9.c	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For		No	No
9.d	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For		No	No
10	Other Proposals from Shareholders (None Submitted)	Mgmt				
11	Other Business (Non-Voting)	Mgmt				

Novo Nordisk A/S

Meeting Date: 24/03/2022

Country: Denmark

Ticker: NOVO.B

Record Date: 17/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
3	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	Mgmt	For	For	No	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No	No
5.1	Approve Remuneration of Directors for 2021 in the Aggregate Amount of DKK 17.1 Million	Mgmt	For	For	No	No
5.2	Approve Remuneration of Directors for 2022 in the Amount of DKK 2.26 Million for the Chairman, DKK 1.51 Million for the Vice Chairman, and DKK 755,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No	No
6.1	Reelect Helge Lund as Director and Board Chair	Mgmt	For	For	No	No
6.2	Reelect Henrik Poulsen as Director and Vice Chair	Mgmt	For	Abstain	Yes	Yes

Voting Policy Rationale: A vote Abstain the non-executive director is warranted as the nominee sits on more than three boards.

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Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
6.3a	Reelect Jeppe Christiansen as Director	Mgmt	For	For	No	No
6.3b	Reelect Laurence Debroux as Director	Mgmt	For	For	No	No
6.3c	Reelect Andreas Fibig as Director	Mgmt	For	For	No	No
6.3d	Reelect Sylvie Gregoire as Director	Mgmt	For	For	No	No
6.3e	Reelect Kasim Kutay as Director	Mgmt	For	For	No	No
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Yes	No
<i>Voting Policy Rationale: A vote Abstain the executive director is warranted as the nominee sits on more than two boards.</i>						
6.3g	Elect Choi La Christina Law as New Director	Mgmt	For	For	No	No
7	Ratify Deloitte as Auditors	Mgmt	For	For	No	No
8.1	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For	No	No
8.2	Authorize Share Repurchase Program	Mgmt	For	For	No	No
8.3	Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	Mgmt	For	For	No	No
8.4	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	No	No
8.5	Amend Articles Re: Board-Related	Mgmt	For	For	No	No
9	Other Business	Mgmt				

Novozymes A/S

Meeting Date: 16/03/2022

Country: Denmark

Ticker: NZYM.B

Record Date: 09/03/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
3	Approve Allocation of Income and Dividends of DKK 5.50 Per Share	Mgmt	For	For	No	No
4	Approve Remuneration Report	Mgmt	For	For	No	No
5	Approve Remuneration of Directors in the Amount of DKK 1.56 Million for Chairman, DKK1.04 Million for Vice Chairman and DKK 522,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No	No
6	Reelect Jorgen Buhl Rasmussen (Chair) as Director	Mgmt	For	Abstain	Yes	No
<i>Voting Policy Rationale: A vote ABSTAIN for candidate Joergen Buhl Rasmussen (Item 6) is warranted due to his seats on the nomination committee and the lack of gender diversity on the board.</i>						
7	Reelect Cornelis de Jong (Vice Chair) as Director	Mgmt	For	For	No	No
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Yes	No
<i>Voting Policy Rationale: A vote Abstain the executive director is warranted as the nominee sits on more than two boards. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8a) is warranted due to his non-independent chairmanship status on an audit committee.</i>						
8b	Elect Sharon James as Director	Mgmt	For	For	No	No
8c	Reelect Kasim Kutay as Director	Mgmt	For	For	No	No
8d	Reelect Kim Stratton as Director	Mgmt	For	Abstain	Yes	No
<i>Voting Policy Rationale: A vote Abstain the executive director is warranted as the nominee sits on more than two boards.</i>						
8e	Elect Morten Otto Alexander Sommer as New Director	Mgmt	For	For	No	No
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain	Yes	Yes
<i>Voting Policy Rationale: A vote Abstain is warranted as the audit firm has a tenure of more than 20 years.</i>						
10a	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	No	No

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Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
10b	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	No	No
10c	Authorize Share Repurchase Program	Mgmt	For	For	No	No
10d	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	No	No
10e	Amend Articles Re: Board-Related	Mgmt	For	For	No	No
10f	Amend Articles	Mgmt	For	For	No	No
10g	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	No	No
11	Other Business	Mgmt				

Air Liquide SA

Meeting Date: 04/05/2022

Country: France

Ticker: AI

Record Date: 02/05/2022

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No	No
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	No	No
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No	No
5	Reelect Benoit Potier as Director	Mgmt	For	For	No	No
6	Elect Francois Jackow as Director	Mgmt	For	For	No	No
7	Reelect Annette Winkler as Director	Mgmt	For	For	No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	No	No
9	Appoint KPMG SA as Auditor	Mgmt	For	For	No	No
10	End of Mandate of Auditex and Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	No	No
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No	No
12	Approve Compensation of Benoit Potier	Mgmt	For	For	No	No
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No	No
14	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 31 May 2022	Mgmt	For	For	No	No
15	Approve Remuneration Policy of CEO From 1 June 2022	Mgmt	For	For	No	No
16	Approve Remuneration Policy of Chairman of the Board From 1 June 2022	Mgmt	For	For	No	No
17	Approve Remuneration Policy of Directors	Mgmt	For	For	No	No
	Extraordinary Business	Mgmt				
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No	No
19	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	No	No
20	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	No	No
21	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No	No
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No	No
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	No	No
24	Amend Article 11 of Bylaws Re: Period of Acquisition of Company Shares by the Directors	Mgmt	For	For	No	No
25	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	No	No

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Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
26	Amend Article 12 and 13 of Bylaws Re: Age Limit of CEO	Mgmt	For	For	No	No
27	Amend Article 17 of Bylaws Re: Alternate Auditor	Mgmt	For	For	No	No
28	Amend Articles 8, 18 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	No	No
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No	No

bioMerieux SA

Meeting Date: 23/05/2022

Country: France

Ticker: BIM

Record Date: 19/05/2022

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No	No
3	Approve Discharge of Directors	Mgmt	For	For	No	No
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	No	No
5	Approve Transaction with Fondation Christophe et Rodolphe Merieux	Mgmt	For	For	No	No
6	Reelect Alexandre Merieux as Director	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Alexandre Merieux (Item 6) is warranted.</i>						
7	Reelect Jean-Luc Belingard as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000	Mgmt	For	For	No	No

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bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
9	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	No	No
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No	No
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	No	No
12	Approve Remuneration Policy of Directors	Mgmt	For	For	No	No
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No	No
14	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	For	For	No	No
15	Approve Compensation of Pierre Boulud, Vice-CEO	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: - The absence of disclosure of performance conditions, vesting scales for the LTIP granted during FY21 is below market standards.</i>						
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No	No
	Extraordinary Business	Mgmt				
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No	No
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No	No

Dassault Systemes SA

Meeting Date: 19/05/2022

Country: France

Ticker: DSY

Record Date: 17/05/2022

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Approve Allocation of Income and Dividends of EUR 0.17 per Share	Mgmt	For	For	No	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	No	No
5	Appoint KPMG SA as Auditor	Mgmt	For	For	No	No
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	No	No
7	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	No	No
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as the following concerns are raised: - The level of disclosure on the achievement of the non-financial criteria of the bonus, representing 50 percent of its weight, is limited; - Half of the LTI granted has a vesting and performance period that is not long-term oriented; - Information on the performance achieved for LTIPs vested is low which is even more problematic as the quantum is very significant.</i></p>						
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: Considering some issues remain in terms of disclosure on the CEO's remuneration report along with the recurring significant dissent received at last AGMs, a vote AGAINST this resolution is warranted.</i></p>						
10	Reelect Charles Edelstenne as Director	Mgmt	For	Against	Yes	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i></p>						
11	Reelect Bernard Charles as Director	Mgmt	For	For	No	No
12	Reelect Pascal Daloz as Director	Mgmt	For	For	No	No
13	Reelect Xavier Cauchois as Director	Mgmt	For	For	No	No
14	Authorize Repurchase of Up to 20 Million Issued Share Capital	Mgmt	For	For	No	No
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	Mgmt	For	For	No	No
	Extraordinary Business	Mgmt				
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No	No

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Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	No	No
19	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>						
20	Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i>						
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No	No

EssilorLuxottica SA

Meeting Date: 25/05/2022

Country: France

Ticker: EL

Record Date: 23/05/2022

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No	No
3	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	Mgmt	For	For	No	No
4	Ratify Appointment of Virginie Mercier Pitre as Director	Mgmt	For	For	No	No
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	No	No
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No	No
7	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	Mgmt	For	For	No	No

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EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8	Approve Compensation of Francesco Milleri, CEO	Mgmt	For	For	No	No
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	No	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	No	No
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No	No
12	Approve Remuneration Policy of CEO	Mgmt	For	For	No	No
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	No	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No	No
	Extraordinary Business	Mgmt				
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No	No
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No	No

L'Oreal SA

Meeting Date: 21/04/2022

Country: France

Ticker: OR

Record Date: 19/04/2022

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No	No
3	Approve Allocation of Income and Dividends of EUR 4.80 per Share and an Extra of EUR 0.48 per Share to Long Term Registered Shares	Mgmt	For	For	No	No
4	Reelect Jean-Paul Agon as Director	Mgmt	For	For	No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5	Reelect Patrice Caine as Director	Mgmt	For	For	No	No
6	Reelect Belen Garijo as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
7	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For	No	No
8	Appoint Ernst & Young as Auditor	Mgmt	For	For	No	No
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No	No
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: - Two remaining long term compensation plans remain due after the CEO's departure without being prorated - A retirement indemnity was granted to the former CEO despite him remaining in the company as chairman.</i>						
11	Approve Compensation of Jean-Paul Agon, Chairman of the Board from 1 May 2021 to 31 December 2021	Mgmt	For	For	No	No
12	Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December 2021	Mgmt	For	For	No	No
13	Approve Remuneration Policy of Directors	Mgmt	For	For	No	No
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	No	No
15	Approve Remuneration Policy of CEO	Mgmt	For	For	No	No
16	Approve Transaction with Nestle Re: Redemption Contract	Mgmt	For	For	No	No
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No	No
	Extraordinary Business	Mgmt				
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No	No
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No	No
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No	No

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L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
22	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	No	No
23	Amend Article 11 of Bylaws Re: Age Limit of CEO	Mgmt	For	For	No	No
24	Amend Article 2 and 7 of Bylaws to Comply with Legal Changes	Mgmt	For	For	No	No
25	Amend Article 8 of Bylaws Re: Shares Held by Directors	Mgmt	For	For	No	No
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No	No

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 21/04/2022

Country: France

Ticker: MC

Record Date: 19/04/2022

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No	No
3	Approve Allocation of Income and Dividends of EUR 10 per Share	Mgmt	For	For	No	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST is warranted but is not without concerns as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i>					
5	Reelect Bernard Arnault as Director	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bernard Arnault (Item 5) is warranted.</i>					
6	Reelect Sophie Chassat as Director	Mgmt	For	For	No	No
7	Reelect Clara Gaymard as Director	Mgmt	For	For	No	No

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LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8	Reelect Hubert Vedrine as Director	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. A Vote AGAINST the (re)elections of this non-independent nominees is warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Item 8).</i>					
9	Renew Appointment of Yann Arthus-Bertrand as Censor	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: Vote AGAINST this item is warranted because: - the company has failed to provide an adequate rationale on the proposed nomination - the censor would not be appointed on a short-term basis.</i>					
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.45 Million	Mgmt	For	For	No	No
11	Renew Appointment of Mazars as Auditor	Mgmt	For	For	No	No
12	Appoint Deloitte as Auditor	Mgmt	For	For	No	No
13	Acknowledge End of Mandate of Auditex and Olivier Lenel as Alternate Auditors and Decision Not to Renew	Mgmt	For	For	No	No
14	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted in regard of - the high level of dissent recorded at several previous AGMs and the lack of response from the company. - the limited perimeter used for the pay ratio.</i>					
15	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Yes	No
	<i>Voting Policy 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 both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>					
16	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Yes	No
	<i>Voting Policy 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 both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>					
17	Approve Remuneration Policy of Directors	Mgmt	For	For	No	No
18	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for 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>					

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LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
19	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for 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>					
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No	No
	Extraordinary Business	Mgmt				
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No	No
22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - No information is available on the existence of performance conditions. - The vesting period is not sufficiently long-term oriented. - The performance period is not disclosed.</i>					
23	Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: This item merits a vote AGAINST as negative provisions in these new articles outweigh any positive ones. In addition, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.</i>					

Robertet SA

Meeting Date: 14/06/2022

Country: France

Ticker: RBT

Record Date: 10/06/2022

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Approve Financial Statements and Discharge Directors, Executive Corporate Officers and Auditors	Mgmt	For		No	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Approve Allocation of Income and Dividends of EUR 8 per Share	Mgmt	For		No	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as outsourcing the company's management and subsequent remuneration entails a lack of transparency on such issue.</i>						
5	Reelect Gilberte Lombard as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. 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: 14.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 14.3 percent vs 50 percent recommended) (Items 5, 6, and 7). Votes AGAINST Items 5, 6 and 7 are warranted because the proposed duration of mandate is in excess of recommended guidelines.</i>						
6	Reelect Alain Moynot as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: 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: 14.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 14.3 percent vs 50 percent recommended) (Items 5, 6, and 7). Votes AGAINST Items 5, 6 and 7 are warranted because the proposed duration of mandate is in excess of recommended guidelines. A vote AGAINST the non-independent Chairman of the Audit Committee is warranted as the practice of a non-independent audit committee chair lies below market practice and against recommended guidelines (Item 6).</i>						
7	Elect Maubert SA as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: 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: 14.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 14.3 percent vs 50 percent recommended) (Items 5, 6, and 7). A vote AGAINST Item 7 is warranted because of the lack of disclosure on the name of the representative. Votes AGAINST Items 5, 6 and 7 are warranted because the proposed duration of mandate is in excess of recommended guidelines.</i>						
8	Appoint KPMG as Auditor	Mgmt	For		No	No
9	Renew Appointment of COMPTABILITE ET GESTION DU PARC as Auditor	Mgmt	For		No	No
10	Renew Appointment of BEAS as Alternate Auditor	Mgmt	For		No	No
11	Renew Appointment of BOULON as Alternate Auditor	Mgmt	For		No	No
12	Approve Compensation Report of Corporate Officers	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
13	Approve Compensation of Philippe Maubert, Chairman and CEO	Mgmt	For		No	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: - The level of disclosure with regard to the bonus is limited; - The bonus granted to the CEO/Chairman exceeds the remuneration policy voted for 2021; - The LTIP granted to Olivier Maubert exceeds the remuneration policy voted for 2021; - The company fails to disclose the performance conditions attached to the LTIP granted during FY under review; and - The company fails to disclose whether LTIPs granted during previous years vested.</i>					
14	Approve Compensation of Christophe Maubert, Vice-CEO	Mgmt	For		No	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: - The level of disclosure with regard to the bonus is limited; - The bonus granted to the CEO/Chairman exceeds the remuneration policy voted for 2021; - The LTIP granted to Olivier Maubert exceeds the remuneration policy voted for 2021; - The company fails to disclose the performance conditions attached to the LTIP granted during FY under review; and - The company fails to disclose whether LTIPs granted during previous years vested.</i>					
15	Approve Compensation of Olivier Maubert, Vice-CEO	Mgmt	For		No	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: - The level of disclosure with regard to the bonus is limited; - The bonus granted to the CEO/Chairman exceeds the remuneration policy voted for 2021; - The LTIP granted to Olivier Maubert exceeds the remuneration policy voted for 2021; - The company fails to disclose the performance conditions attached to the LTIP granted during FY under review; and - The company fails to disclose whether LTIPs granted during previous years vested.</i>					
16	Approve Compensation of Lionel Picolet, Vice-CEO	Mgmt	For		No	No
	<i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because: - The level of disclosure with regard to the bonus is limited; - The bonus granted to the CEO/Chairman exceeds the remuneration policy voted for 2021; - The LTIP granted to Olivier Maubert exceeds the remuneration policy voted for 2021; - The company fails to disclose the performance conditions attached to the LTIP granted during FY under review; and - The company fails to disclose whether LTIPs granted during previous years vested.</i>					
17	Approve Remuneration Policy of Philippe Maubert, Chairman and CEO From 1 January to 30 June 2022	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST Philippe Maubert's remuneration policy as CEO/Chairman is warranted (Item 17) because: - Limited disclosure is provided regarding the criteria of the bonus; - The LTIP performance period is not considered long-term oriented; - The exit payment in shares is not supported by a convincing rationale; - Accelerated or full vesting of unvested awards in case of departure cannot be excluded; - The company does not specify a policy for exceptional payments; and - The discretionary power of the board is deemed too broad.</i>					
18	Approve Remuneration Policy of Philippe Maubert, Chairman of the Board From 1 July 2022	Mgmt	For		No	No
19	Approve Remuneration Policy of Jerome Bruhat, Vice-CEO From 1 February to 30 June 2022 and CEO From 1 July 2022	Mgmt	For		No	No
20	Approve Remuneration Policy of Directors	Mgmt	For		No	No
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 300,000	Mgmt	For		No	No

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Robertet SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For		No	No
	<i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>					
	Extraordinary Business	Mgmt				
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - No information is available on the existence of performance conditions. - The vesting period is not sufficiently long-term oriented. - The performance period is not disclosed.</i>					
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For		No	No
	Ordinary Business	Mgmt				
25	Receive Special Auditor's Report Regarding Restricted Stock Plans	Mgmt	For		No	No
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For		No	No

Basler AG

Meeting Date: 23/05/2022

Country: Germany

Ticker: BSL

Record Date: 29/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.62 per Share	Mgmt	For		No	No
3.1	Approve Discharge of Management Board Member Dietmar Ley for Fiscal Year 2021	Mgmt	For		No	No
3.2	Approve Discharge of Management Board Member Alexander Temme for Fiscal Year 2021	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.3	Approve Discharge of Management Board Member Arndt Bake for Fiscal Year 2021	Mgmt	For		No	No
3.4	Approve Discharge of Management Board Member Hardy Mehl for Fiscal Year 2021	Mgmt	For		No	No
4.1	Approve Discharge of Supervisory Board Member Norbert Basler for Fiscal Year 2021	Mgmt	For		No	No
4.2	Approve Discharge of Supervisory Board Member Eckart Kottkamp for Fiscal Year 2021	Mgmt	For		No	No
4.3	Approve Discharge of Supervisory Board Member Horst Garbrecht for Fiscal Year 2021	Mgmt	For		No	No
4.4	Approve Discharge of Supervisory Board Member Mirja Steinkamp for Fiscal Year 2021	Mgmt	For		No	No
4.5	Approve Discharge of Supervisory Board Member Dorothea Brandes for Fiscal Year 2021	Mgmt	For		No	No
4.6	Approve Discharge of Supervisory Board Member Marco Grimm for Fiscal Year 2021	Mgmt	For		No	No
5	Ratify BDO AG as Auditors for Fiscal Year 2022	Mgmt	For		No	No
6.1	Elect Lennart Schulenburg to the Supervisory Board	Mgmt	For		No	No
<i>Voting Policy Rationale: Votes AGAINST the proposed non-independent nominees, Horst Garbrecht and Lennart Schulenburg, are warranted because of the failure to establish a majority-independent board.</i>						
6.2	Elect Horst Garbrecht to the Supervisory Board	Mgmt	For		No	No
<i>Voting Policy Rationale: Votes AGAINST the proposed non-independent nominees, Horst Garbrecht and Lennart Schulenburg, are warranted because of the failure to establish a majority-independent board. A vote AGAINST the incumbent nomination committee member, Horst Garbrecht, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. In addition, his proposed term length exceeds four years.</i>						
7	Approve Remuneration Report	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - Special allocations have been made during the year under review. - One executive received a significant base salary increase without explanation. - The supervisory board is insufficiently independent. - Disclosure practices deviate from common market practice regarding the years assessed in the report (the company is not reporting on the 2021 performance), and overall ex-post assessment remains somewhat difficult.</i>						
8	Approve Remuneration of Supervisory Board	Mgmt	For		No	No
9	Approve EUR 21 Million Capitalization of Reserves for a 1:2 Bonus Issue	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
10	Approve Creation of EUR 15.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For		No	No
<p><i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because the issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital. Note that this resolution is subject to approval of Item 9.</i></p>						

Dermapharm Holding SE

Meeting Date: 01/06/2022 Country: Germany Ticker: DMP
 Record Date: 10/05/2022 Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 2.17 per Share	Mgmt	For		No	No
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For		No	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For		No	No
5	Ratify Grant Thornton AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	Mgmt	For		No	No
6	Approve Remuneration Report	Mgmt	For		No	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: - There is a lack of robust ex-post disclosures to explain the evolution of variable payouts versus company performance. - The CEO received a significant fixed compensation increase during the year and no explanation was provided for the adjustment.</i></p>						
7.1	Reelect Wilhelm Beier to the Supervisory Board	Mgmt	For		No	No
<p><i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Wilhelm Beier, Erwin Kern, and Lothar Lanz are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST all nominees are further warranted because the proposed term length exceeds four years. Votes AGAINST all nominees are further warranted because the entire board fulfills the function of an audit committee and the company has thus failed to establish a majority-independent committee, while Lothar Lanz serves as non-independent chair. A vote AGAINST the board chair, Wilhelm Beier, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i></p>						

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Dermapharm Holding SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7.2	Reelect Erwin Kern to the Supervisory Board	Mgmt	For		No	No
	<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Wilhelm Beier, Erwin Kern, and Lothar Lanz are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST all nominees are further warranted because the proposed term length exceeds four years. Votes AGAINST all nominees are further warranted because the entire board fulfills the function of an audit committee and the company has thus failed to establish a majority-independent committee, while Lothar Lanz serves as non-independent chair.</i>					
7.3	Reelect Lothar Lanz to the Supervisory Board	Mgmt	For		No	No
	<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees: Wilhelm Beier, Erwin Kern, and Lothar Lanz are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST all nominees are further warranted because the proposed term length exceeds four years. Votes AGAINST all nominees are further warranted because the entire board fulfills the function of an audit committee and the company has thus failed to establish a majority-independent committee, while Lothar Lanz serves as non-independent chair.</i>					

Jenoptik AG

Meeting Date: 15/06/2022

Country: Germany

Ticker: JEN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.25 per Share	Mgmt	For		No	No
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For		No	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For		No	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	Mgmt	For		No	No
6.1	Elect Matthias Wierlacher to the Supervisory Board	Mgmt	For		No	No
	<i>Voting Policy Rationale: Votes AGAINST the non-independent remuneration committee members, Matthias Wierlacher and Evert Dudok, are warranted because the company has failed to establish a sufficiently independent remuneration committee.</i>					
6.2	Elect Evert Dudok to the Supervisory Board	Mgmt	For		No	No
	<i>Voting Policy Rationale: Votes AGAINST the non-independent remuneration committee members, Matthias Wierlacher and Evert Dudok, are warranted because the company has failed to establish a sufficiently independent remuneration committee.</i>					

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Jenoptik AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
6.3	Elect Elke Eckstein to the Supervisory Board	Mgmt	For		No	No
6.4	Elect Ursula Keller to the Supervisory Board	Mgmt	For		No	No
6.5	Elect Doreen Nowotne to the Supervisory Board	Mgmt	For		No	No
6.6	Elect Thomas Spitzenpfeil to the Supervisory Board	Mgmt	For		No	No
7	Approve Remuneration of Supervisory Board	Mgmt	For		No	No
8	Approve Remuneration Report	Mgmt	For		No	No

Nemetschek SE

Meeting Date: 12/05/2022

Country: Germany

Ticker: NEM

Record Date: 20/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.39 per Share	Mgmt	For		No	No
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For		No	No
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2021	Mgmt	For		No	No
4.2	Approve Discharge of Supervisory Board Member Georg Nemetschek for Fiscal Year 2021	Mgmt	For		No	No
4.3	Approve Discharge of Supervisory Board Member Ruediger Herzog for Fiscal Year 2021	Mgmt	For		No	No
4.4	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2021	Mgmt	For		No	No
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	Mgmt	For		No	No
6	Approve Increase in Size of Board to Six Members	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7.1	Elect Kurt Dobitsch to the Supervisory Board	Mgmt	For	No	No	
	<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee.</i>					
7.2	Elect Bill Krouch to the Supervisory Board	Mgmt	For	No	No	
	<i>Voting Policy Rationale: Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years.</i>					
7.3	Elect Patricia Geibel-Conrad to the Supervisory Board	Mgmt	For	No	No	
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years. Votes AGAINST the non-independent audit committee members, Kurt Dobitsch and Patricia Geibel-Conrad, are warranted because the company has failed to establish a sufficiently independent audit committee.</i>					
7.4	Elect Gernot Strube to the Supervisory Board	Mgmt	For	No	No	
	<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years.</i>					
7.5	Elect Christine Schoeneweis to the Supervisory Board	Mgmt	For	No	No	
	<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years.</i>					
7.6	Elect Andreas Soeffing to the Supervisory Board	Mgmt	For	No	No	
	<i>Voting Policy Rationale: Votes AGAINST the non-independent nominees, Kurt Dobitsch, Patricia Geibel-Conrad, Christine Schoeneweis, Andreas Soeffing and Gernot Strube, are warranted because of the failure to establish a majority-independent board. Votes AGAINST all nominees are further warranted because their proposed length of term is more than four years.</i>					
8	Elect Georg Nemetschek as Honorary Chairman of the Supervisory Board	Mgmt	For	No	No	
9	Approve Remuneration Report	Mgmt	For	No	No	
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - Overall disclosure levels are poor as compared to market practice. - There is no meaningful information regarding the average remuneration of employees in a manner which would permit a comparison with directors' remuneration. - CEO received guaranteed variable compensation for FY2021. - Targets and achievement levels under the variable compensation framework are not disclosed on an ex-post basis.</i>					

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Nemetschek SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
10	Approve Remuneration Policy	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The proposed policy contains significant scope for discretion via guaranteed bonuses and undefined adjustments to the variable components. - The level of disclosure is below market standards, where there is lack of detailed disclosure on weights and targets of the performance criteria. - Granted awards under the share-based remuneration component vest in less than three years.</i>					
11	Approve Remuneration of Supervisory Board	Mgmt	For		No	No

STEICO SE

Meeting Date: 23/06/2022 **Country:** Germany **Ticker:** ST5
Record Date: 01/06/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For		No	No
3	Approve Discharge of Board of Directors for Fiscal Year 2021	Mgmt	For		No	No
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	Mgmt	For		No	No

Stratec SE

Meeting Date: 20/05/2022 **Country:** Germany **Ticker:** SBS
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt				

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Stratec SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For		No	No
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For		No	No
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For		No	No
5	Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For		No	No
6	Approve Increase in Size of Board to Four Members	Mgmt	For		No	No
7.1	Elect Georg Heni to the Supervisory Board	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the proposed nominee Georg Heni is warranted because the board is insufficiently gender diverse.</i>						
7.2	Elect Patricia Geller to the Supervisory Board, if Item 6 is Approved	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the proposed nominee Patricia Geller is warranted because the proposed term-length exceeds four years.</i>						
8	Approve Remuneration Report	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - Overall disclosure levels are poor as compared to market practice. - Discretionary awards were granted in the form of an appreciation bonus under the STI and as a supplementary component under the mid-term plan. - There is no meaningful information regarding the average remuneration of employees in a manner which would permit comparison with directors' remuneration.</i>						

Symrise AG

Meeting Date: 03/05/2022

Country: Germany

Ticker: SY1

Record Date: 11/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.02 per Share	Mgmt	For	For	No	No
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	No	No

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Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	No	No
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	No	No
6	Approve Remuneration Report	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - A range of discretionary payments were granted to executives during the year under review, which represent a serious breach of good remuneration practices, and the company has failed to provide a compelling rationale. - The level of target disclosure is relatively low, which makes it difficult to assess the alignment between pay and performance.</i></p>						
7	Approve Remuneration Policy	Mgmt	For	For	No	No

AIA Group Limited

Meeting Date: 19/05/2022

Country: Hong Kong

Ticker: 1299

Record Date: 13/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Final Dividend	Mgmt	For	For	No	No
3	Elect Sun Jie (Jane) as Director	Mgmt	For	Against	Yes	Yes
<p><i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i></p>						
4	Elect George Yong-Boon Yeo as Director	Mgmt	For	For	No	No
5	Elect Swee-Lian Teo as Director	Mgmt	For	For	No	No
6	Elect Narongchai Akrasanee as Director	Mgmt	For	Against	Yes	Yes
<p><i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i></p>						
7	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No	No

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AIA Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	No	No
8B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	No	No

Vitasoy International Holdings Limited

Meeting Date: 30/08/2022 Country: Hong Kong Ticker: 345
 Record Date: 24/08/2022 Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2A1	Elect Winston Yau-lai Lo as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>						
2A2	Elect Paul Jeremy Brough as Director	Mgmt	For	For	No	No
2A3	Elect Roberto Guidetti as Director	Mgmt	For	For	No	No
2B	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	No	No
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No	No
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 4A is warranted given that the company has not specified the discount limit.</i>						
4B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	No	No
4C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST the share reissuance request in Item 4C is warranted given that the reissuance of repurchased shares would cause the aggregate share issuance limit to exceed 10 percent and the discount limit has not been specified.</i>						

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Vitasoy International Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4D	Adopt New Share Option Scheme	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - The company could be considered a mature company, and the limit under the Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. - The Scheme lacks challenging performance criteria and meaningful vesting periods. - The directors eligible to receive options under the Scheme are involved in the administration of the Scheme.</i></p>						

Accenture plc

Meeting Date: 26/01/2022

Country: Ireland

Ticker: ACN

Record Date: 29/11/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Jaime Ardila	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>						
1b	Elect Director Nancy McKinstry	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>						
1c	Elect Director Beth E. Mooney	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>						
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>						
1e	Elect Director Paula A. Price	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>						
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>						
1g	Elect Director Arun Sarin	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i></p>						

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Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1h	Elect Director Julie Sweet	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1i	Elect Director Frank K. Tang	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1j	Elect Director Tracey T. Travis	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No	No
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No	No
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	No	No

Allegion Plc

Meeting Date: 02/06/2022

Country: Ireland

Ticker: ALLE

Record Date: 07/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	No	No
1b	Elect Director Steven C. Mizell	Mgmt	For	For	No	No

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Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For	No	No
1d	Elect Director Lauren B. Peters	Mgmt	For	For	No	No
1e	Elect Director David D. Petratis	Mgmt	For	For	No	No
1f	Elect Director Dean I. Schaffer	Mgmt	For	For	No	No
1g	Elect Director Dev Vardhan	Mgmt	For	For	No	No
1h	Elect Director Martin E. Welch, III	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No	No
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	No	No
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	No	No

Brembo SpA

Meeting Date: 21/04/2022

Country: Italy

Ticker: BRE

Record Date: 08/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Allocation of Income	Mgmt	For		No	No
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
4	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt				

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Brembo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For		No	No
6.1	Approve Remuneration Policy	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted due to a lack of disclosure on key features of the ongoing long-term incentive plan. As the plan is cash-based, shareholders are not called to approve it under a separate item.</i>						
6.2	Approve Second Section of the Remuneration Report	Mgmt	For		No	No
<i>Voting Policy Rationale: This item warrants a vote AGAINST because the company keeps granting non-performance-based bonuses, such as EUR 0.5 million to the CEO as retention bonus.</i>						
7	Elect Director	Mgmt	For		No	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None		No	No
<i>Voting Policy Rationale: This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.</i>						

Carel Industries SpA

Meeting Date: 22/04/2022	Country: Italy	Ticker: CRL
Record Date: 11/04/2022	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
1.2	Approve Allocation of Income	Mgmt	For		No	No
2.1	Approve Remuneration Policy	Mgmt	For		No	No
2.2	Approve Second Section of the Remuneration Report	Mgmt	For		No	No
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: - The company increases CEO base salary (fees included) for the third year in a row without a compelling rationale. - The company provides insufficient ex-post information on the performance criteria attached to the short-term compensation and on the level of achievement of performance targets.</i>						

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Carel Industries SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For		No	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None		No	No

Voting Policy Rationale: This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.

DiaSorin SpA

Meeting Date: 29/04/2022

Country: Italy

Ticker: DIA

Record Date: 20/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
	Management Proposals	Mgmt				
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
1.2	Approve Allocation of Income	Mgmt	For		No	No
2.1	Approve Remuneration Policy	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is recommended due to a lack of disclosure on key features of the ongoing long-term incentive plan. As the plan is cash-based, shareholders are not called to approve it under a separate item. Missing retrospective information on lapsed LTIP does not mitigate concerns.</i>					
2.2	Approve Second Section of the Remuneration Report	Mgmt	For		No	No
	<i>Voting Policy Rationale: Vote AGAINST considering the company derogation to the remuneration policy in 2021 has not been supported by sufficient disclosure.</i>					
	Shareholder Proposals Submitted by IP Investimenti e Partecipazioni Srl	Mgmt				
3.1	Fix Number of Directors	SH	None		No	No
3.2	Fix Board Terms for Directors	SH	None		No	No
	Appoint Directors (Slate Election)	Mgmt				

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DiaSorin SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.3	Slate Submitted by IP Investimenti e Partecipazioni Srl	SH	None		No	No
	<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>					
3.4	Shareholder Proposal Submitted by IP Investimenti e Partecipazioni Srl	Mgmt				
	Approve Remuneration of Directors	SH	None		No	No
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt				
4.1.1	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	SH	None		No	No
	<i>Voting Policy Rationale: This item warrants a vote AGAINST because: - Shareholders can support only one slate. - Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.</i>					
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None		No	No
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None		No	No
	Shareholder Proposal Submitted by IP Investimenti e Partecipazioni Srl	Mgmt				
4.3	Approve Internal Auditors' Remuneration	SH	None		No	No
	Management Proposals	Mgmt				
5	Approve Long-Term Incentive Plan	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - Individual limits are not clearly disclosed and total number of beneficiaries is not disclosed; - Performance conditions are only applied to a portion of the awards; - Performance targets are not disclosed.</i>					
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For		No	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None		No	No
	<i>Voting Policy Rationale: This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.</i>					

Interpump Group SpA

Meeting Date: 29/04/2022

Country: Italy

Ticker: IP

Record Date: 20/04/2022

Meeting Type: Annual/Special

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt				
3	Approve Allocation of Income	Mgmt	For		No	No
4	Approve Second Section of the Remuneration Report	Mgmt	For		No	No
<i>Voting Policy Rationale: This item warrants a vote AGAINST because the company does not provide sufficient disclosure on performance criteria attached to the short-term variable remuneration as well as the weight of the various metrics utilized. This lack of disclosure is particularly concerning as the CEO constantly attains maximum payout under the short-term annual incentive, which poses doubts around the rigorosity of the performance targets and their assessment. Finally, the company lacked responsiveness to significant dissent to its Say-on-Pay proposals at last year AGM.</i>						
5	Approve Remuneration of Directors	Mgmt	For		No	No
6	Approve Incentive Plan 2022-2024	Mgmt	For		No	No
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For		No	No
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: - The maximum volume of the share repurchase program exceeds 10 percent of issued share capital. - The holding limit of up to 10 percent of share capital in treasury may be exceeded.</i>						
8	Elect Claudio Berretti as Director and Approve Director's Remuneration	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
	Extraordinary Business	Mgmt				
1.1	Approve to Extend the Duration of the Company and Amend Articles of Association	Mgmt	For		No	No
1.2	Amend Company Bylaws Re: Articles 5, 14 and 19	Mgmt	For		No	No
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None		No	No
<i>Voting Policy Rationale: This item warrants a vote AGAINST due to the lack of disclosure regarding the proposed deliberation.</i>						

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Reply SpA

Meeting Date: 22/04/2022

Country: Italy

Ticker: REY

Record Date: 11/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Ordinary Business	Mgmt				
1a	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
1b	Approve Allocation of Income	Mgmt	For		No	No
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For		No	No
	<i>Voting Policy Rationale: This item warrants a vote AGAINST because: - The maximum volume of the share repurchase program exceeds 10 percent of issued share capital. - The holding limit of up to 10 percent of share capital in treasury may be exceeded.</i>					
3	Approve Second Section of the Remuneration Report	Mgmt	For		No	No
	<i>Voting Policy Rationale: This item warrants a vote AGAINST because: - There is no vote on the remuneration policy at this meeting, as the 2020 AGM approved a three-year policy. - The company continues not to provide sufficient information on the long-term incentive in favor of executives. - As the long-term incentive is cash-based and not linked to the market price of company shares, shareholders are not called to approve it under a separate item.</i>					
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None		No	No

Asahi Intecc Co., Ltd.

Meeting Date: 29/09/2022

Country: Japan

Ticker: 7747

Record Date: 30/06/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 11.99	Mgmt	For		No	No
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For		No	No

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Asahi Intecc Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.1	Elect Director Miyata, Masahiko	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>					
3.2	Elect Director Miyata, Kenji	Mgmt	For		No	No
3.3	Elect Director Kato, Tadakazu	Mgmt	For		No	No
3.4	Elect Director Matsumoto, Munechika	Mgmt	For		No	No
3.5	Elect Director Terai, Yoshinori	Mgmt	For		No	No
3.6	Elect Director Ito, Mizuho	Mgmt	For		No	No
3.7	Elect Director Nishiuchi, Makoto	Mgmt	For		No	No
3.8	Elect Director Ito, Kiyomichi	Mgmt	For		No	No
3.9	Elect Director Kusakari, Takahiro	Mgmt	For		No	No
4.1	Elect Director and Audit Committee Member Tomida, Ryuji	Mgmt	For		No	No
4.2	Elect Director and Audit Committee Member Hanano, Yasunari	Mgmt	For		No	No
4.3	Elect Director and Audit Committee Member Fukaya, Ryoko	Mgmt	For		No	No
5	Elect Alternate Director and Audit Committee Member Moriguchi, Shigeki	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: - This outside director candidate who will be an audit committee member lacks independence.</i>					

DISCO Corp.

Meeting Date: 29/06/2022

Country: Japan

Ticker: 6146

Record Date: 31/03/2022

Meeting Type: Annual

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DISCO Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 609	Mgmt	For		No	No
2	Amend Articles to Adopt Board Structure with Three Committees - Disclose Shareholder Meeting Materials on Internet - Reduce Directors' Term - Indemnify Directors - Authorize Board to Determine Income Allocation	Mgmt	For		No	No
3.1	Elect Director Sekiya, Kazuma	Mgmt	For		No	No
3.2	Elect Director Yoshinaga, Noboru	Mgmt	For		No	No
3.3	Elect Director Tamura, Takao	Mgmt	For		No	No
3.4	Elect Director Inasaki, Ichiro	Mgmt	For		No	No
3.5	Elect Director Tamura, Shinichi	Mgmt	For		No	No
3.6	Elect Director Mimata, Tsutomu	Mgmt	For		No	No
3.7	Elect Director Takayanagi, Tadao	Mgmt	For		No	No
3.8	Elect Director Yamaguchi, Yusei	Mgmt	For		No	No
3.9	Elect Director Tokimaru, Kazuyoshi	Mgmt	For		No	No
3.10	Elect Director Oki, Noriko	Mgmt	For		No	No

FANCL Corp.

Meeting Date: 25/06/2022

Country: Japan

Ticker: 4921

Record Date: 31/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For		No	No

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FANCL Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2.1	Elect Director Shimada, Kazuyuki	Mgmt	For		No	No
2.2	Elect Director Yamaguchi, Tomochika	Mgmt	For		No	No
2.3	Elect Director Yanagisawa, Akihiro	Mgmt	For		No	No
2.4	Elect Director Sumida, Yasushi	Mgmt	For		No	No
2.5	Elect Director Fujita, Shinro	Mgmt	For		No	No
2.6	Elect Director Nakakubo, Mitsuki	Mgmt	For		No	No
2.7	Elect Director Hashimoto, Keiichiro	Mgmt	For		No	No
2.8	Elect Director Matsumoto, Akira	Mgmt	For		No	No
2.9	Elect Director Tsuboi, Junko	Mgmt	For		No	No

Harmonic Drive Systems, Inc.

Meeting Date: 22/06/2022

Country: Japan

Ticker: 6324

Record Date: 31/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 11	Mgmt	For		No	No
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet - Clarify Director Authority on Board Meetings	Mgmt	For		No	No
3.1	Elect Director Ito, Mitsumasa	Mgmt	For		No	No
3.2	Elect Director Nagai, Akira	Mgmt	For		No	No
3.3	Elect Director Maruyama, Akira	Mgmt	For		No	No
3.4	Elect Director Kamijo, Kazutoshi	Mgmt	For		No	No
3.5	Elect Director Tanioka, Yoshihiro	Mgmt	For		No	No

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Harmonic Drive Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.6	Elect Director Yoshida, Haruhiko	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>					
3.7	Elect Director Nakamura, Masanobu	Mgmt	For		No	No
3.8	Elect Director Fukuda, Yoshio	Mgmt	For		No	No
3.9	Elect Director Hayashi, Kazuhiko	Mgmt	For		No	No
4	Appoint Statutory Auditor Iguchi, Hidefumi	Mgmt	For		No	No
5	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The bonus amounts are not disclosed. - The payment of bonuses to outsiders is an inappropriate practice.</i>					
6	Approve Restricted Stock Plan	Mgmt	For		No	No
7	Approve Annual Bonus	Mgmt	For		No	No

KEYENCE Corp.

Meeting Date: 10/06/2022

Country: Japan

Ticker: 6861

Record Date: 20/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	No	No
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	No	No
3.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	No	No
3.2	Elect Director Nakata, Yu	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>					

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KEYENCE Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	No	No
3.4	Elect Director Miki, Masayuki	Mgmt	For	For	No	No
3.5	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	No	No
3.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	No	No
3.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	No	No
3.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	No	No
3.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For	No	No
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	No	No
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	No	No

KOSÉ Corp.

Meeting Date: 30/03/2022

Country: Japan

Ticker: 4922

Record Date: 31/12/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	No	No
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	No	No
3.1	Elect Director Kobayashi, Kazutoshi	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. A vote AGAINST this director nominee is warranted because:- Top management bears responsibility for the board composition at the company with statutory auditors.</i></p>						
3.2	Elect Director Kobayashi, Takao	Mgmt	For	For	No	No
3.3	Elect Director Kobayashi, Masanori	Mgmt	For	For	No	No
3.4	Elect Director Shibusawa, Koichi	Mgmt	For	For	No	No

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KOSÉ Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.5	Elect Director Kobayashi, Yusuke	Mgmt	For	For	No	No
3.6	Elect Director Mochizuki, Shinichi	Mgmt	For	For	No	No
3.7	Elect Director Horita, Masahiro	Mgmt	For	For	No	No
3.8	Elect Director Kikuma, Yukino	Mgmt	For	For	No	No
3.9	Elect Director Yuasa, Norika	Mgmt	For	For	No	No
3.10	Elect Director Maeda, Yuko	Mgmt	For	For	No	No

MISUMI Group, Inc.

Meeting Date: 16/06/2022

Country: Japan

Ticker: 9962

Record Date: 31/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 14.71	Mgmt	For	For	No	No
2	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	No	No
3.1	Elect Director Nishimoto, Kosuke	Mgmt	For	For	No	No
3.2	Elect Director Ono, Ryusei	Mgmt	For	For	No	No
3.3	Elect Director Kanatani, Tomoki	Mgmt	For	For	No	No
3.4	Elect Director Shimizu, Shigetaka	Mgmt	For	For	No	No
3.5	Elect Director Shaochun Xu	Mgmt	For	For	No	No
3.6	Elect Director Nakano, Yoichi	Mgmt	For	For	No	No
3.7	Elect Director Shimizu, Arata	Mgmt	For	For	No	No
3.8	Elect Director Suseki, Tomoharu	Mgmt	For	For	No	No
4	Appoint Statutory Auditor Wada, Takaaki	Mgmt	For	For	No	No

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MISUMI Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5	Appoint Alternate Statutory Auditor Ichikawa, Shizuyo	Mgmt	For	For	No	No

MonotaRO Co., Ltd.

Meeting Date: 29/03/2022 **Country:** Japan **Ticker:** 3064
Record Date: 31/12/2021 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 5.75	Mgmt	For		No	No
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	Mgmt	For		No	No
3.1	Elect Director Seto, Kinya	Mgmt	For		No	No
3.2	Elect Director Suzuki, Masaya	Mgmt	For		No	No
3.3	Elect Director Kishida, Masahiro	Mgmt	For		No	No
3.4	Elect Director Ise, Tomoko	Mgmt	For		No	No
3.5	Elect Director Sagiya, Mari	Mgmt	For		No	No
3.6	Elect Director Miura, Hiroshi	Mgmt	For		No	No
3.7	Elect Director Barry Greenhouse	Mgmt	For		No	No

Sysmex Corp.

Meeting Date: 24/06/2022 **Country:** Japan **Ticker:** 6869
Record Date: 31/03/2022 **Meeting Type:** Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	No	No
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	No	No
3.1	Elect Director Ietsugu, Hisashi	Mgmt	For	For	No	No
3.2	Elect Director Asano, Kaoru	Mgmt	For	For	No	No
3.3	Elect Director Tachibana, Kenji	Mgmt	For	For	No	No
3.4	Elect Director Matsui, Iwane	Mgmt	For	For	No	No
3.5	Elect Director Kanda, Hiroshi	Mgmt	For	For	No	No
3.6	Elect Director Yoshida, Tomokazu	Mgmt	For	For	No	No
3.7	Elect Director Takahashi, Masayo	Mgmt	For	For	No	No
3.8	Elect Director Ota, Kazuo	Mgmt	For	For	No	No
3.9	Elect Director Fukumoto, Hidekazu	Mgmt	For	For	No	No
4.1	Elect Director and Audit Committee Member Aramaki, Tomo	Mgmt	For	For	No	No
4.2	Elect Director and Audit Committee Member Hashimoto, Kazumasa	Mgmt	For	For	No	No
4.3	Elect Director and Audit Committee Member Iwasa, Michihide	Mgmt	For	For	No	No

TechnoPro Holdings, Inc.

Meeting Date: 29/09/2022

Country: Japan

Ticker: 6028

Record Date: 30/06/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 52	Mgmt	For		No	No
2	Amend Articles to Adopt Board Structure with Audit Committee - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For		No	No
3.1	Elect Director Nishio, Yasuji	Mgmt	For		No	No
3.2	Elect Director Yagi, Takeshi	Mgmt	For		No	No
3.3	Elect Director Shimaoka, Gaku	Mgmt	For		No	No
3.4	Elect Director Asai, Koichiro	Mgmt	For		No	No
3.5	Elect Director Hagiwara, Toshihiro	Mgmt	For		No	No
3.6	Elect Director Watabe, Tsunehiro	Mgmt	For		No	No
3.7	Elect Director Yamada, Kazuhiko	Mgmt	For		No	No
3.8	Elect Director Sakamoto, Harumi	Mgmt	For		No	No
3.9	Elect Director Takase, Shoko	Mgmt	For		No	No
4.1	Elect Director and Audit Committee Member Madarame, Hitoshi	Mgmt	For		No	No
4.2	Elect Director and Audit Committee Member Takao, Mitsutoshi	Mgmt	For		No	No
4.3	Elect Director and Audit Committee Member Tanabe, Rumiko	Mgmt	For		No	No
5	Elect Alternate Director and Audit Committee Member Kitaarai, Yoshio	Mgmt	For		No	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For		No	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For		No	No
8	Approve Performance Share Plan	Mgmt	For		No	No

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Trend Micro, Inc.

Meeting Date: 29/03/2022

Country: Japan

Ticker: 4704

Record Date: 31/12/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 195	Mgmt	For		No	No
2.1	Elect Director Chang Ming-Jang	Mgmt	For		No	No
2.2	Elect Director Eva Chen	Mgmt	For		No	No
2.3	Elect Director Mahendra Negi	Mgmt	For		No	No
2.4	Elect Director Omikawa, Akihiko	Mgmt	For		No	No
2.5	Elect Director Nonaka, Ikujiro	Mgmt	For		No	No
2.6	Elect Director Koga, Tetsuo	Mgmt	For		No	No
3	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For		No	No
4	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For		No	No
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For		No	No

Yaoko Co., Ltd.

Meeting Date: 21/06/2022

Country: Japan

Ticker: 8279

Record Date: 31/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Allocation of Income, with a Final Dividend of JPY 43.75	Mgmt	For		No	No
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For		No	No

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Yaoko Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3.1	Elect Director Kawano, Yukio	Mgmt	For		No	No
3.2	Elect Director Kawano, Sumito	Mgmt	For		No	No
3.3	Elect Director Kamiike, Masanobu	Mgmt	For		No	No
3.4	Elect Director Ishizuka, Takanori	Mgmt	For		No	No
3.5	Elect Director Kozawa, Mitsuo	Mgmt	For		No	No
3.6	Elect Director Yagihashi, Hiroaki	Mgmt	For		No	No
3.7	Elect Director Kurokawa, Shigeyuki	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>						
3.8	Elect Director Yano, Asako	Mgmt	For		No	No
3.9	Elect Director Kuzuhara, Takashi	Mgmt	For		No	No

ASML Holding NV

Meeting Date: 29/04/2022

Country: Netherlands

Ticker: ASML

Record Date: 01/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Annual Meeting Agenda	Mgmt				
1	Open Meeting	Mgmt				
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt				
3a	Approve Remuneration Report	Mgmt	For	For	No	No
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No	No
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt				

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ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3d	Approve Dividends of EUR 5.50 Per Share	Mgmt	For	For	No	No
4a	Approve Discharge of Management Board	Mgmt	For	For	No	No
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	No	No
5	Approve Number of Shares for Management Board	Mgmt	For	For	No	No
6	Amend Remuneration Policy for Management Board	Mgmt	For	For	No	No
7a	Announce Intention to Reappoint P.T.F.M. Wennink to Management Board	Mgmt				
7b	Announce Intention to Reappoint M.A. van den Brink to Management Board	Mgmt				
7c	Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board	Mgmt				
7d	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt				
7e	Announce Intention to Reappoint R.J.M. Dassen to Management Board	Mgmt				
8a	Announce Vacancies on the Supervisory Board	Mgmt				
8b	Opportunity to Make Recommendations	Mgmt				
8c	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board	Mgmt				
8d	Reelect T.L. Kelly to Supervisory Board	Mgmt	For	For	No	No
8e	Elect A.F.M. Everke to Supervisory Board	Mgmt	For	For	No	No
8f	Elect A.L. Steegen to Supervisory Board	Mgmt	For	For	No	No
8g	Discuss Composition of the Supervisory Board	Mgmt				
9	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	Mgmt	For	For	No	No
10	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025	Mgmt				
11	Amend Articles of Association	Mgmt	For	For	No	No

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ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
12a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	No	No
12b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No	No
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No	No
14	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	No	No
15	Other Business (Non-Voting)	Mgmt				
16	Close Meeting	Mgmt				

Fisher & Paykel Healthcare Corporation Limited

Meeting Date: 24/08/2022

Country: New Zealand

Ticker: FPH

Record Date: 22/08/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Elect Lewis Gradon as Director	Mgmt	For	For	No	No
2	Elect Neville Mitchell as Director	Mgmt	For	For	No	No
3	Elect Donal O'Dwyer as Director	Mgmt	For	For	No	No
4	Elect Lisa McIntyre as Director	Mgmt	For	For	No	No
5	Elect Cather Simpson as Director	Mgmt	For	For	No	No
6	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	No	No
7	Approve Issuance of Performance Share Rights to Lewis Gradon	Mgmt	For	For	No	No
8	Approve Issuance of Options to Lewis Gradon	Mgmt	For	For	No	No
9	Approve 2022 Employee Stock Purchase Plan	Mgmt	For	For	No	No

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Fisher & Paykel Healthcare Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
10	Approve 2022 Performance Share Rights Plan - North America	Mgmt	For	For	No	No
11	Approve 2022 Share Option Plan - North America	Mgmt	For	For	No	No

Nordic Semiconductor ASA

Meeting Date: 28/04/2022

Country: Norway

Ticker: NOD

Record Date: 27/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For		No	No
3	Approve Notice of Meeting and Agenda	Mgmt	For		No	No
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For		No	No
5	Approve Company's Corporate Governance Statement	Mgmt				
6a	Approve Remuneration of Directors in the Amount NOK 750,000 for Chair, NOK 325,000 for Shareholder Elected Directors and NOK 150,000 for Employee Elected Directors; Approve Remuneration in Shares for Chair and Shareholder Elected Directors	Mgmt	For		No	No
6b	Approve Compensation for Nomination Committee	Mgmt	For		No	No
6c	Approve Remuneration of Auditors	Mgmt	For		No	No
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For		No	No
8	Approve Creation of NOK 192,000 Pool of Capital without Preemptive Rights	Mgmt	For		No	No
9a	Reelect Birger Steen (Chair) as Director	Mgmt	For		No	No

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Nordic Semiconductor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
9b	Reelect Jan Frykhammar as Director	Mgmt	For		No	No
9c	Reelect Anita Huun as Director	Mgmt	For		No	No
9d	Reelect Endre Holen as Director	Mgmt	For		No	No
9e	Reelect Inger Berg Orstavik as Director	Mgmt	For		No	No
9f	Reelect Oyvind Birkenes as Director	Mgmt	For		No	No
9g	Reelect Annastiina Hintsa as Director	Mgmt	For		No	No
10a	Reelect Viggo Leisner (Chair) as Member of Nominating Committee	Mgmt	For		No	No
10b	Reelect Eivind Lotsberg as Member of Nominating Committee	Mgmt	For		No	No
10c	Elect Fredrik Thoresen as New Member of Nominating Committee	Mgmt	For		No	No
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For		No	No
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		No	No
12.1	Approve Long-Term Incentive Plan	Mgmt	For		No	No

Tomra Systems ASA

Meeting Date: 28/04/2022

Country: Norway

Ticker: TOM

Record Date: 21/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	Do Not Vote	No	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	Do Not Vote	No	No
4	Approve Notice of Meeting and Agenda	Mgmt	For	Do Not Vote	No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	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 6.00 Per Share	Mgmt	For	Do Not Vote	No	No
7	Approve Remuneration Statement	Mgmt	For	Do Not Vote	No	No
8	Discuss Company's Corporate Governance Statement (Not Voting)	Mgmt				
9	Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK 541,613 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Do Not Vote	No	No
<i>Voting Policy Rationale: A vote AGAINST item 9 is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.</i>						
10	Approve Remuneration of Nominating Committee	Mgmt	For	Do Not Vote	No	No
11	Reelect Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors; Elect Johan Hjertonsson (Chair) as New Director	Mgmt	For	Do Not Vote	No	No
<i>Voting Policy Rationale: Refer to Dundas as one of the director is considered overboarded and the director elections are bundled into one vote.</i>						
12	Reelect Rune Selmar (Chairman), Hild F. Kinder and Anders Morck as Members of Nominating Committee; Elect Tine Fosslund as New Member of Nominating Committee	Mgmt	For	Do Not Vote	No	No
13	Approve Remuneration of Auditors	Mgmt	For	Do Not Vote	No	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	Mgmt	For	Do Not Vote	No	No
15	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	Do Not Vote	No	No
16	Approve 2:1 Stock Split; Amend Articles Accordingly	Mgmt	For	Do Not Vote	No	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For		No	No

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Tomra Systems ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For		No	No
4	Approve Notice of Meeting and Agenda	Mgmt	For		No	No
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 6.00 Per Share	Mgmt	For		No	No
7	Approve Remuneration Statement	Mgmt	For		No	No
8	Discuss Company's Corporate Governance Statement (Not Voting)	Mgmt				
9	Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK 541,613 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST item 9 is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.</i>						
10	Approve Remuneration of Nominating Committee	Mgmt	For		No	No
11	Reelect Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors; Elect Johan Hjertonsson (Chair) as New Director	Mgmt	For		No	No
<i>Voting Policy Rationale: Refer to Dundas as one of the director is considered overboarded and the director elections are bundled into one vote.</i>						
12	Reelect Rune Selmar (Chairman), Hild F. Kinder and Anders Morck as Members of Nominating Committee; Elect Tine Fosslund as New Member of Nominating Committee	Mgmt	For		No	No
13	Approve Remuneration of Auditors	Mgmt	For		No	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	Mgmt	For		No	No
15	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	Mgmt	For		No	No
16	Approve 2:1 Stock Split; Amend Articles Accordingly	Mgmt	For		No	No

DBS Group Holdings Ltd.

Meeting Date: 31/03/2022

Country: Singapore

Ticker: D05

Record Date:

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	No	No
2	Approve Final Dividend	Mgmt	For	For	No	No
3	Approve Directors' Remuneration	Mgmt	For	For	No	No
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No	No
5	Elect Bonghan Cho as Director	Mgmt	For	For	No	No
6	Elect Olivier Lim Tse Ghow as Director	Mgmt	For	For	No	No
7	Elect Tham Sai Choy as Director	Mgmt	For	For	No	No
8	Elect Chng Kai Fong as Director	Mgmt	For	For	No	No
9	Elect Judy Lee as Director	Mgmt	For	For	No	No
10	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For	No	No
11	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For	No	No
12	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	No	No
13	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	No	No
14	Authorize Share Repurchase Program	Mgmt	For	For	No	No

Arjo AB

Meeting Date: 22/04/2022

Country: Sweden

Ticker: ARJO.B

Record Date: 12/04/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For		No	No
3	Designate Inspector of minutes of Meeting	Mgmt				
4	Prepare and Approve List of Shareholders	Mgmt	For		No	No
5	Approve Agenda of Meeting	Mgmt	For		No	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For		No	No
7.a	Receive Financial Statements and Statutory Reports	Mgmt				
7.b	Receive Financial Statements and Statutory Reports on Consolidated Accounts	Mgmt				
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
7.d	Receive Board's Dividend Proposal	Mgmt				
8	Receive Board's Report	Mgmt				
9	Receive CEO's Report	Mgmt				
10	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
11	Approve Allocation of Income and Dividends of SEK 1.15 Per Share	Mgmt	For		No	No
12.1	Approve Discharge of Johan Malmquist	Mgmt	For		No	No
12.2	Approve Discharge of Carl Bennet	Mgmt	For		No	No
12.3	Approve Discharge of Eva Elmstedt	Mgmt	For		No	No
12.4	Approve Discharge of Dan Frohm	Mgmt	For		No	No
12.5	Approve Discharge of Ulf Grunander	Mgmt	For		No	No
12.6	Approve Discharge of Carola Lemne	Mgmt	For		No	No
12.7	Approve Discharge of Joacim Lindoff	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
12.8	Approve Discharge of Kajsa Haraldsson	Mgmt	For		No	No
12.9	Approve Discharge of Eva Sandling	Mgmt	For		No	No
12.10	Approve Discharge of Sten Borjesson	Mgmt	For		No	No
12.11	Approve Discharge of Jimmy Linde	Mgmt	For		No	No
13.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For		No	No
13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For		No	No
14.1	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chairman and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For		No	No
14.2	Approve Remuneration of Auditors	Mgmt	For		No	No
15.1a	Reelect Johan Malmquist as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence.</i>					
15.1b	Reelect Carl Bennet as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence.</i>					
15.1c	Reelect Eva Elmstedt as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
15.1d	Reelect Dan Frohm as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence.</i>					
15.1e	Reelect Ulf Grunander as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST candidates Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander is warranted due to their non-independent status on a board with an insufficient level of overall independence.</i>					
15.1f	Reelect Carola Lemne as Director	Mgmt	For		No	No
15.1g	Reelect Joacim Lindoff as Director	Mgmt	For		No	No

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Arjo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
15.2	Reelect Johan Malmquist as Board Chair	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. A vote AGAINST this item is warranted because the election of Johan Malmquist to the board of directors is not supported.</i>					
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For		No	No
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		No	No
18	Approve Remuneration Report	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the long-term cash compensation has short performance periods.</i>					
19	Close Meeting	Mgmt				

Assa Abloy AB

Meeting Date: 27/04/2022

Country: Sweden

Ticker: ASSA.B

Record Date: 19/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For	For	No	No
3	Designate Inspector(s) of Minutes of Meeting	Mgmt				
4	Approve Agenda of Meeting	Mgmt	For	For	No	No
5	Prepare and Approve List of Shareholders	Mgmt				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No	No
7	Receive President's Report	Mgmt				
8.a	Receive Financial Statements and Statutory Reports	Mgmt				
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8.c	Receive Board's Report	Mgmt				
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
9.b	Approve Allocation of Income and Dividends of SEK 4.20 Per Share	Mgmt	For	For	No	No
9.c1	Approve Discharge of Lars Renstrom	Mgmt	For	For	No	No
9.c2	Approve Discharge of Carl Douglas	Mgmt	For	For	No	No
9.c3	Approve Discharge of Johan Hjertsonsson	Mgmt	For	For	No	No
9.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	No	No
9.c5	Approve Discharge of Eva Karlsson	Mgmt	For	For	No	No
9.c6	Approve Discharge of Lena Olving	Mgmt	For	For	No	No
9.c7	Approve Discharge of Joakim Weidemanis	Mgmt	For	For	No	No
9.c8	Approve Discharge of Susanne Pahlen Aklundh	Mgmt	For	For	No	No
9.c9	Approve Discharge of Rune Hjaln	Mgmt	For	For	No	No
9.c10	Approve Discharge of Mats Persson	Mgmt	For	For	No	No
9.c11	Approve Discharge of Bjarne Johansson	Mgmt	For	For	No	No
9.c12	Approve Discharge of Nadja Wikstrom	Mgmt	For	For	No	No
9.c13	Approve Discharge of Birgitta Klasen	Mgmt	For	For	No	No
9.c14	Approve Discharge of Jan Svensson	Mgmt	For	For	No	No
9.c15	Approve Discharge of CEO Nico Delvaux	Mgmt	For	For	No	No
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	No	No
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair, SEK 1.07 Million for Vice Chair and SEK 860,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No	No
11.b	Approve Remuneration of Auditors	Mgmt	For	For	No	No

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Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
12	Reelect Lars Renstrom (Chair), Carl Douglas (Vice Chair), Johan Hjertonnsson, Eva Karlsson, Lena Olving, Sofia Schorling Hogberg, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Erik Ekudden as New Director	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. Refer to Dundas as one of the director is considered overboarded and the director elections are bundled into one vote. A vote AGAINST this item is warranted because: - The independence level of the overall board, including employee representatives, falls below 50 percent; - The independence levels of the audit and remuneration committees are insufficient. In addition, the chairman of the audit committee is non-independent.</i></p>						
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	No	No
14	Approve Remuneration Report	Mgmt	For	For	No	No
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	No	No
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	No	No
17	Approve Performance Share Matching Plan LTI 2022	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: A vote AGAINST this incentive plan is warranted as the proposed annual performance period falls below three years. Concerns are also noted with the lack of disclosure of forward-looking targets.</i></p>						
18	Close Meeting	Mgmt				

CellaVision AB

Meeting Date: 11/05/2022

Country: Sweden

Ticker: CEVI

Record Date: 03/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For		No	No
3	Prepare and Approve List of Shareholders	Mgmt	For		No	No
4	Approve Agenda of Meeting	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For		No	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For		No	No
7	Receive President's Report	Mgmt				
8	Receive Financial Statements and Statutory Reports	Mgmt				
9	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
10	Approve Allocation of Income and Dividends of SEK 2 Per Share	Mgmt	For		No	No
11	Approve Discharge of Board and President	Mgmt	For		No	No
12	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For		No	No
13	Approve Remuneration of Directors in the Amount of SEK 700,000 for Chairman and SEK 260,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For		No	No
14.1	Reelect Mikael Worning as Director	Mgmt	For		No	No
14.2	Reelect Christer Fahraeus as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
14.3	Reelect Asa Hedin as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
14.4	Reelect Stefan Wolf as Director	Mgmt	For		No	No
14.5	Elect Ann-Charlotte Jarleryd as New Director	Mgmt	For		No	No
15	Reelect Mikael Worning as Board Chair	Mgmt	For		No	No
16	Ratify KPMG as Auditors	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
17	Approve Procedures for Nominating Committee	Mgmt	For		No	No
18	Approve Remuneration Report	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of the lack of disclosure on performance criteria for the short-term incentives.</i>						

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CellaVision AB

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

Hexagon AB

Meeting Date: 29/04/2022 **Country:** Sweden **Ticker:** HEXA.B
Record Date: 21/04/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Elect Chairman of Meeting	Mgmt	For	For	No	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	No	No
3	Approve Agenda of Meeting	Mgmt	For	For	No	No
4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	Mgmt	For	For	No	No
4.2	Designate Fredrik Skoglund Inspector of Minutes of Meeting	Mgmt	For	For	No	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No	No
6.a	Receive Financial Statements and Statutory Reports	Mgmt				
6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
6.c	Receive the Board's Dividend Proposal	Mgmt				
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
7.b	Approve Allocation of Income and Dividends of EUR 0.11 Per Share	Mgmt	For	For	No	No
7.c1	Approve Discharge of Gun Nilsson	Mgmt	For	For	No	No
7.c2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	No	No
7.c3	Approve Discharge of John Brandon	Mgmt	For	For	No	No
7.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7.c5	Approve Discharge of Ulrika Francke	Mgmt	For	For	No	No
7.c6	Approve Discharge of Henrik Henriksson	Mgmt	For	For	No	No
7.c7	Approve Discharge of Patrick Soderlund	Mgmt	For	For	No	No
7.c8	Approve Discharge of Brett Watson	Mgmt	For	For	No	No
7.c9	Approve Discharge of Erik Huggers	Mgmt	For	For	No	No
7.c10	Approve Discharge of Ola Rollen	Mgmt	For	For	No	No
8	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	No	No
9.1	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, and SEK 670,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No	No
9.2	Approve Remuneration of Auditors	Mgmt	For	For	No	No
10.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
10.2	Reelect John Brandon as Director	Mgmt	For	For	No	No
10.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent while she also chairs the audit committee. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3) and Gun Nilsson (item 10.7), is also warranted due to their non-independent status on the remuneration committee, which has an insufficient level of independence.</i>						
10.4	Reelect Ulrika Francke as Director	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent while she also chairs the audit committee.</i>						
10.5	Reelect Henrik Henriksson as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
10.6	Reelect Ola Rollen as Director	Mgmt	For	For	No	No

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Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
10.7	Reelect Gun Nilsson as Director	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent while she also chairs the audit committee. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3) and Gun Nilsson (item 10.7), is also warranted due to their non-independent status on the remuneration committee, which has an insufficient level of independence.</i>					
10.8	Reelect Patrick Soderlund as Director	Mgmt	For	For	No	No
10.9	Reelect Brett Watson as Director	Mgmt	For	For	No	No
10.10	Reelect Erik Huggers as Director	Mgmt	For	For	No	No
10.11	Elect Gun Nilsson as Board Chair	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. A vote AGAINST this item is warranted because the election of Gun Nilsson to the board of directors is not supported.</i>					
10.12	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	No	No
11	Elect Mikael Ekdahl, Jan Dworsky, Anders Oscarsson and Liselott Ledin as Members of Nominating Committee	Mgmt	For	For	No	No
12	Approve Remuneration Report	Mgmt	For	For	No	No
13	Approve Performance Share Program 2022/20225 for Key Employees	Mgmt	For	For	No	No
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	No	No
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	No	No

HMS Networks AB

Meeting Date: 21/04/2022

Country: Sweden

Ticker: HMS

Record Date: 11/04/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting	Mgmt	For		No	No
2	Elect Chairman of Meeting	Mgmt	For		No	No
3	Prepare and Approve List of Shareholders	Mgmt	For		No	No
4	Approve Agenda of Meeting	Mgmt	For		No	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For		No	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For		No	No
7.a	Receive Financial Statements and Statutory Reports	Mgmt				
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
7.c	Receive Board's Proposition According to Items 14-17	Mgmt				
8	Receive President's Report	Mgmt				
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
9.b	Approve Allocation of Income and Dividends of SEK 3 Per Share	Mgmt	For		No	No
9.c	Approve Discharge of Board and President	Mgmt	For		No	No
10	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For		No	No
11	Approve Remuneration of Directors in the Amount of SEK 675,000 for Chairman, SEK 270,000 for Other Directors; Approve Remuneration for Audit Committee Work	Mgmt	For		No	No
12	Reelect Charlotte Brogren (Chair), Fredrik Hansson, Anders Morck, Cecilia Wachtmeister and Niklas Edling as Directors; Elect Anna Kleine as New Director	Mgmt	For		No	No
<i>Voting Policy Rationale: Refer to Dundas as one of the director is considered overboarded and the director elections are bundled into one vote.</i>						
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For		No	No
14	Approve Remuneration Report	Mgmt	For		No	No

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HMS Networks AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		No	No
16	Approve Issuance of up to 2.3 Million Shares without Preemptive Rights	Mgmt	For		No	No
17	Approve Performance Share Matching Plan for Key Employees	Mgmt	For		No	No
18	Close Meeting	Mgmt				

INVISIO AB

Meeting Date: 04/05/2022

Country: Sweden

Ticker: IVSO

Record Date: 26/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chairman of Meeting	Mgmt	For		No	No
3	Approve Agenda of Meeting	Mgmt	For		No	No
4	Prepare and Approve List of Shareholders	Mgmt	For		No	No
5.a	Designate Lennart Francke as Inspector of Minutes of Meeting	Mgmt	For		No	No
5.b	Designate Elisabet Jamal Bergstrom as Inspector of Minutes of Meeting	Mgmt	For		No	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For		No	No
7	Receive President's Report	Mgmt				
8	Receive Financial Statements and Statutory Reports	Mgmt				
9	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
10	Approve Allocation of Income and Dividends of SEK 0.70 Per Share	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
11.1	Approve Discharge of Annika Andersson	Mgmt	For		No	No
11.2	Approve Discharge of Charlotta Falvin	Mgmt	For		No	No
11.3	Approve Discharge of Lage Jonason	Mgmt	For		No	No
11.4	Approve Discharge of Martin Krupicka	Mgmt	For		No	No
11.5	Approve Discharge of Ulrika Hagdahl	Mgmt	For		No	No
11.6	Approve Discharge of Charlott Samuelsson	Mgmt	For		No	No
11.7	Approve Discharge of CEO Lars Hojgard Hansen	Mgmt	For		No	No
12	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For		No	No
13.1	Approve Remuneration of Directors in the Amount of SEK 650,000 for Chairman and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For		No	No
13.2	Approve Remuneration of Auditors	Mgmt	For		No	No
14.1a	Reelect Annika Andersson as Director	Mgmt	For		No	No
14.1b	Reelect Lage Jonason as Director	Mgmt	For		No	No
14.1c	Reelect Martin Krupicka as Director	Mgmt	For		No	No
14.1d	Reelect Ulrika Hagdahl as Director	Mgmt	For		No	No
14.1e	Reelect Charlott Samuelsson as Director	Mgmt	For		No	No
14.1f	Elect Hannu Saastamoinen as New Director	Mgmt	For		No	No
14.2	Reelect Annika Andersson as Board Chair	Mgmt	For		No	No
15.1	Determine Number of Auditors (1)	Mgmt	For		No	No
15.2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For		No	No
16	Approve Remuneration Report	Mgmt	For		No	No
17	Approve Stock Option Plan for Key Employees	Mgmt	For		No	No
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For		No	No
19	Close Meeting	Mgmt				

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Paradox Interactive AB

Meeting Date: 10/05/2022

Country: Sweden

Ticker: PDX

Record Date: 02/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Open Meeting	Mgmt				
2	Elect Chair of Meeting	Mgmt	For		No	No
3	Prepare and Approve List of Shareholders	Mgmt	For		No	No
4	Approve Agenda of Meeting	Mgmt	For		No	No
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For		No	No
6	Acknowledge Proper Convening of Meeting	Mgmt	For		No	No
7	Receive Financial Statements and Statutory Reports	Mgmt				
8	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
9	Approve Allocation of Income and Dividends of SEK 1.00 Per Share	Mgmt	For		No	No
10	Approve Discharge of Board and President	Mgmt	For		No	No
11	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For		No	No
12	Approve Remuneration of Directors in the Amount of SEK 640,000 for Chair and SEK 320,000 for Other Directors; Approve Remuneration for Auditing Committee; Approve Remuneration of Auditors	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.</i>					
13	Reelect Hakan Sjunnesson (Chair), Fredrik Wester, Mathias Hermansson, Linda Hoglund and Andras Vajlok as Directors	Mgmt	For		No	No
	<i>Voting Policy Rationale: Refer to Dundas as one of the director is considered overboarded and the director elections are bundled into one vote.</i>					
14	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST the ratification of PricewaterhouseCoopers as the company's audit firm is warranted given that the non-audit fees are 60.8 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor.</i>					

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Paradox Interactive AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
15	Amend Articles Re: Board Size; Shareholders Registration; Collecting of Proxies and Postal Voting	Mgmt	For		No	No
16	Authorize Chair of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For		No	No
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the updated remuneration policy does not include a maximum variable pay cap.</i>						
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For		No	No
19	Approve Warrant Plan for Key Employees	Mgmt	For		No	No
20	Close Meeting	Mgmt				

COMET Holding AG

Meeting Date: 14/04/2022

Country: Switzerland

Ticker: COTN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For		No	No
3	Approve Discharge of Board and Senior Management	Mgmt	For		No	No
4.1	Reelect Heinz Kundert as Director	Mgmt	For		No	No
4.2	Reelect Gian-Luca Bona as Director	Mgmt	For		No	No
4.3	Reelect Mariel Hoch as Director	Mgmt	For		No	No
4.4	Reelect Patrick Jany as Director	Mgmt	For		No	No
4.5	Reelect Tosja Zywiets as Director	Mgmt	For		No	No

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COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4.6	Reelect Heinz Kundert as Board Chair	Mgmt	For		No	No
5	Elect Edeltraud Leibrock as Director	Mgmt	For		No	No
6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For		No	No
6.2	Reappoint Gian-Luca Bona as Member of the Nomination and Compensation Committee	Mgmt	For		No	No
7	Designate Patrick Glauser as Independent Proxy	Mgmt	For		No	No
8	Ratify Ernst & Young AG as Auditors	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
9.1	Approve Remuneration of Directors in the Amount of CHF 970,000	Mgmt	For		No	No
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For		No	No
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For		No	No
9.4	Approve Remuneration Report	Mgmt	For		No	No
10.1	Approve Renewal of CHF 770,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: - The issuance of shares under this pool could be used as an antitakeover mechanism.</i>						
10.2	Amend Articles Re: Proportion of Non-Cash Remuneration of Board Members	Mgmt	For		No	No
11	Transact Other Business (Voting)	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

COMET Holding AG

Meeting Date: 14/04/2022

Country: Switzerland

Ticker: COTN

Record Date:

Meeting Type: Annual

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COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Share Re-registration Consent	Mgmt	For		No	No

INFICON Holding AG

Meeting Date: 31/03/2022 Country: Switzerland Ticker: IFCN
 Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Discharge of Board of Directors	Mgmt	For		No	No
3	Approve Allocation of Income and Dividends of CHF 17.90 per Share and CHF 3.10 per Share from Legal Reserves from Capital Contributions	Mgmt	For		No	No
4.1	Reelect Beat Luethi as Director and Board Chairman	Mgmt	For		No	No
4.2	Reelect Richard Fischer as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>						
4.3	Reelect Vanessa Frey as Director	Mgmt	For		No	No
4.4	Reelect Beat Siegrist as Director	Mgmt	For		No	No
4.5	Reelect Reto Suter as Director	Mgmt	For		No	No
4.6	Reappoint Richard Fischer as Member of the Compensation and HR Committee	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>						

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INFICON Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4.7	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST Beat Siegrist, the current chair of the committee, is warranted as a signal of concern because the board is insufficiently gender diverse.</i>					
4.8	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For		No	No
5	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For		No	No
6	Ratify KPMG AG as Auditors	Mgmt	For		No	No
7	Approve Remuneration Report	Mgmt	For		No	No
8	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For		No	No
9	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million	Mgmt	For		No	No
10	Transact Other Business (Voting)	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

INFICON Holding AG

Meeting Date: 31/03/2022

Country: Switzerland

Ticker: IFCN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Share Re-registration Consent	Mgmt	For		No	No

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Meeting Date: 30/06/2022

Country: Switzerland

Ticker: LEHN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - The level of ex-post disclosure provided in the remuneration report does not allow for an independent assessment of remuneration practices. - Variable award levels and performance metrics are defined in vague terms.</i>						
2	Approve Allocation of Income and Dividends of CHF 50 per Share	Mgmt	For		No	No
3	Approve Discharge of Board and Senior Management	Mgmt	For		No	No
4	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For		No	No
5.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	Mgmt	For		No	No
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	Mgmt	For		No	No
<i>Voting Policy Rationale: Votes AGAINST these proposals are warranted because: - The proposals represent significant potential increases in remuneration, and the company has not provided a detailed and compelling explanation for the requested amounts.</i>						
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million	Mgmt	For		No	No
<i>Voting Policy Rationale: Votes AGAINST these proposals are warranted because: - The proposals represent significant potential increases in remuneration, and the company has not provided a detailed and compelling explanation for the requested amounts.</i>						
6	Change Location of Registered Office/Headquarters to Meyrin, Switzerland	Mgmt	For		No	No
7.1	Reelect Ilan Cohen as Director	Mgmt	For		No	No
7.2	Reelect Francois Gabella as Director	Mgmt	For		No	No
7.3	Reelect Andreas Huerlimann as Director and Board Chair	Mgmt	For		No	No
7.4	Reelect Ulrich Looser as Director	Mgmt	For		No	No

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LEM Holding SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7.5	Reelect Ueli Wampfler as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. A vote AGAINST Ueli Wampfler is warranted because he is non-independent and serves as chair of the audit committee.</i>					
7.6	Reelect Werner Weber as Director	Mgmt	For		No	No
8.1	Reappoint Andreas Huerlimann as Member of the Nomination and Compensation Committee	Mgmt	For		No	No
8.2	Reappoint Ulrich Looser as Member of the Nomination and Compensation Committee	Mgmt	For		No	No
	<i>Voting Policy Rationale: We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Ulrich Looser, is warranted as a signal of concern because the board is insufficiently gender diverse.</i>					
9	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For		No	No
10	Ratify Ernst & Young Ltd. as Auditors	Mgmt	For		No	No
11	Transact Other Business (Voting)	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

LEM Holding SA

Meeting Date: 30/06/2022

Country: Switzerland

Ticker: LEHN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Share Re-registration Consent	Mgmt	For		No	No

Lonza Group AG

Meeting Date: 05/05/2022

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	No	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No	No
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	No	No
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	No	No
5.1.2	Reelect Angelica Kohlmann as Director	Mgmt	For	For	No	No
5.1.3	Reelect Christoph Maeder as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
5.1.4	Reelect Barbara Richmond as Director	Mgmt	For	For	No	No
5.1.5	Reelect Juergen Steinemann as Director	Mgmt	For	For	No	No
5.1.6	Reelect Olivier Verscheure as Director	Mgmt	For	For	No	No
5.2.1	Elect Marion Helmes as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
5.2.2	Elect Roger Nitsch as Director	Mgmt	For	For	No	No
5.3	Reelect Albert Baehny as Board Chair	Mgmt	For	For	No	No
5.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	No	No
5.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
5.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	No	No
6	Ratify KPMG Ltd as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						

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Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	No	No
8	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	No	No
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million for the Period July 1, 2022 - June 30, 2023	Mgmt	For	For	No	No
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.9 Million for Fiscal Year 2021	Mgmt	For	For	No	No
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 11.1 Million for Fiscal Year 2022	Mgmt	For	For	No	No
10	Transact Other Business (Voting)	Mgmt	For	Against	Yes	No

Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Siegfried Holding AG

Meeting Date: 13/04/2022

Country: Switzerland

Ticker: SFZN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2.1	Approve Allocation of Income	Mgmt	For		No	No
2.2	Approve CHF 14.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.20 per Share	Mgmt	For		No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Approve Creation of CHF 14 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For		No	No
<p><i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: - The issuance request would allow for a capital increase without preemptive rights for up to 15 percent of the issued share capital.</i></p>						
4	Approve Discharge of Board of Directors	Mgmt	For		No	No
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	Mgmt	For		No	No
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2023	Mgmt	For		No	No
5.2.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 1.7 Million for Fiscal Year 2021	Mgmt	For		No	No
5.2.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 4.3 Million for Fiscal Year 2022	Mgmt	For		No	No
6.1.1	Reelect Isabelle Welton as Director	Mgmt	For		No	No
6.1.2	Reelect Colin Bond as Director	Mgmt	For		No	No
6.1.3	Reelect Wolfram Carius as Director	Mgmt	For		No	No
6.1.4	Reelect Andreas Casutt as Director	Mgmt	For		No	No
6.1.5	Reelect Martin Schmid as Director	Mgmt	For		No	No
6.2.1	Elect Alexandra Brand as Director	Mgmt	For		No	No
6.2.2	Elect Beat Walti as Director	Mgmt	For		No	No
6.3	Reelect Andreas Casutt as Board Chair	Mgmt	For		No	No
6.4.1	Reappoint Isabelle Welton as Member of the Compensation Committee	Mgmt	For		No	No
<p><i>Voting Policy Rationale: We note that the compensation committee is also responsible for nominating and appointing new directors. As such, votes AGAINST the reelection of the incumbent committee members, Martin Schmid and Isabelle Welton, are warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i></p>						

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Siegfried Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
6.4.2	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For		No	No
<p><i>Voting Policy Rationale: We note that the compensation committee is also responsible for nominating and appointing new directors. As such, votes AGAINST the reelection of the incumbent committee members, Martin Schmid and Isabelle Welton, are warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i></p>						
6.4.3	Appoint Beat Walti as Member of the Compensation Committee	Mgmt	For		No	No
7	Designate Rolf Freiermuth as Independent Proxy	Mgmt	For		No	No
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For		No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i></p>						
9	Transact Other Business (Voting)	Mgmt	For		No	No
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>						

Siegfried Holding AG

Meeting Date: 13/04/2022 **Country:** Switzerland **Ticker:** SFZN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Share Re-registration Consent	Mgmt	For		No	No

Sonova Holding AG

Meeting Date: 15/06/2022 **Country:** Switzerland **Ticker:** SOON
Record Date: **Meeting Type:** Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	No	No
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	Mgmt	For	For	No	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No	No
4	Approve Increase in Minimum Size of Board to Five Members and Maximum Size to Ten Members	Mgmt	For	For	No	No
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For	No	No
5.1.2	Reelect Stacy Seng as Director	Mgmt	For	For	No	No
5.1.3	Reelect Lynn Bleil as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
5.1.4	Reelect Gregory Behar as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	No	No
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For	No	No
5.1.7	Reelect Ronald van der Vis as Director	Mgmt	For	For	No	No
5.1.8	Reelect Jinlong Wang as Director	Mgmt	For	For	No	No
5.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For	No	No
5.2	Elect Julie Tay as Director	Mgmt	For	For	No	No
5.3.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	No	No
5.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	No	No
5.3.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	No	No

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Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No	No
5.5	Designate Keller KLG as Independent Proxy	Mgmt	For	For	No	No
6.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	No	No
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For	For	No	No
7.1	Approve CHF 100,621.90 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	No	No
7.2	Approve Extension of Existing Authorized Capital Pool of CHF 305,798.59 with or without Exclusion of Preemptive Rights	Mgmt	For	For	No	No
8	Transact Other Business (Voting)	Mgmt	For	Against	Yes	No

Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Tecan Group AG

Meeting Date: 12/04/2022

Country: Switzerland

Ticker: TECN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2.1	Approve Allocation of Income and Dividends of CHF 1.40 per Share	Mgmt	For	For	No	No
2.2	Approve Transfer of CHF 17.7 Million from Legal Reserves to Free Reserves and Repayment of CHF 1.40 per Share	Mgmt	For	For	No	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No	No
4	Elect Myra Eskes as Director	Mgmt	For	For	No	No

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
5.1	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	No	No
5.2	Reelect Oliver Fetzter as Director	Mgmt	For	For	No	No
5.3	Reelect Heinrich Fischer as Director	Mgmt	For	For	No	No
5.4	Reelect Karen Huebscher as Director	Mgmt	For	For	No	No
5.5	Reelect Christa Kreuzburg as Director	Mgmt	For	For	No	No
5.6	Reelect Daniel Marshak as Director	Mgmt	For	For	No	No
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For	No	No
7.1	Reappoint Oliver Fetzter as Member of the Compensation Committee	Mgmt	For	For	No	No
7.2	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	No	No
7.3	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	For	No	No
7.4	Appoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For	No	No
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No	No
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	No	No
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	No	No
10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	No	No
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	No	No
11	Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST the proposed authorization is warranted because: - The issuance request, when combined with the existing conditional capital, would allow for a capital increase without preemptive rights for up to 14.2 percent of the issued share capital.</i>						
12	Transact Other Business (Voting)	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

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Meeting Date: 25/05/2022

Country: Switzerland

Ticker: TEMN

Record Date:
Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Allocation of Income and Dividends of CHF 1.00 per Share	Mgmt	For		No	No
3	Approve Discharge of Board and Senior Management	Mgmt	For		No	No
4.1	Approve Remuneration of Directors in the Amount of USD 9.3 Million	Mgmt	For		No	No
4.2	Approve Remuneration of Executive Committee in the Amount of USD 30 Million	Mgmt	For		No	No
5.1.1	Elect Deborah Forster as Director	Mgmt	For		No	No
5.1.2	Elect Cecilia Hulten as Director	Mgmt	For		No	No
5.2.1	Reelect Andreas Andreades as Director and Board Chair	Mgmt	For		No	No
5.2.2	Reelect Thibault de Tersant as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
5.2.3	Reelect Ian Cookson as Director	Mgmt	For		No	No
5.2.4	Reelect Erik Hansen as Director	Mgmt	For		No	No
5.2.5	Reelect Peter Spenser as Director	Mgmt	For		No	No
5.2.6	Reelect Homaira Akbari as Director	Mgmt	For		No	No
5.2.7	Reelect Maurizio Carli as Director	Mgmt	For		No	No
5.2.8	Reelect James Benson as Director	Mgmt	For		No	No
6.1	Reappoint Homaira Akbari as Member of the Compensation Committee	Mgmt	For		No	No
6.2	Reappoint Peter Spenser as Member of the Compensation Committee	Mgmt	For		No	No

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Temenos AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
6.3	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For		No	No
6.4	Reappoint James Benson as Member of the Compensation Committee	Mgmt	For		No	No
6.5	Appoint Deborah Forster as Member of the Compensation Committee	Mgmt	For		No	No
7	Designate Perreard de Boccard SA as Independent Proxy	Mgmt	For		No	No
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For		No	No
9	Transact Other Business (Voting)	Mgmt	For		No	No

Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Temenos AG

Meeting Date: 25/05/2022

Country: Switzerland

Ticker: TEMN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Share Re-registration Consent	Mgmt	For		No	No

VAT Group AG

Meeting Date: 17/05/2022

Country: Switzerland

Ticker: VACN

Record Date:

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2.1	Approve Allocation of Income	Mgmt	For		No	No
2.2	Approve Dividends of CHF 5.25 per Share from Reserves of Accumulated Profits and CHF 0.25 from Capital Contribution Reserves	Mgmt	For		No	No
3	Approve Discharge of Board and Senior Management	Mgmt	For		No	No
4.1.1	Reelect Martin Komischke as Director and Board Chair	Mgmt	For		No	No
4.1.2	Reelect Urs Leinhaeuser as Director	Mgmt	For		No	No
4.1.3	Reelect Karl Schlegel as Director	Mgmt	For		No	No
4.1.4	Reelect Hermann Gerlinger as Director	Mgmt	For		No	No
4.1.5	Reelect Libo Zhang as Director	Mgmt	For		No	No
4.1.6	Reelect Daniel Lippuner as Director	Mgmt	For		No	No
4.1.7	Elect Maria Heriz as Director	Mgmt	For		No	No
4.2.1	Reappoint Martin Komischke as Member of the Nomination and Compensation Committee	Mgmt	For		No	No
	<i>Voting Policy Rationale: We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of Martin Komischke as a member of the committee is warranted as a signal of concern to the board because the board is insufficiently gender diverse and Komischke served as chair in the previous year.</i>					
4.2.2	Appoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Mgmt	For		No	No
4.2.3	Appoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Mgmt	For		No	No
4.2.4	Appoint Libo Zhang as Member of the Nomination and Compensation Committee	Mgmt	For		No	No
5	Designate Roger Foehn as Independent Proxy	Mgmt	For		No	No
6	Ratify KPMG AG as Auditors	Mgmt	For		No	No
7.1	Approve Remuneration Report	Mgmt	For		No	No

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VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 926,955	Mgmt	For		No	No
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For		No	No
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For		No	No
7.5	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For		No	No
8	Transact Other Business (Voting)	Mgmt	For		No	No

Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

VAT Group AG

Meeting Date: 17/05/2022

Country: Switzerland

Ticker: VACN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Share Re-registration Consent	Mgmt	For		No	No

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 08/06/2022

Country: Taiwan

Ticker: 2330

Record Date: 08/04/2022

Meeting Type: Annual

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Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Meeting for ADR Holders	Mgmt				
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	No	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	No	No
3	Amend Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	No	No
4	Approve Issuance of Restricted Stocks	Mgmt	For	For	No	No

AB Dynamics Plc

Meeting Date: 12/01/2022

Country: United Kingdom

Ticker: ABDP

Record Date: 10/01/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Remuneration Report	Mgmt	For		No	No
3	Approve Final Dividend	Mgmt	For		No	No
4	Re-elect Richard Elsy as Director	Mgmt	For		No	No
5	Re-elect Louise Evans as Director	Mgmt	For		No	No
6	Re-elect Richard Hickinbotham as Director	Mgmt	For		No	No
7	Re-elect Sarah Matthews-DeMers as Director	Mgmt	For		No	No
8	Re-elect James Routh as Director	Mgmt	For		No	No
9	Reappoint Crowe U.K. LLP as Auditors and Authorise Their Remuneration	Mgmt	For		No	No

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AB Dynamics Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
10	Authorise Issue of Equity	Mgmt	For		No	No
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		No	No

Abcam Plc

Meeting Date: 18/05/2022

Country: United Kingdom

Ticker: ABC

Record Date: 16/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Remuneration Report	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - The quantum of awards granted under the 2021 PGIP during the period under review is excessive; and - The strategic targets linked to LTIP A awards are not specified.</i>					
3	Approve Remuneration Policy	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - The maximum award opportunity available to Executives under the 2021 PGIP remains significant; - Threshold vesting level is not in line with the recommended limit; and - The total vesting schedule is less than the market norm.</i>					
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For		No	No
5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For		No	No
6	Re-elect Peter Allen as Director	Mgmt	For		No	No
7	Re-elect Alan Hirzel as Director	Mgmt	For		No	No
8	Re-elect Michael Baldock as Director	Mgmt	For		No	No
9	Re-elect Mara Aspinall as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
10	Re-elect Giles Kerr as Director	Mgmt	For		No	No
11	Elect Mark Capone as Director	Mgmt	For		No	No

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Abcam Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
12	Elect Sally Crawford as Director	Mgmt	For		No	No
13	Elect Bessie Lee as Director	Mgmt	For		No	No
14	Authorise Issue of Equity	Mgmt	For		No	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		No	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For		No	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For		No	No

Abcam Plc

Meeting Date: 18/05/2022

Country: United Kingdom

Ticker: ABC

Record Date: 06/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
	Meeting for ADR Holders	Mgmt				
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Remuneration Report	Mgmt	For		No	No
3	Approve Remuneration Policy	Mgmt	For		No	No
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For		No	No
5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For		No	No
6	Re-elect Peter Allen as Director	Mgmt	For		No	No
7	Re-elect Alan Hirzel as Director	Mgmt	For		No	No
8	Re-elect Michael Baldock as Director	Mgmt	For		No	No
9	Re-elect Mara Aspinall as Director	Mgmt	For		No	No

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Abcam Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
10	Re-elect Giles Kerr as Director	Mgmt	For		No	No
11	Elect Mark Capone as Director	Mgmt	For		No	No
12	Elect Sally Crawford as Director	Mgmt	For		No	No
13	Elect Bessie Lee as Director	Mgmt	For		No	No
14	Authorise Issue of Equity	Mgmt	For		No	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		No	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For		No	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For		No	No

Abcam Plc

Meeting Date: 11/11/2022

Country: United Kingdom

Ticker: ABC

Record Date: 09/11/2022

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Cancellation of Admission of Company's Ordinary Shares to Trading on AIM	Mgmt	For	For	No	No

Alpha Financial Markets Consulting Plc

Meeting Date: 13/09/2022

Country: United Kingdom

Ticker: AFM

Record Date: 09/09/2022

Meeting Type: Annual

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Alpha Financial Markets Consulting Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Final Dividend	Mgmt	For	For	No	No
3	Ratify Final Dividend for the Financial Year Ended 31 March 2021	Mgmt	For	For	No	No
4	Elect Maeve Byrne as Director	Mgmt	For	For	No	No
5	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No	No
7	Authorise Issue of Equity	Mgmt	For	For	No	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No

Close Brothers Group Plc

Meeting Date: 17/11/2022

Country: United Kingdom

Ticker: CBG

Record Date: 15/11/2022

Meeting Type: Annual

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

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Close Brothers Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Elect Tracey Graham as Director	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
5	Re-elect Mike Biggs as Director	Mgmt	For	For	No	No
6	Re-elect Adrian Sainsbury as Director	Mgmt	For	For	No	No
7	Re-elect Mike Morgan as Director	Mgmt	For	For	No	No
8	Re-elect Oliver Corbett as Director	Mgmt	For	For	No	No
9	Re-elect Peter Duffy as Director	Mgmt	For	For	No	No
10	Re-elect Patricia Halliday as Director	Mgmt	For	For	No	No
11	Re-elect Tesula Mohindra as Director	Mgmt	For	For	No	No
12	Re-elect Mark Pain as Director	Mgmt	For	For	No	No
13	Re-elect Sally Williams as Director	Mgmt	For	For	No	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No	No
16	Authorise Issue of Equity	Mgmt	For	For	No	No
17	Authorise Issue of Equity in Relation to the Issue of AT1 Securities	Mgmt	For	For	No	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No	No
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of AT1 Securities	Mgmt	For	For	No	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No	No

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Dechra Pharmaceuticals Plc

Meeting Date: 20/10/2022

Country: United Kingdom

Ticker: DPH

Record Date: 18/10/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	No	No
3	Approve Final Dividend	Mgmt	For	For	No	No
4	Elect John Shipsey as Director	Mgmt	For	For	No	No
5	Re-elect Alison Platt as Director	Mgmt	For	For	No	No
6	Re-elect Ian Page as Director	Mgmt	For	For	No	No
7	Re-elect Anthony Griffin as Director	Mgmt	For	For	No	No
8	Re-elect Paul Sandland as Director	Mgmt	For	For	No	No
9	Re-elect Lisa Bright as Director	Mgmt	For	For	No	No
10	Re-elect Lawson Macartney as Director	Mgmt	For	For	No	No
11	Re-elect Ishbel Macpherson as Director	Mgmt	For	For	No	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No	No
14	Authorise Issue of Equity	Mgmt	For	For	No	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No	No
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No	No
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No	No

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Meeting Date: 06/10/2022

Country: United Kingdom

Ticker: DGE

Record Date: 04/10/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	No	No
3	Approve Final Dividend	Mgmt	For	For	No	No
4	Elect Karen Blackett as Director	Mgmt	For	For	No	No
5	Re-elect Melissa Bethell as Director	Mgmt	For	For	No	No
6	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For	No	No
7	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	No	No
8	Re-elect Javier Ferran as Director	Mgmt	For	For	No	No
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	No	No
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	No	No
11	Re-elect Lady Mendelsohn as Director	Mgmt	For	For	No	No
12	Re-elect Ivan Menezes as Director	Mgmt	For	For	No	No
13	Re-elect Alan Stewart as Director	Mgmt	For	For	No	No
14	Re-elect Ireena Vittal as Director	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No	No
18	Amend Irish Share Ownership Plan	Mgmt	For	For	No	No
19	Authorise Issue of Equity	Mgmt	For	For	No	No

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Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No	No

GB Group Plc

Meeting Date: 28/07/2022

Country: United Kingdom

Ticker: GBG

Record Date: 26/07/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Final Dividend	Mgmt	For	For	No	No
3	Re-elect David Rasche as Director	Mgmt	For	For	No	No
4	Re-elect Nicholas Brown as Director	Mgmt	For	For	No	No
5	Elect Bhavneet Singh as Director	Mgmt	For	For	No	No
6	Elect Richard Longdon as Director	Mgmt	For	For	No	No
7	Approve Remuneration Report	Mgmt	For	For	No	No
8	Approve Performance Share Plan	Mgmt	For	For	No	No
9	Approve Restricted Share Plan	Mgmt	For	For	No	No
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>					
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>					

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GB Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
12	Authorise Issue of Equity	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is considered warranted: - The Company has used the general share issuance authority proposed at the 2021 AGM to facilitate a cash box placing in November 2021, enabling it to circumvent the disapplication authorities previously approved by shareholders.</i>					
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is considered warranted: - The Company has used the general share issuance authority proposed at the 2021 AGM to facilitate a cash box placing in November 2021, enabling it to circumvent the disapplication authorities previously approved by shareholders.</i>					
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST these resolutions is considered warranted: - The Company has used the general share issuance authority proposed at the 2021 AGM to facilitate a cash box placing in November 2021, enabling it to circumvent the disapplication authorities previously approved by shareholders.</i>					
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No

Kainos Group Plc

Meeting Date: 28/09/2022

Country: United Kingdom

Ticker: KNOS

Record Date: 26/09/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	No	No
3	Approve Remuneration Policy	Mgmt	For	For	No	No
4	Approve Final Dividend	Mgmt	For	For	No	No
5	Re-elect Brendan Mooney as Director	Mgmt	For	For	No	No
6	Re-elect Richard McCann as Director	Mgmt	For	For	No	No
7	Re-elect Andy Malpass as Director	Mgmt	For	For	No	No
8	Re-elect Tom Burnet as Director	Mgmt	For	For	No	No

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Kainos Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
9	Re-elect Katie Davis as Director	Mgmt	For	For	No	No
10	Re-elect Rosaleen Blair as Director	Mgmt	For	For	No	No
11	Reappoint KPMG as Auditors	Mgmt	For	For	No	No
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No	No
13	Authorise Issue of Equity	Mgmt	For	For	No	No
14	Approve Performance Share Plan	Mgmt	For	For	No	No
15	Approve Employee Savings-Related Share Purchase Plan	Mgmt	For	For	No	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No	No

Keywords Studios Plc

Meeting Date: 20/05/2022

Country: United Kingdom

Ticker: KWS

Record Date: 18/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Remuneration Report	Mgmt	For		No	No
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted on account of: - Former COO Sonia Sedler's leaving arrangements included an ex-gratia payment.</i></p>						
3	Approve Final Dividend	Mgmt	For		No	No

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Keywords Studios Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Elect Bertrand Bodson as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>					
5	Elect Marion Sears as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
6	Elect Neil Thompson as Director	Mgmt	For		No	No
7	Re-elect Ross Graham as Director	Mgmt	For		No	No
8	Re-elect Charlotta Ginman as Director	Mgmt	For		No	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
9	Re-elect Georges Fornay as Director	Mgmt	For		No	No
10	Re-elect Jon Hauck as Director	Mgmt	For		No	No
11	Reappoint BDO LLP as Auditors	Mgmt	For		No	No
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For		No	No
13	Authorise Issue of Equity	Mgmt	For		No	No
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		No	No
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For		No	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For		No	No
17	Amend Articles of Association	Mgmt	For		No	No

Prudential Plc

Meeting Date: 26/05/2022

Country: United Kingdom

Ticker: PRU

Record Date: 24/05/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	No	No
3	Elect George Sartorel as Director	Mgmt	For	For	No	No
4	Re-elect Shriti Vadera as Director	Mgmt	For	For	No	No
5	Re-elect Jeremy Anderson as Director	Mgmt	For	For	No	No
6	Re-elect Mark Fitzpatrick as Director	Mgmt	For	For	No	No
7	Re-elect Chua Sock Koong as Director	Mgmt	For	For	No	No
8	Re-elect David Law as Director	Mgmt	For	For	No	No
9	Re-elect Ming Lu as Director	Mgmt	For	For	No	No
10	Re-elect Philip Remnant as Director	Mgmt	For	For	No	No
11	Re-elect James Turner as Director	Mgmt	For	For	No	No
12	Re-elect Thomas Watjen as Director	Mgmt	For	For	No	No
13	Re-elect Jeanette Wong as Director	Mgmt	For	For	No	No
14	Re-elect Amy Yip as Director	Mgmt	For	For	No	No
15	Reappoint KPMG LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No	No
18	Authorise Issue of Equity	Mgmt	For	For	No	No
19	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	No	No
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No	No

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Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No	No
22	Approve International Savings-Related Share Option Scheme for Non-Employees	Mgmt	For	For	No	No
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No	No

Renishaw Plc

Meeting Date: 30/11/2022

Country: United Kingdom

Ticker: RSW

Record Date: 28/11/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	No	No
3	Approve Remuneration Policy	Mgmt	For	For	No	No
4	Approve Increase in the Aggregate Limit on Directors' Remuneration	Mgmt	For	For	No	No
5	Approve Final Dividend	Mgmt	For	For	No	No
6	Re-elect Sir David McMurtry as Director	Mgmt	For	Against	Yes	No

Voting Policy Rationale: A vote AGAINST the re-election of David McMurtry (Item 6) and John Deer (Item 7) is warranted because: - Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern. - In the case of David McMurtry, the role of Executive Chair is counter to best practice.

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Renishaw Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7	Re-elect John Deer as Director	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: A vote Against the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. A vote AGAINST the re-election of David McMurtry (Item 6) and John Deer (Item 7) is warranted because: - Both, David McMurtry and John Deer who are controlling shareholders, have refused to enter into a relationship agreement containing certain independence provisions, as required under the UK Listing Rules. These agreements are intended to provide a degree of additional protection for minority shareholders, and therefore the refusal of the controlling shareholders to comply remains a matter of concern.</i></p>						
8	Re-elect Will Lee as Director	Mgmt	For	For	No	No
9	Re-elect Allen Roberts as Director	Mgmt	For	For	No	No
10	Re-elect Catherine Glickman as Director	Mgmt	For	For	No	No
11	Re-elect Sir David Grant as Director	Mgmt	For	For	No	No
12	Elect Juliette Stacey as Director	Mgmt	For	For	No	No
13	Elect Stephen Wilson as Director	Mgmt	For	For	No	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No	No
15	Authorise the Audit Committee of the Board to Fix Remuneration of Auditors	Mgmt	For	For	No	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No

RS Group Plc

Meeting Date: 14/07/2022

Country: United Kingdom

Ticker: RS1

Record Date: 12/07/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Policy	Mgmt	For	Against	Yes	No
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted: - The Company proposes to introduce a one-off LTIP award with the potential to deliver up to 750% of salary for the Executive Directors. This is in addition to annual LTIP awards, currently set at 250% of salary. While a rationale is provided, it does not offset the concern raised by the quantum of the proposed award.</i></p>						

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Approve Remuneration Report	Mgmt	For	For	No	No
4	Approve Final Dividend	Mgmt	For	For	No	No
5	Elect Alex Baldock as Director	Mgmt	For	For	No	No
6	Elect Navneet Kapoor as Director	Mgmt	For	For	No	No
7	Re-elect Louisa Burdett as Director	Mgmt	For	For	No	No
8	Re-elect David Egan as Director	Mgmt	For	For	No	No
9	Re-elect Rona Fairhead as Director	Mgmt	For	For	No	No
10	Re-elect Bessie Lee as Director	Mgmt	For	For	No	No
11	Re-elect Simon Pryce as Director	Mgmt	For	For	No	No
12	Re-elect Lindsley Ruth as Director	Mgmt	For	For	No	No
13	Re-elect David Sleath as Director	Mgmt	For	For	No	No
14	Re-elect Joan Wainwright as Director	Mgmt	For	For	No	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No	No
18	Authorise Issue of Equity	Mgmt	For	For	No	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No	No
23	Approve Long-Term Incentive Plan	Mgmt	For	For	No	No

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Meeting Date: 13/12/2022

Country: United Kingdom

Ticker: SCT

Record Date: 09/12/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	No	No
3	Approve Remuneration Policy	Mgmt	For	For	No	No
4	Approve Final Dividend	Mgmt	For	For	No	No
5	Approve Special Dividend	Mgmt	For	For	No	No
6	Re-elect Graeme Watt as Director	Mgmt	For	For	No	No
7	Re-elect Martin Hellawell as Director	Mgmt	For	For	No	No
8	Re-elect Graham Charlton as Director	Mgmt	For	For	No	No
9	Re-elect Vin Murria as Director	Mgmt	For	For	No	No
10	Re-elect Robyn Perriss as Director	Mgmt	For	For	No	No
11	Re-elect Karen Slatford as Director	Mgmt	For	For	No	No
12	Elect Lynne Weedall as Director	Mgmt	For	For	No	No
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No	No
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No	No
16	Authorise Issue of Equity	Mgmt	For	For	No	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No

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Softcat Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No	No

Spirent Communications Plc

Meeting Date: 06/05/2022

Country: United Kingdom

Ticker: SPT

Record Date: 04/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Remuneration Report	Mgmt	For		No	No
3	Approve Final Dividend	Mgmt	For		No	No
4	Elect Maggie Buggie as Director	Mgmt	For		No	No
5	Re-elect Paula Bell as Director	Mgmt	For		No	No
6	Re-elect Gary Bullard as Director	Mgmt	For		No	No
7	Re-elect Wendy Koh as Director	Mgmt	For		No	No
8	Re-elect Edgar Masri as Director	Mgmt	For		No	No
9	Re-elect Jonathan Silver as Director	Mgmt	For		No	No
10	Re-elect Sir Bill Thomas as Director	Mgmt	For		No	No
11	Re-elect Eric Updyke as Director	Mgmt	For		No	No
12	Reappoint Deloitte as Auditors	Mgmt	For		No	No
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For		No	No
14	Authorise Issue of Equity	Mgmt	For		No	No
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		No	No
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For		No	No

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Spirent Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For		No	No

The Sage Group Plc

Meeting Date: 03/02/2022

Country: United Kingdom

Ticker: SGE

Record Date: 01/02/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No	No
2	Approve Remuneration Report	Mgmt	For	For	No	No
3	Approve Remuneration Policy	Mgmt	For	For	No	No
4	Approve Final Dividend	Mgmt	For	For	No	No
5	Elect Andrew Duff as Director	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>						
6	Elect Derek Harding as Director	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>						
7	Re-elect Sangeeta Anand as Director	Mgmt	For	For	No	No
<p><i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>						

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8	Re-elect Dr John Bates as Director	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Jonathan Bewes as Director	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Annette Court as Director	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Drummond Hall as Director	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Steve Hare as Director	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors 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 Mgmt	Vote Against ISS
14	Re-elect Irana Wasti as Director	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: Item 5: Elect Andrew DuffA vote FOR this item is warranted, although it is not without concern:* As Chair of the Board and Nomination Committee, Andrew Duff is considered to be ultimately responsible for overseeing board composition. Currently, only 30% of the Board comprises female directors, which is not aligned with the recommendations of the Hampton-Alexander Review.The main reason for support is:* The Company provides a commitment to minimizing the period in which the female membership of the Board will fall short of the Hampton-Alexander Review.Items 6-14A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	No	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No	No
18	Authorise Issue of Equity	Mgmt	For	For	No	No
	<i>Voting Policy 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	Mgmt	For	For	No	No
	<i>Voting Policy 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 in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Accept Financial Statements and Statutory Reports	Mgmt	For		No	No
2	Approve Remuneration Report	Mgmt	For		No	No
3	Approve Remuneration Policy	Mgmt	For		No	No
4	Approve Final Dividend	Mgmt	For		No	No
5	Elect Andrew Duff as Director	Mgmt	For		No	No

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The Sage Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
6	Elect Derek Harding as Director	Mgmt	For		No	No
7	Re-elect Sangeeta Anand as Director	Mgmt	For		No	No
8	Re-elect Dr John Bates as Director	Mgmt	For		No	No
9	Re-elect Jonathan Bewes as Director	Mgmt	For		No	No
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
10	Re-elect Annette Court as Director	Mgmt	For		No	No
11	Re-elect Drummond Hall as Director	Mgmt	For		No	No
12	Re-elect Steve Hare as Director	Mgmt	For		No	No
13	Re-elect Jonathan Howell as Director	Mgmt	For		No	No
14	Re-elect Irana Wasti as Director	Mgmt	For		No	No
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For		No	No
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For		No	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For		No	No
18	Authorise Issue of Equity	Mgmt	For		No	No
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		No	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For		No	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For		No	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For		No	No

Abbott Laboratories

Meeting Date: 29/04/2022

Country: USA

Ticker: ABT

Record Date: 02/03/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	No	No
1.2	Elect Director Sally E. Blount	Mgmt	For	For	No	No
1.3	Elect Director Robert B. Ford	Mgmt	For	For	No	No
1.4	Elect Director Paola Gonzalez	Mgmt	For	For	No	No
1.5	Elect Director Michelle A. Kumbier	Mgmt	For	For	No	No
1.6	Elect Director Darren W. McDew	Mgmt	For	For	No	No
1.7	Elect Director Nancy McKinstry	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
1.8	Elect Director William A. Osborn	Mgmt	For	For	No	No
1.9	Elect Director Michael F. Roman	Mgmt	For	For	No	No
1.10	Elect Director Daniel J. Starks	Mgmt	For	For	No	No
1.11	Elect Director John G. Stratton	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
1.12	Elect Director Glenn F. Tilton	Mgmt	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i>						
5	Require Independent Board Chair	SH	Against	Against	No	No
6	Adopt Policy on 10b5-1 Plans	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. The proposed safeguards would improve the principles of the 10b5-1 plans held by the company and are not considered overly burdensome.</i>						

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Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
7	Report on Lobbying Payments and Policy	SH	Against	Against	No	No
8	Report on Public Health Costs of Antimicrobial Resistance	SH	Against	Against	No	No

Activision Blizzard, Inc.

Meeting Date: 28/04/2022

Country: USA

Ticker: ATVI

Record Date: 14/03/2022

Meeting Type: Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1	Approve Merger Agreement	Mgmt	For	Against	Yes	Yes
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Yes	Yes
3	Adjourn Meeting	Mgmt	For	For	No	No

Activision Blizzard, Inc.

Meeting Date: 21/06/2022

Country: USA

Ticker: ATVI

Record Date: 22/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Reveta Bowers	Mgmt	For	For	No	No
1b	Elect Director Kerry Carr	Mgmt	For	For	No	No
1c	Elect Director Robert Corti	Mgmt	For	For	No	No
1d	Elect Director Brian Kelly	Mgmt	For	For	No	No
1e	Elect Director Robert Kotick	Mgmt	For	For	No	No

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Activision Blizzard, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1f	Elect Director Lulu Meservey	Mgmt	For	For	No	No
1g	Elect Director Barry Meyer	Mgmt	For	For	No	No
1h	Elect Director Robert Morgado	Mgmt	For	For	No	No
1i	Elect Director Peter Nolan	Mgmt	For	For	No	No
1j	Elect Director Dawn Ostroff	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No	No
5	Report on Efforts Prevent Abuse, Harassment, and Discrimination	SH	Against	For	Yes	No

Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's sexual harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.

Akamai Technologies, Inc.

Meeting Date: 12/05/2022

Country: USA

Ticker: AKAM

Record Date: 17/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Sharon Bowen	Mgmt	For	For	No	No
1.2	Elect Director Marianne Brown	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1.3	Elect Director Monte Ford	Mgmt	For	For	No	No
1.4	Elect Director Dan Hesse	Mgmt	For	For	No	No

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Akamai Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.5	Elect Director Tom Killalea	Mgmt	For	For	No	No
1.6	Elect Director Tom Leighton	Mgmt	For	For	No	No
1.7	Elect Director Jonathan Miller	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1.8	Elect Director Madhu Ranganathan	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
1.9	Elect Director Ben Verwaayen	Mgmt	For	For	No	No
1.10	Elect Director Bill Wagner	Mgmt	For	For	No	No
2	Amend Omnibus Stock Plan	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						

American Express Company

Meeting Date: 03/05/2022

Country: USA

Ticker: AXP

Record Date: 07/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Thomas J. Baltimore	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
1b	Elect Director Charlene Barshefsky	Mgmt	For	For	No	No
1c	Elect Director John J. Brennan	Mgmt	For	For	No	No
1d	Elect Director Peter Chernin	Mgmt	For	For	No	No

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American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1e	Elect Director Ralph de la Vega	Mgmt	For	For	No	No
1f	Elect Director Michael O. Leavitt	Mgmt	For	For	No	No
1g	Elect Director Theodore J. Leonsis	Mgmt	For	For	No	No
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	No	No
1i	Elect Director Charles E. Phillips	Mgmt	For	For	No	No
1j	Elect Director Lynn A. Pike	Mgmt	For	For	No	No
1k	Elect Director Stephen J. Squeri	Mgmt	For	For	No	No
1l	Elect Director Daniel L. Vasella	Mgmt	For	For	No	No
1m	Elect Director Lisa W. Wardell	Mgmt	For	For	No	No
1n	Elect Director Christopher D. Young	Mgmt	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Require Independent Board Chair	SH	Against	Against	No	No

Amphenol Corporation

Meeting Date: 18/05/2022

Country: USA

Ticker: APH

Record Date: 21/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	No	No
1.2	Elect Director Stanley L. Clark	Mgmt	For	For	No	No
1.3	Elect Director David P. Falck	Mgmt	For	For	No	No
1.4	Elect Director Edward G. Jepsen	Mgmt	For	For	No	No

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Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.5	Elect Director Rita S. Lane	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
1.6	Elect Director Robert A. Livingston	Mgmt	For	For	No	No
1.7	Elect Director Martin H. Loeffler	Mgmt	For	For	No	No
1.8	Elect Director R. Adam Norwitt	Mgmt	For	For	No	No
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve shareholder rights.</i>					

Analog Devices, Inc.

Meeting Date: 09/03/2022

Country: USA

Ticker: ADI

Record Date: 03/01/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Ray Stata	Mgmt	For	For	No	No
1b	Elect Director Vincent Roche	Mgmt	For	For	No	No
1c	Elect Director James A. Champy	Mgmt	For	For	No	No
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For	No	No
1e	Elect Director Tunc Doluca	Mgmt	For	For	No	No

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Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1f	Elect Director Bruce R. Evans	Mgmt	For	For	No	No
1g	Elect Director Edward H. Frank	Mgmt	For	For	No	No
1h	Elect Director Laurie H. Glimcher	Mgmt	For	For	No	No
1i	Elect Director Karen M. Golz	Mgmt	For	For	No	No
1j	Elect Director Mercedes Johnson	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1k	Elect Director Kenton J. Sicchitano	Mgmt	For	For	No	No
1l	Elect Director Susie Wee	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	No	No
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						

Apple Inc.

Meeting Date: 04/03/2022

Country: USA

Ticker: AAPL

Record Date: 03/01/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director James Bell	Mgmt	For	For	No	No
1b	Elect Director Tim Cook	Mgmt	For	For	No	No
1c	Elect Director Al Gore	Mgmt	For	For	No	No
1d	Elect Director Alex Gorsky	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1e	Elect Director Andrea Jung	Mgmt	For	For	No	No
1f	Elect Director Art Levinson	Mgmt	For	For	No	No
1g	Elect Director Monica Lozano	Mgmt	For	For	No	No
1h	Elect Director Ron Sugar	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1i	Elect Director Sue Wagner	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to concerns around equity award design and pay magnitude. While the CEO's FY21 equity award marks his first LTI award since his mega award 10 years ago, half of the \$75 million award is purely time-based, and the award would continue to vest in full in the event of his retirement. Further, the company does not disclose that the award is intended to cover multiple years of future awards, despite its large size, and CEO Cook received another sizable grant of equity after the end of the fiscal year. In addition, notwithstanding that Apple is the largest company in its peer group, other NEOs consistently receive equity awards with values that approach the median total CEO pay of peers, and CEO Cook's relatively high base salary contributes to significant STI payout opportunities.</i>						
4	Approve Omnibus Stock Plan	Mgmt	For	For	No	No
5	Amend Articles of Incorporation to become a Social Purpose Corporation	SH	Against	Against	No	No
6	Approve Revision of Transparency Reports	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding freedom of expression and access to information would help shareholders gauge the company's management of related reputational risk.</i>						
7	Report on Forced Labor	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Apple's supply chain policies and processes could help alleviate growing risks related to manufacturing in certain regions.</i>						
8	Report on Median Gender/Racial Pay Gap	SH	Against	For	Yes	No
<i>Voting Policy 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>						

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Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
9	Report on Civil Rights Audit	SH	Against	For	Yes	No
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Apple's efforts to address the issue of any inequality in its workforce and its management of related risks.</i>					
10	Report on Concealment Clauses	SH	Against	For	Yes	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Apple's employees may bring information to light that could result in improved recruitment, development and retention and could help the company prepare for pending federal legislation on the matter.</i>					

Applied Materials, Inc.

Meeting Date: 10/03/2022

Country: USA

Ticker: AMAT

Record Date: 12/01/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Rani Borkar	Mgmt	For	For	No	No
1b	Elect Director Judy Bruner	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	No	No
1d	Elect Director Aart J. de Geus	Mgmt	For	For	No	No
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	No	No
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	No	No
1g	Elect Director Alexander A. Karsner	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>					
1h	Elect Director Adrianna C. Ma	Mgmt	For	For	No	No
1i	Elect Director Yvonne McGill	Mgmt	For	For	No	No
1j	Elect Director Scott A. McGregor	Mgmt	For	For	No	No

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Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No	No
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.</i>						
5	Improve Executive Compensation Program and Policy	SH	Against	Against	No	No

Automatic Data Processing, Inc.

Meeting Date: 09/11/2022

Country: USA

Ticker: ADP

Record Date: 12/09/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Peter Bisson	Mgmt	For	For	No	No
1b	Elect Director David V. Goeckeler	Mgmt	For	For	No	No
1c	Elect Director Linnie M. Haynesworth	Mgmt	For	For	No	No
1d	Elect Director John P. Jones	Mgmt	For	For	No	No
1e	Elect Director Francine S. Katsoudas	Mgmt	For	For	No	No
1f	Elect Director Nazzic S. Keene	Mgmt	For	For	No	No
1g	Elect Director Thomas J. Lynch	Mgmt	For	For	No	No
1h	Elect Director Scott F. Powers	Mgmt	For	For	No	No
1i	Elect Director William J. Ready	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
1j	Elect Director Carlos A. Rodriguez	Mgmt	For	For	No	No

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Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1k	Elect Director Sandra S. Wijnberg	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>					
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No	No

Badger Meter, Inc.

Meeting Date: 29/04/2022

Country: USA

Ticker: BMI

Record Date: 25/02/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Todd A. Adams	Mgmt	For	For	No	No
1.2	Elect Director Kenneth C. Bockhorst	Mgmt	For	For	No	No
1.3	Elect Director Henry F. Brooks	Mgmt	For	For	No	No
1.4	Elect Director Melanie K. Cook	Mgmt	For	For	No	No
1.5	Elect Director Gale E. Klappa	Mgmt	For	Withhold	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>					
1.6	Elect Director James W. McGill	Mgmt	For	For	No	No
1.7	Elect Director Tessa M. Myers	Mgmt	For	For	No	No
1.8	Elect Director James F. Stern	Mgmt	For	For	No	No
1.9	Elect Director Glen E. Tellock	Mgmt	For	For	No	No

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Badger Meter, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
4	Report on Achieving Racial Equity on the Board of Directors	SH	Against	Against	No	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company has recently published a report on board diversity which outlines its commitment to a diverse board and efforts to diversify prospective board candidates.</i>						

Baxter International Inc.

Meeting Date: 03/05/2022

Country: USA

Ticker: BAX

Record Date: 11/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	No	No
1b	Elect Director Thomas F. Chen	Mgmt	For	For	No	No
1c	Elect Director Peter S. Hellman	Mgmt	For	For	No	No
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	No	No
1e	Elect Director Patricia B. Morrison	Mgmt	For	For	No	No
1f	Elect Director Stephen N. Oesterle	Mgmt	For	For	No	No
1g	Elect Director Nancy M. Schlichting	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1h	Elect Director Cathy R. Smith	Mgmt	For	For	No	No
1i	Elect Director Albert P.L. Stroucken	Mgmt	For	For	No	No
1j	Elect Director Amy A. Wendell	Mgmt	For	For	No	No

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Baxter International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1k	Elect Director David S. Wilkes	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
4	Provide Right to Act by Written Consent	Mgmt	For	For	No	No
5	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	Mgmt	For	For	No	No
6	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	SH	Against	For	Yes	No
<i>Voting Policy 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 while the risk of abuse of the right would remain small.</i>						
7	Require Independent Board Chair	SH	Against	Against	No	No

Brown & Brown, Inc.

Meeting Date: 04/05/2022

Country: USA

Ticker: BRO

Record Date: 28/02/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director J. Hyatt Brown	Mgmt	For	For	No	No
1.2	Elect Director Hugh M. Brown	Mgmt	For	For	No	No
1.3	Elect Director J. Powell Brown	Mgmt	For	For	No	No
1.4	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	For	No	No
1.5	Elect Director James C. Hays	Mgmt	For	For	No	No
1.6	Elect Director Theodore J. Hoepner	Mgmt	For	For	No	No

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Brown & Brown, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.7	Elect Director James S. Hunt	Mgmt	For	For	No	No
1.8	Elect Director Toni Jennings	Mgmt	For	For	No	No
1.9	Elect Director Timothy R.M. Main	Mgmt	For	For	No	No
1.10	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	For	No	No
1.11	Elect Director Wendell S. Reilly	Mgmt	For	For	No	No
1.12	Elect Director Chilton D. Varner	Mgmt	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No

Coherent Corp.

Meeting Date: 16/11/2022

Country: USA

Ticker: COHR

Record Date: 15/09/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Enrico Digirolamo	Mgmt	For	For	No	No
1b	Elect Director David L. Motley	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1c	Elect Director Shaker Sadasivam	Mgmt	For	For	No	No
1d	Elect Director Lisa Neal-Graves	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No	No

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Costco Wholesale Corporation

Meeting Date: 20/01/2022

Country: USA

Ticker: COST

Record Date: 11/11/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Susan L. Decker	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Richard A. Galanti	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Hamilton E. James	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1e	Elect Director W. Craig Jelinek	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1f	Elect Director Sally Jewell	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1g	Elect Director Charles T. Munger	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1i	Elect Director John W. Stanton	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1j	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No	No

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Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Report on Charitable Contributions	SH	Against	Against	No	No
5	Report on GHG Emissions Reduction Targets	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks</i>						
6	Report on Racial Justice and Food Equity	SH	Against	Against	No	No

eBay, Inc.

Meeting Date: 08/06/2022

Country: USA

Ticker: EBAY

Record Date: 12/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Adriane M. Brown	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1b	Elect Director Logan D. Green	Mgmt	For	For	No	No
1c	Elect Director E. Carol Hayles	Mgmt	For	For	No	No
1d	Elect Director Jamie Iannone	Mgmt	For	For	No	No
1e	Elect Director Kathleen C. Mitic	Mgmt	For	For	No	No
1f	Elect Director Paul S. Pressler	Mgmt	For	For	No	No
1g	Elect Director Mohak Shroff	Mgmt	For	For	No	No
1h	Elect Director Robert H. Swan	Mgmt	For	For	No	No
1i	Elect Director Perry M. Traquina	Mgmt	For	For	No	No

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eBay, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.</i>						

Equifax Inc.

Meeting Date: 05/05/2022

Country: USA

Ticker: EFX

Record Date: 04/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Mark W. Begor	Mgmt	For	For	No	No
1b	Elect Director Mark L. Feidler	Mgmt	For	For	No	No
1c	Elect Director G. Thomas Hough	Mgmt	For	For	No	No
1d	Elect Director Robert D. Marcus	Mgmt	For	For	No	No
1e	Elect Director Scott A. McGregor	Mgmt	For	For	No	No
1f	Elect Director John A. McKinley	Mgmt	For	For	No	No
1g	Elect Director Robert W. Selander	Mgmt	For	For	No	No
1h	Elect Director Melissa D. Smith	Mgmt	For	For	No	No
1i	Elect Director Audrey Boone Tillman	Mgmt	For	For	No	No
1j	Elect Director Heather H. Wilson	Mgmt	For	For	No	No

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Equifax Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No	No

FactSet Research Systems Inc.

Meeting Date: 15/12/2022

Country: USA

Ticker: FDS

Record Date: 21/10/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director James J. McGonigle	Mgmt	For	For	No	No
1b	Elect Director F. Philip Snow	Mgmt	For	For	No	No
1c	Elect Director Maria Teresa Tejada	Mgmt	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Declassify the Board of Directors	Mgmt	For	For	No	No
5	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	Mgmt	For	For	No	No
6	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	For	No	No
7	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	No	No
8	Amend Certificate of Incorporation to Remove Creditor Compromise Provision	Mgmt	For	For	No	No
9	Amend Certificate of Incorporation to Clarify, Streamline and Modernize the Certificate of Incorporation	Mgmt	For	For	No	No

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First American Financial Corporation

Meeting Date: 10/05/2022

Country: USA

Ticker: FAF

Record Date: 17/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Reginald H. Gilyard	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
1.2	Elect Director Parker S. Kennedy	Mgmt	For	For	No	No
1.3	Elect Director Mark C. Oman	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No	No
4	Ratify PricewaterhouseCoopers LLP as Auditor	Mgmt	For	For	No	No

Fox Factory Holding Corp.

Meeting Date: 06/05/2022

Country: USA

Ticker: FOXF

Record Date: 08/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Thomas E. Duncan	Mgmt	For	For	No	No
1.2	Elect Director Jean H. Hlay	Mgmt	For	For	No	No
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	No	No
3	Approve Omnibus Stock Plan	Mgmt	For	For	No	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No

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Globus Medical, Inc.

Meeting Date: 02/06/2022

Country: USA

Ticker: GMED

Record Date: 11/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director David C. Paul	Mgmt	For	Withhold	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years. WITHHOLD votes are warranted for director nominee David Paul for serving as a non-independent member of certain key board committees.</i>					
1b	Elect Director Daniel T. Lemaitre	Mgmt	For	For	No	No
1c	Elect Director Ann D. Rhoads	Mgmt	For	Withhold	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan permits repricing and/or exchange of grants without shareholder approval (overriding factor); - The plan permits cash buyout of awards without shareholder approval (overriding factor); - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No

Graco Inc.

Meeting Date: 29/04/2022

Country: USA

Ticker: GGG

Record Date: 28/02/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Eric P. Etchart	Mgmt	For	For	No	No

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Graco Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1b	Elect Director Jody H. Feragen	Mgmt	For	For	No	No
1c	Elect Director J. Kevin Gilligan	Mgmt	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No

Insperty, Inc.

Meeting Date: 23/05/2022

Country: USA

Ticker: NSP

Record Date: 06/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Eli Jones	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1.2	Elect Director Randall Mehl	Mgmt	For	For	No	No
1.3	Elect Director John M. Morphy	Mgmt	For	For	No	No
1.4	Elect Director Richard G. Rawson	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						

Intel Corporation

Meeting Date: 12/05/2022

Country: USA

Ticker: INTC

Record Date: 18/03/2022

Meeting Type: Annual

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	No	No
1b	Elect Director James J. Goetz	Mgmt	For	For	No	No
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	No	No
1d	Elect Director Alyssa H. Henry	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards. A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal.</i>					
1e	Elect Director Omar Ishrak	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal.</i>					
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal.</i>					
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	No	No
1h	Elect Director Gregory D. Smith	Mgmt	For	For	No	No
1i	Elect Director Dion J. Weisler	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal.</i>					
1j	Elect Director Frank D. Yeary	Mgmt	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>					

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Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes	No
	<p><i>Voting Policy Rationale: There are concerns regarding the compensation committee's limited degree of responsiveness to last year's failed say-on-pay vote. While the proxy discloses engagement efforts and shareholders' feedback, not all concerns are clearly fully addressed. Moreover, other pay program changes that were made following shareholder outreach are not all clearly positive. This falls short of the robust response that is expected following a failed vote. There are also unmitigated pay-for-performance concerns for the year in review. Annual incentive payouts were made well above target against goals that were lowered after their initial establishment due to a shift in company strategy. Further, NEO participation in a second bonus opportunity is questionable, when the primary program provides substantial pay opportunities (including the new CEO's relatively high target STI opportunity). Moreover, the company will reduce the proportion of performance-conditioned equity for non-CEO NEOs beginning with FY22 grants. Finally, some investors may find that the disclosed changes to both STI and LTI programs for next year do not clearly improve program rigor based on the current level of disclosure. In light of both responsiveness and unmitigated pay-for-performance concerns, a vote AGAINST this proposal is warranted.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Yes	No
	<p><i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting</i></p>					
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes	No
	<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 15 percent to 10 percent would enhance shareholders' rights.</i></p>					
6	Report on Third-Party Civil Rights Audit	SH	Against	Against	No	No

International Flavors & Fragrances Inc.

Meeting Date: 04/05/2022

Country: USA

Ticker: IFF

Record Date: 08/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	No	No
1b	Elect Director Edward D. Breen	Mgmt	For	Against	Yes	Yes
	<p><i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i></p>					
1c	Elect Director Barry A. Bruno	Mgmt	For	For	No	No

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International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1d	Elect Director Frank Clyburn	Mgmt	For	For	No	No
1e	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	No	No
1f	Elect Director Michael L. Ducker	Mgmt	For	For	No	No
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1h	Elect Director John F. Ferraro	Mgmt	For	For	No	No
1i	Elect Director Christina Gold	Mgmt	For	For	No	No
1j	Elect Director Ilene Gordon	Mgmt	For	For	No	No
1k	Elect Director Matthias J. Heinzel	Mgmt	For	For	No	No
1l	Elect Director Dale F. Morrison	Mgmt	For	For	No	No
1m	Elect Director Kare Schultz	Mgmt	For	For	No	No
1n	Elect Director Stephen Williamson	Mgmt	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No

IPG Photonics Corporation

Meeting Date: 24/05/2022

Country: USA

Ticker: IPGP

Record Date: 01/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Eugene A. Scherbakov	Mgmt	For	For	No	No
1.2	Elect Director Michael C. Child	Mgmt	For	For	No	No

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IPG Photonics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.3	Elect Director Jeanmarie F. Desmond	Mgmt	For	For	No	No
1.4	Elect Director Gregory P. Dougherty	Mgmt	For	For	No	No
1.5	Elect Director Eric Meurice	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1.6	Elect Director Natalia Pavlova	Mgmt	For	For	No	No
1.7	Elect Director John R. Peeler	Mgmt	For	For	No	No
1.8	Elect Director Thomas J. Seifert	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
1.9	Elect Director Felix Stukalin	Mgmt	For	For	No	No
1.10	Elect Director Agnes K. Tang	Mgmt	For	For	No	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						

John Bean Technologies Corporation

Meeting Date: 13/05/2022

Country: USA

Ticker: JBT

Record Date: 18/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Alan D. Feldman	Mgmt	For	For	No	No
1b	Elect Director Lawrence V. Jackson	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify PricewaterhouseCoopers LLC as Auditors	Mgmt	For	For	No	No

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Keysight Technologies, Inc.

Meeting Date: 17/03/2022

Country: USA

Ticker: KEYS

Record Date: 18/01/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director James G. Cullen	Mgmt	For	For	No	No
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	For	No	No
1.3	Elect Director Jean M. Nye	Mgmt	For	For	No	No
1.4	Elect Director Joanne B. Olsen	Mgmt	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Declassify the Board of Directors	Mgmt	For	For	No	No

Littelfuse, Inc.

Meeting Date: 28/04/2022

Country: USA

Ticker: LFUS

Record Date: 01/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Kristina A. Cerniglia	Mgmt	For	For	No	No
1b	Elect Director Tzau-Jin Chung	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards</i>					
1c	Elect Director Cary T. Fu	Mgmt	For	For	No	No
1d	Elect Director Maria C. Green	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards</i>					

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Littelfuse, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1e	Elect Director Anthony Grillo	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST the director is warranted since the board is less than 70 percent independent and the average board tenure is more than seven years.</i>					
1f	Elect Director David W. Heinzmann	Mgmt	For	For	No	No
1g	Elect Director Gordon Hunter	Mgmt	For	For	No	No
1h	Elect Director William P. Noglows	Mgmt	For	For	No	No
1i	Elect Director Nathan Zommer	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	No	No

Marsh & McLennan Companies, Inc.

Meeting Date: 19/05/2022

Country: USA

Ticker: MMC

Record Date: 21/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Anthony K. Anderson	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
1b	Elect Director Hafize Gaye Erkan	Mgmt	For	For	No	No
1c	Elect Director Oscar Fanjul	Mgmt	For	For	No	No
1d	Elect Director Daniel S. Glaser	Mgmt	For	For	No	No
1e	Elect Director H. Edward Hanway	Mgmt	For	For	No	No
1f	Elect Director Deborah C. Hopkins	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					

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Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1g	Elect Director Tamara Ingram	Mgmt	For	For	No	No
1h	Elect Director Jane H. Lute	Mgmt	For	For	No	No
1i	Elect Director Steven A. Mills	Mgmt	For	For	No	No
1j	Elect Director Bruce P. Nolop	Mgmt	For	For	No	No
1k	Elect Director Morton O. Schapiro	Mgmt	For	For	No	No
1l	Elect Director Lloyd M. Yates	Mgmt	For	For	No	No
1m	Elect Director R. David Yost	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	Against	Yes	Yes

Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.

Microsoft Corporation

Meeting Date: 13/12/2022

Country: USA

Ticker: MSFT

Record Date: 12/10/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	No	No
1.2	Elect Director Hugh F. Johnston	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
1.3	Elect Director Teri L. List	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1.4	Elect Director Satya Nadella	Mgmt	For	For	No	No
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	No	No

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Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	No	No
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	No	No
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	No	No
1.9	Elect Director John W. Stanton	Mgmt	For	For	No	No
1.10	Elect Director John W. Thompson	Mgmt	For	For	No	No
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	No	No
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against is warranted as the audit firm has a tenure of more than 20 years.</i>						
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against	No	No
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	No	No
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against	No	No
7	Report on Government Use of Microsoft Technology	SH	Against	Against	No	No
8	Report on Development of Products for Military	SH	Against	Against	No	No
9	Report on Tax Transparency	SH	Against	Against	No	No

MKS Instruments, Inc.

Meeting Date: 10/05/2022

Country: USA

Ticker: MKSI

Record Date: 02/03/2022

Meeting Type: Annual

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MKS Instruments, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director John T.C. Lee	Mgmt	For	For	No	No
1.2	Elect Director Jacqueline F. Moloney	Mgmt	For	For	No	No
1.3	Elect Director Michelle M. Warner	Mgmt	For	For	No	No
2	Approve Omnibus Stock Plan	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes	Yes

Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.

Morningstar, Inc.

Meeting Date: 13/05/2022

Country: USA

Ticker: MORN

Record Date: 14/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Joe Mansueto	Mgmt	For	For	No	No
1b	Elect Director Kunal Kapoor	Mgmt	For	For	No	No
1c	Elect Director Robin Diamonte	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST audit committee members Robin Diamonte, Cheryl Francis, Gail Landis, Doniel Sutton, and Caroline Tsay is warranted in light of the pledging of a significant amount of the company's stock.</i>						
1d	Elect Director Cheryl Francis	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST audit committee members Robin Diamonte, Cheryl Francis, Gail Landis, Doniel Sutton, and Caroline Tsay is warranted in light of the pledging of a significant amount of the company's stock.</i>						
1e	Elect Director Steve Joynt	Mgmt	For	For	No	No

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Morningstar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1f	Elect Director Steve Kaplan	Mgmt	For	For	No	No
1g	Elect Director Gail Landis	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST audit committee members Robin Diamonte, Cheryl Francis, Gail Landis, Doniel Sutton, and Caroline Tsay is warranted in light of the pledging of a significant amount of the company's stock.</i>						
1h	Elect Director Bill Lyons	Mgmt	For	For	No	No
1i	Elect Director Doniel Sutton	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards. A vote AGAINST audit committee members Robin Diamonte, Cheryl Francis, Gail Landis, Doniel Sutton, and Caroline Tsay is warranted in light of the pledging of a significant amount of the company's stock.</i>						
1j	Elect Director Caroline Tsay	Mgmt	For	Against	Yes	No
<i>Voting Policy Rationale: A vote AGAINST audit committee members Robin Diamonte, Cheryl Francis, Gail Landis, Doniel Sutton, and Caroline Tsay is warranted in light of the pledging of a significant amount of the company's stock.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No	No

National Instruments Corporation

Meeting Date: 10/05/2022

Country: USA

Ticker: NATI

Record Date: 14/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director James E. Cashman, III	Mgmt	For	For	No	No
1.2	Elect Director Liam K. Griffin	Mgmt	For	For	No	No
1.3	Elect Director Eric H. Starkloff	Mgmt	For	For	No	No
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No	No
3	Approve Restricted Stock Plan	Mgmt	For	For	No	No

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National Instruments Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No	No

Nordson Corporation

Meeting Date: 01/03/2022 Country: USA Ticker: NDSN
 Record Date: 03/01/2022 Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director John A. DeFord	Mgmt	For	For	No	No
1.2	Elect Director Jennifer A. Parmentier	Mgmt	For	For	No	No
1.3	Elect Director Victor L. Richey, Jr.	Mgmt	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No

Omniceil, Inc.

Meeting Date: 24/05/2022 Country: USA Ticker: OMCL
 Record Date: 28/03/2022 Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Edward P. Bousa	Mgmt	For	For	No	No

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Omniceil, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.2	Elect Director Bruce E. Scott	Mgmt	For	For	No	No
1.3	Elect Director Mary Garrett	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No	No

PayPal Holdings, Inc.

Meeting Date: 02/06/2022

Country: USA

Ticker: PYPL

Record Date: 05/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Rodney C. Adkins	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1b	Elect Director Jonathan Christodoro	Mgmt	For	For	No	No
1c	Elect Director John J. Donahoe	Mgmt	For	For	No	No
1d	Elect Director David W. Dorman	Mgmt	For	For	No	No
1e	Elect Director Belinda J. Johnson	Mgmt	For	For	No	No
1f	Elect Director Enrique Lores	Mgmt	For	For	No	No
1g	Elect Director Gail J. McGovern	Mgmt	For	For	No	No
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	No	No
1i	Elect Director David M. Moffett	Mgmt	For	For	No	No
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	No	No
1k	Elect Director Daniel H. Schulman	Mgmt	For	For	No	No

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PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1l	Elect Director Frank D. Yearly	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No	No
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.</i>						

Power Integrations, Inc.

Meeting Date: 20/05/2022

Country: USA

Ticker: POWI

Record Date: 24/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Wendy Arienzo	Mgmt	For		No	No
1.2	Elect Director Balu Balakrishnan	Mgmt	For		No	No
1.3	Elect Director Nicholas E. Brathwaite	Mgmt	For		No	No
1.4	Elect Director Anita Ganti	Mgmt	For		No	No
1.5	Elect Director William L. George	Mgmt	For		No	No
1.6	Elect Director Balakrishnan S. Iyer	Mgmt	For		No	No
1.7	Elect Director Jennifer Lloyd	Mgmt	For		No	No
1.8	Elect Director Necip Sayiner	Mgmt	For		No	No

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Power Integrations, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For		No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For		No	No

PPG Industries, Inc.

Meeting Date: 09/05/2022

Country: USA

Ticker: PPG

Record Date: 18/02/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Gary R. Heminger	Mgmt	For	For	No	No
1.2	Elect Director Kathleen A. Ligocki	Mgmt	For	For	No	No
1.3	Elect Director Michael H. McGarry	Mgmt	For	For	No	No
1.4	Elect Director Michael T. Nally	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Declassify the Board of Directors	Mgmt	For	For	No	No
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No	No
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
6	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	No	No

Ross Stores, Inc.

Meeting Date: 18/05/2022

Country: USA

Ticker: ROST

Record Date: 22/03/2022

Meeting Type: Annual

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Ross Stores, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director K. Gunnar Bjorklund	Mgmt	For	For	No	No
1b	Elect Director Michael J. Bush	Mgmt	For	For	No	No
1c	Elect Director Sharon D. Garrett	Mgmt	For	For	No	No
1d	Elect Director Michael J. Hartshorn	Mgmt	For	For	No	No
1e	Elect Director Stephen D. Milligan	Mgmt	For	For	No	No
1f	Elect Director Patricia H. Mueller	Mgmt	For	For	No	No
1g	Elect Director George P. Orban	Mgmt	For	For	No	No
1h	Elect Director Larree M. Renda	Mgmt	For	For	No	No
1i	Elect Director Barbara Rentler	Mgmt	For	For	No	No
1j	Elect Director Doniel N. Sutton	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						

Stryker Corporation

Meeting Date: 04/05/2022

Country: USA

Ticker: SYK

Record Date: 07/03/2022

Meeting Type: Annual

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Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Mary K. Brainerd	Mgmt	For	For	No	No
1b	Elect Director Giovanni Caforio	Mgmt	For	For	No	No
1c	Elect Director Srikant M. Datar	Mgmt	For	For	No	No
1d	Elect Director Allan C. Golston	Mgmt	For	For	No	No
1e	Elect Director Kevin A. Lobo	Mgmt	For	For	No	No
1f	Elect Director Sherilyn S. McCoy	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For	No	No
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For	No	No
1i	Elect Director Ronda E. Stryker	Mgmt	For	For	No	No
1j	Elect Director Rajeev Suri	Mgmt	For	For	No	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Amend Proxy Access Right	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.</i>						

Tenable Holdings, Inc.

Meeting Date: 25/05/2022

Country: USA

Ticker: TENB

Record Date: 31/03/2022

Meeting Type: Annual

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Tenable Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Amit Yoran	Mgmt	For	Withhold	Yes	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Amit Yoran, Linda Higgins, and Niloofar Howe given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights</i>					
1.2	Elect Director Linda Zecher Higgins	Mgmt	For	Withhold	Yes	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Amit Yoran, Linda Higgins, and Niloofar Howe given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights</i>					
1.3	Elect Director Niloofar Razi Howe	Mgmt	For	Withhold	Yes	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Amit Yoran, Linda Higgins, and Niloofar Howe given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights</i>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No

The Home Depot, Inc.

Meeting Date: 19/05/2022

Country: USA

Ticker: HD

Record Date: 21/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	No	No
1b	Elect Director Ari Bousbib	Mgmt	For	For	No	No
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	No	No

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The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1d	Elect Director Gregory D. Brenneman	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
1e	Elect Director J. Frank Brown	Mgmt	For	For	No	No
1f	Elect Director Albert P. Carey	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>					
1g	Elect Director Edward P. Decker	Mgmt	For	For	No	No
1h	Elect Director Linda R. Gooden	Mgmt	For	For	No	No
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	No	No
1j	Elect Director Manuel Kadre	Mgmt	For	For	No	No
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	No	No
1l	Elect Director Craig A. Menear	Mgmt	For	For	No	No
1m	Elect Director Paula Santilli	Mgmt	For	For	No	No
1n	Elect Director Caryn Seidman-Becker	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Amend Omnibus Stock Plan	Mgmt	For	For	No	No
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>					
6	Require Independent Board Chair	SH	Against	Against	No	No
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Yes	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would allow shareholders to better evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.</i>					

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The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
8	Report on Steps to Improve Gender and Racial Equity on the Board	SH	Against	Against	No	No
9	Report on Efforts to Eliminate Deforestation in Supply Chain	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.</i>						
10	Oversee and Report a Racial Equity Audit	SH	Against	For	Yes	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on an independent racial equity audit would help shareholders better assess the effectiveness of Home Depot's efforts to address the adverse impacts of its policies and practices on non-white stakeholders and communities of color and its management of related risks.</i>						

The Walt Disney Company

Meeting Date: 09/03/2022

Country: USA

Ticker: DIS

Record Date: 10/01/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Susan E. Arnold	Mgmt	For	For	No	No
1b	Elect Director Mary T. Barra	Mgmt	For	For	No	No
1c	Elect Director Safra A. Catz	Mgmt	For	For	No	No
1d	Elect Director Amy L. Chang	Mgmt	For	For	No	No
1e	Elect Director Robert A. Chapek	Mgmt	For	For	No	No
1f	Elect Director Francis A. deSouza	Mgmt	For	For	No	No
1g	Elect Director Michael B.G. Froman	Mgmt	For	For	No	No
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	No	No
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	No	No
1j	Elect Director Mark G. Parker	Mgmt	For	For	No	No

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The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1k	Elect Director Derica W. Rice	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Report on Lobbying Payments and Policy	SH	Against	For	Yes	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight mechanisms, along with its trade association payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>					
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Yes	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.</i>					
6	Report on Human Rights Due Diligence	SH	Against	For	Yes	No
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Disney's supply chain policies and processes could help alleviate growing risks related to manufacturing and operations in certain regions.</i>					
7	Report on Gender/Racial Pay Gap	SH	Against	For	Yes	No
	<i>Voting Policy 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>					
8	Report on Workplace Non-Discrimination Audit	SH	Against	Against	No	No

Thermo Fisher Scientific Inc.

Meeting Date: 18/05/2022

Country: USA

Ticker: TMO

Record Date: 25/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Marc N. Casper	Mgmt	For	For	No	No

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Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1b	Elect Director Nelson J. Chai	Mgmt	For	For	No	No
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	No	No
1d	Elect Director C. Martin Harris	Mgmt	For	Against	Yes	Yes
<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>						
1e	Elect Director Tyler Jacks	Mgmt	For	For	No	No
1f	Elect Director R. Alexandra Keith	Mgmt	For	For	No	No
1g	Elect Director Jim P. Manzi	Mgmt	For	For	No	No
1h	Elect Director James C. Mullen	Mgmt	For	For	No	No
1i	Elect Director Lars R. Sorensen	Mgmt	For	For	No	No
1j	Elect Director Debora L. Spar	Mgmt	For	For	No	No
1k	Elect Director Scott M. Sperling	Mgmt	For	For	No	No
1l	Elect Director Dion J. Weisler	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No

TransUnion

Meeting Date: 11/05/2022

Country: USA

Ticker: TRU

Record Date: 17/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director George M. Awad	Mgmt	For	For	No	No
1b	Elect Director William P. (Billy) Bosworth	Mgmt	For	For	No	No
1c	Elect Director Christopher A. Cartwright	Mgmt	For	For	No	No

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TransUnion

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1d	Elect Director Suzanne P. Clark	Mgmt	For	For	No	No
1e	Elect Director Russell P. Fradin	Mgmt	For	For	No	No
1f	Elect Director Charles E. Gottdiener	Mgmt	For	For	No	No
1g	Elect Director Pamela A. Joseph	Mgmt	For	For	No	No
1h	Elect Director Thomas L. Monahan, III	Mgmt	For	For	No	No
1i	Elect Director Andrew Prozes	Mgmt	For	For	No	No
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	No	No

Visa Inc.

Meeting Date: 25/01/2022

Country: USA

Ticker: V

Record Date: 26/11/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1b	Elect Director Mary B. Cranston	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	No	No
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>					

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Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1e	Elect Director Ramon Laguarta <i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No	No
1f	Elect Director John F. Lundgren <i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No	No
1g	Elect Director Robert W. Matschullat <i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No	No
1h	Elect Director Denise M. Morrison <i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No	No
1i	Elect Director Linda J. Rendle <i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No	No
1j	Elect Director Maynard G. Webb, Jr. <i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No	No

W. R. Berkley Corporation

Meeting Date: 15/06/2022

Country: USA

Ticker: WRB

Record Date: 18/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director W. Robert Berkley, Jr.	Mgmt	For	For	No	No

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W. R. Berkley Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1b	Elect Director Ronald E. Blaylock	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards. Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley.</i>					
1c	Elect Director Mary C. Farrell	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: Votes AGAINST incumbent compensation committee members Ronald Blaylock and Mary C. Farrell are warranted in light of the material risk associated with the significant number of shares pledged by executive chairman William Berkley.</i>					
1d	Elect Director Mark L. Shapiro	Mgmt	For	For	No	No
2	Increase Authorized Common Stock	Mgmt	For	Against	Yes	No
	<i>Voting Policy Rationale: The requested increase in the number of authorized shares is above the company-specific allowable cap. Therefore, a vote AGAINST this proposal is warranted.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Ratify KPMG LLP as Auditors	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as the audit firm has a tenure of more than 20 years.</i>					

W.W. Grainger, Inc.

Meeting Date: 27/04/2022

Country: USA

Ticker: GWW

Record Date: 07/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Rodney C. Adkins	Mgmt	For	Withhold	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the non-executive director is warranted as the nominee sits on more than three boards.</i>					
1.2	Elect Director V. Ann Hailey	Mgmt	For	For	No	No
1.3	Elect Director Katherine D. Jaspon	Mgmt	For	For	No	No
1.4	Elect Director Stuart L. Levenick	Mgmt	For	For	No	No

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W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.5	Elect Director D.G. Macpherson	Mgmt	For	For	No	No
1.6	Elect Director Neil S. Novich	Mgmt	For	For	No	No
1.7	Elect Director Beatriz R. Perez	Mgmt	For	Withhold	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
1.8	Elect Director Michael J. Roberts	Mgmt	For	For	No	No
1.9	Elect Director E. Scott Santi	Mgmt	For	For	No	No
1.10	Elect Director Susan Slavik Williams	Mgmt	For	For	No	No
1.11	Elect Director Lucas E. Watson	Mgmt	For	For	No	No
1.12	Elect Director Steven A. White	Mgmt	For	Withhold	Yes	Yes
<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
4	Approve Omnibus Stock Plan	Mgmt	For	For	No	No

Xometry, Inc.

Meeting Date: 28/06/2022

Country: USA

Ticker: XMTR

Record Date: 04/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.1	Elect Director Randolph Altschuler	Mgmt	For	Withhold	Yes	No
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Randolph (Randy) Altschuler and Deborah Bial given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>						

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Xometry, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1.2	Elect Director Deborah Bial	Mgmt	For	Withhold	Yes	No
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Randolph (Randy) Altschuler and Deborah Bial given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	No	No

Zoetis Inc.

Meeting Date: 19/05/2022

Country: USA

Ticker: ZTS

Record Date: 25/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt	Vote Against ISS
1a	Elect Director Paul M. Bisaro	Mgmt	For	For	No	No
1b	Elect Director Frank A. D'Amelio	Mgmt	For	Against	Yes	Yes
	<i>Voting Policy Rationale: A vote Against the executive director is warranted as the nominee sits on more than two boards.</i>					
1c	Elect Director Michael B. McCallister	Mgmt	For	For	No	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No	No
3	Amend Omnibus Stock Plan	Mgmt	For	For	No	No
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	No	No
5	Eliminate Supermajority Vote Requirements	Mgmt	For	For	No	No
6	Declassify the Board of Directors	Mgmt	For	For	No	No

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