

## VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2022 to 12/31/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

### Jenoptik AG

**Meeting Date:** 06/15/2022      **Country:** Germany      **Ticker:** JEN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** D3S19K104

Shares Voted: 39,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6.1	Elect Matthias Wierlacher to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Evert Dudok to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Elke Eckstein to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Ursula Keller to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Doreen Nowotne to the Supervisory Board	Mgmt	For	For	For
6.6	Elect Thomas Spitzenpfeil to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For

### Sonova Holding AG

**Meeting Date:** 06/15/2022      **Country:** Switzerland      **Ticker:** SOON  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H8024W106

Shares Voted: 529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

# Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Increase in Minimum Size of Board to Five Members and Maximum Size to Ten Members	Mgmt	For	For	For
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Stacy Seng as Director	Mgmt	For	For	For
5.1.3	Reelect Lynn Bleil as Director	Mgmt	For	For	For
5.1.4	Reelect Gregory Behar as Director	Mgmt	For	For	For
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For	For
5.1.7	Reelect Ronald van der Vis as Director	Mgmt	For	For	For
5.1.8	Reelect Jinlong Wang as Director	Mgmt	For	For	For
5.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For	For
5.2	Elect Julie Tay as Director	Mgmt	For	For	For
5.3.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.5	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For	For	For
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	For
7.2	Approve Extension of Existing Authorized Capital Pool of CHF 305,798.59 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Veolia Environnement SA

Meeting Date: 06/15/2022

Country: France

Ticker: VIE

Record Date: 06/13/2022

Meeting Type: Annual/Special

Primary Security ID: F9686M107

Shares Voted: 7,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Non-Deductible Expenses	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 1 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Reelect Antoine Frerot as Director	Mgmt	For	For	For
7	Elect Estelle Brachlianoff as Director	Mgmt	For	For	For
8	Elect Agata Mazurek-Bak as Director	Mgmt	For	For	For
9	Approve Compensation of Antoine Frerot, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 (Stock Bonus)	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Chairman of the Board From 1 July to 31 December 2022	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO From 1 July to 31 December 2022	Mgmt	For	For	For
15	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,049,587,899	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 349,862,633	Mgmt	For	For	For

## Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 349,862,633	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 18	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
25	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Iberdrola SA

**Meeting Date:** 06/16/2022

**Country:** Spain

**Ticker:** IBE

**Record Date:** 06/10/2022

**Meeting Type:** Annual

**Primary Security ID:** E6165F166

**Shares Voted:** 83,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
6	Amend Preamble and Article 7 Re: Company's Purpose, Values and Social Dividend	Mgmt	For	For	For

## Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Article 16 Re: Engagement Dividend	Mgmt	For	For	For
8	Amend Article 11 of General Meeting Regulations Re: Engagement Dividend	Mgmt	For	For	For
9	Approve Engagement Dividend	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends	Mgmt	For	For	For
11	Approve Scrip Dividends	Mgmt	For	For	For
12	Approve Scrip Dividends	Mgmt	For	For	For
13	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
14	Advisory Vote on Remuneration Report	Mgmt	For	For	For
15	Reelect Anthony L. Gardner as Director	Mgmt	For	For	For
16	Ratify Appointment of and Elect Maria Angeles Alcala Diaz as Director	Mgmt	For	For	For
17	Ratify Appointment of and Elect Isabel Garcia Tejerina as Director	Mgmt	For	For	For
18	Fix Number of Directors at 14	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## Lundin Energy AB

**Meeting Date:** 06/16/2022

**Country:** Sweden

**Ticker:** LUNE

**Record Date:** 06/08/2022

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W64566107

**Shares Voted:** 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Nominating Committee's Report	Mgmt			
8	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For

## Lundin Energy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10	Approve Non-Employee Director Stock Option Plan LTIP 2022	Mgmt	For	Against	Against
11.a	Approve Equity Plan Financing	Mgmt	For	Against	Against
11.b	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
12.a	Reelect C. Ashley Heppenstall as Director	Mgmt	For	For	For
12.b	Reelect Grace Reksten Skaugen as Director	Mgmt	For	For	For
12.c	Reelect Jakob Thomasen as Director	Mgmt	For	For	For
12.d	Elect Aksel Azrac as New Director	Mgmt	For	For	For
12.e	Elect Daniel Fitzgerald as New Director	Mgmt	For	For	For
12.f	Elect Grace Reksten Skaugen Board Chair	Mgmt	For	For	For
13	Approve Nominating Committee Instructions	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15	Approve Stock Option Plan LTIP 2022 for Key Employees	Mgmt	For	For	For
16.a	Approve Equity Plan Financing	Mgmt	For	For	For
16.b	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
17	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
18	Amend Articles Re: Company Name; Company Purpose; Participation at General Meeting	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Coca-Cola HBC AG

**Meeting Date:** 06/21/2022

**Country:** Switzerland

**Ticker:** CCH

**Record Date:** 06/17/2022

**Meeting Type:** Annual

**Primary Security ID:** H1512E100

**Shares Voted:** 14,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
2.1	Approve Treatment of Net Loss	Mgmt	For	For	For
2.2	Approve Dividend from Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For
4.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For
4.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	Against	Against
4.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	Against	Against
4.5	Re-elect Olusola David-Borha as Director	Mgmt	For	For	For
4.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
4.7	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For
4.8	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
4.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For	For	For
4.10	Re-elect Ryan Rudolph as Director	Mgmt	For	For	For
4.11	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
4.12	Re-elect Bruno Pietracci as Director	Mgmt	For	For	For
4.13	Re-elect Henrique Braun as Director	Mgmt	For	For	For
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
7	Approve UK Remuneration Report	Mgmt	For	Against	Against
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Swiss Remuneration Report	Mgmt	For	Against	Against
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

## Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Amend Articles of Association	Mgmt	For	For	For

## Elia Group SA/NV

**Meeting Date:** 06/21/2022      **Country:** Belgium      **Ticker:** ELI  
**Record Date:** 06/07/2022      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** B35656105

Shares Voted: 189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1.i	Receive Directors' and Auditors' Reports Re: Capital Increase by Contributions	Mgmt			
1.ii	Receive Directors' and Auditors' Reports Re: Modification of the Rights Attached to Classes of Shares	Mgmt			
2	Approve Double Capital Increase for a Total Maximum Amount of EUR 6 Million under the Employee Share Purchase Plan	Mgmt	For	For	For
3	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

## Acciona SA

**Meeting Date:** 06/22/2022      **Country:** Spain      **Ticker:** ANA  
**Record Date:** 06/17/2022      **Meeting Type:** Annual  
**Primary Security ID:** E0008Z109

Shares Voted: 2,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
1.4	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.5	Approve Sustainability Report	Mgmt	For	For	For
1.6	Approve Allocation of Income and Dividends	Mgmt	For	For	For



## Acciona SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
2.1	Reelect Sonia Dula as Director	Mgmt	For	For	For
2.2	Elect Maite Arango Garcia-Urriaga as Director	Mgmt	For	For	For
2.3	Elect Carlo Clavarino as Director	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
5	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## Amadeus IT Group SA

Meeting Date: 06/22/2022

Country: Spain

Ticker: AMS

Record Date: 06/17/2022

Meeting Type: Annual

Primary Security ID: E04648114

Shares Voted: 16,130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For
4	Approve Treatment of Net Loss	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
7	Fix Number of Directors at 11	Mgmt	For	For	For
8.1	Ratify Appointment of and Elect Eriikka Soderstrom as Director	Mgmt	For	For	For
8.2	Elect David Vegara Figueras as Director	Mgmt	For	For	For
8.3	Reelect William Connelly as Director	Mgmt	For	For	For
8.4	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
8.5	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
8.6	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
8.7	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
8.8	Reelect Francesco Loredan as Director	Mgmt	For	For	For

## Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 5 Billion	Mgmt	For	For	For
12	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## Daimler Truck Holding AG

**Meeting Date:** 06/22/2022

**Country:** Germany

**Ticker:** DTG

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D1T3RZ100

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2023 until the Next AGM	Mgmt	For	For	For
6.1	Elect Michael Brosnan to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Jacques Esculier to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Akihiro Eto to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Laura Ipsen to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Renata Bruengger to the Supervisory Board	Mgmt	For	For	For
6.6	Elect Joe Kaeser to the Supervisory Board	Mgmt	For	For	For

## Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Elect John Krafcik to the Supervisory Board	Mgmt	For	For	For
6.8	Elect Martin Richenhagen to the Supervisory Board	Mgmt	For	For	For
6.9	Elect Marie Wieck to the Supervisory Board	Mgmt	For	For	For
6.10	Elect Harald Wilhelm to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

## Avast Plc

**Meeting Date:** 06/24/2022      **Country:** United Kingdom      **Ticker:** AVST  
**Record Date:** 06/22/2022      **Meeting Type:** Annual  
**Primary Security ID:** G0713S109

Shares Voted: 3,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect John Schwarz as Director	Mgmt	For	For	For
5	Re-elect Ondrej Vleck as Director	Mgmt	For	For	For
6	Re-elect Warren Finegold as Director	Mgmt	For	For	For
7	Re-elect Belinda Richards as Director	Mgmt	For	For	For
8	Re-elect Tamara Minick-Scokalo as Director	Mgmt	For	For	For
9	Re-elect Maggie Chan Jones as Director	Mgmt	For	For	For
10	Re-elect Pavel Baudis as Director	Mgmt	For	For	For
11	Re-elect Eduard Kucera as Director	Mgmt	For	For	For
12	Elect Stuart Simpson as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For

## Avast Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Nynomic AG

**Meeting Date:** 06/28/2022

**Country:** Germany

**Ticker:** M7U

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

**Meeting Type:** Annual

**Primary Security ID:** D56249101

**Shares Voted:** 50,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board Members Fabian Peters and Maik Mueller for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board Members Hans Woermcke, Sven Claussen and Hartmut Harbeck for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Clauss Paal & Partner mbB as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6.1	Elect Hans Woermcke to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Sven Claussen to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Hartmut Harbeck to the Supervisory Board	Mgmt	For	Against	Against
7	Approve Creation of EUR 3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against

## Grand City Properties SA

**Meeting Date:** 06/29/2022

**Country:** Luxembourg

**Ticker:** GYC

**Record Date:** 06/15/2022

**Meeting Type:** Annual

**Primary Security ID:** L4459Y100

## Grand City Properties SA

Shares Voted: 27,152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's Report	Mgmt			
2	Receive Auditor's Report	Mgmt			
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Allocation of Income	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Renew Appointment of KPMG Luxembourg SA as Auditor	Mgmt	For	For	For
8	Approve Dividends of EUR 0.8340 Per Share	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against

## Grand City Properties SA

Meeting Date: 06/29/2022

Country: Luxembourg

Ticker: GYC

Record Date: 06/15/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: L4459Y100

Shares Voted: 27,152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Approve New Authorised Share Capital, Grant Board Authority to Exclude Pre-emptive Rights and Amend Article 5.2 of the Articles of Association	Mgmt	For	Against	Against
2	Approve Special Authorised Share Capital, Grant Board Authority to Exclude Pre-emptive Rights and Amend Article 5.3 of the Articles of Association	Mgmt	For	For	For
3	Amend Article 8 Paragraph 1 of the Articles of Association	Mgmt	For	For	For

## Fabasoft AG

Meeting Date: 07/04/2022

Country: Austria

Ticker: FAA

Record Date: 06/24/2022

Meeting Type: Annual

Primary Security ID: A20247101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
7	Receive Report on Share Repurchase Program (Non-Voting)	Mgmt			
8.1	Reelect Andreas Altmann as Supervisory Board Member	Mgmt	For	Against	Against
8.2	Reelect Michaela Schwinghammer-Hausleithner as Supervisory Board Member	Mgmt	For	Against	Against
9	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
10	Approve Creation of EUR 16.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Key Employees	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	Against	Against
14	Amend Articles Re: Submission of Annual Budget	Mgmt	For	For	For
15	Receive Board Report on the Employees' Options Models (Non-Voting)	Mgmt			

Manz AG

Meeting Date: 07/05/2022

Country: Germany

Ticker: M5Z

Record Date: 06/13/2022

Meeting Type: Annual

Primary Security ID: D5110E101

## Manz AG

Shares Voted: 33,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
4	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

## GSK Plc

Meeting Date: 07/06/2022

Country: United Kingdom

Ticker: GSK

Record Date: 07/04/2022

Meeting Type: Special

Primary Security ID: G3910J112

Shares Voted: 57,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Haleon Group from the GSK Group	Mgmt	For	For	For
2	Approve the Related Party Transaction Arrangements	Mgmt	For	For	For

## Industria de Diseno Textil SA

Meeting Date: 07/12/2022

Country: Spain

Ticker: ITX

Record Date: 07/07/2022

Meeting Type: Annual

Primary Security ID: E6282J125

Shares Voted: 29,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements and Discharge of Board	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For

## Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Ratify Appointment of and Elect Marta Ortega Perez as Director	Mgmt	For	For	For
5.b	Ratify Appointment of and Elect Oscar Garcia Maceiras as Director	Mgmt	For	For	For
5.c	Reelect Pilar Lopez Alvarez as Director	Mgmt	For	For	For
5.d	Reelect Rodrigo Echenique Gordillo as Director	Mgmt	For	For	For
6	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
7	Approve Novation of the Former Executive Chairman's Post-Contractual Non-Compete Agreement	Mgmt	For	For	For
8	Amend Remuneration Policy	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Receive Amendments to Board of Directors Regulations	Mgmt			

## Veganz Group AG

**Meeting Date:** 07/12/2022

**Country:** Germany

**Ticker:** VEZ

**Record Date:** 06/20/2022

**Meeting Type:** Annual

**Primary Security ID:** D8T4KG110

**Shares Voted:** 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
4	Ratify ECOVIS Audit AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For

## clearvise AG

**Meeting Date:** 07/14/2022

**Country:** Germany

**Ticker:** ABO

**Record Date:** 06/22/2022

**Meeting Type:** Annual

**Primary Security ID:** D0058N106



Shares Voted: 584,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
4	Ratify Roedl & Partner GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Creation of EUR 31.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
6	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million; Approve Creation of EUR 31.7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

## Fielmann AG

Meeting Date: 07/14/2022

Country: Germany

Ticker: FIE

Record Date: 06/22/2022

Meeting Type: Annual

Primary Security ID: D2617N114

Shares Voted: 28,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

## Renewi Plc

Meeting Date: 07/14/2022

Country: United Kingdom

Ticker: RWI

Record Date: 07/12/2022

Meeting Type: Annual

Primary Security ID: G7492H113

Shares Voted: 44,930

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Annemieke den Otter as Director	Mgmt	For	For	For
4	Re-elect Ben Verwaayen as Director	Mgmt	For	Against	Against
5	Re-elect Allard Castelein as Director	Mgmt	For	For	For
6	Re-elect Jolande Sap as Director	Mgmt	For	For	For
7	Re-elect Luc Sterckx as Director	Mgmt	For	For	For
8	Re-elect Neil Hartley as Director	Mgmt	For	For	For
9	Re-elect Otto de Bont as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

## 7C Solarparken AG

Meeting Date: 07/21/2022

Country: Germany

Ticker: HRPK

Record Date: 06/29/2022

Meeting Type: Annual

Primary Security ID: D6974F127

Shares Voted: 271,276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.11 per Share	Mgmt	For	For	For

## 7C Solarparken AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Virtual General Meeting	Mgmt	For	Against	Against
8	Approve EUR 30 Million Capitalization of Reserves Followed by EUR 30 Million Share Capital Reduction	Mgmt	For	For	For
9	Approve Creation of EUR 38.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million; Approve Creation of EUR 38.2 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against

## Halma Plc

**Meeting Date:** 07/21/2022

**Country:** United Kingdom

**Ticker:** HLMA

**Record Date:** 07/19/2022

**Meeting Type:** Annual

**Primary Security ID:** G42504103

**Shares Voted:** 14,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
5	Re-elect Dame Louise Makin as Director	Mgmt	For	For	For
6	Re-elect Andrew Williams as Director	Mgmt	For	For	For
7	Re-elect Marc Ronchetti as Director	Mgmt	For	For	For
8	Re-elect Jennifer Ward as Director	Mgmt	For	For	For
9	Re-elect Carole Cran as Director	Mgmt	For	For	For
10	Re-elect Jo Harlow as Director	Mgmt	For	Against	Against
11	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
12	Re-elect Tony Rice as Director	Mgmt	For	For	For

## Halma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Roy Twite as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Employee Share Plan	Mgmt	For	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Remy Cointreau SA

**Meeting Date:** 07/21/2022      **Country:** France      **Ticker:** RCO  
**Record Date:** 07/19/2022      **Meeting Type:** Annual/Special  
**Primary Security ID:** F7725A100

Shares Voted: 1,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.85 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
6	Reelect Helene Dubrule as Director	Mgmt	For	For	For
7	Reelect Olivier Jolivet as Director	Mgmt	For	For	For
8	Reelect Marie-Amelie de Leusse as Director	Mgmt	For	For	For
9	Reelect ORPAR SA as Director	Mgmt	For	For	For

# Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Alain Li as Director	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Marc Heriard Dubreuil, Chairman of the Board	Mgmt	For	Against	Against
13	Approve Compensation of Eric Vallat, CEO	Mgmt	For	Against	Against
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Remuneration of Directors in the Aggregate Amount of EUR 680,000	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	Against	Against
22	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	Against	Against
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
25	Authorize Capital Increase of Up to EUR 15 Million for Future Exchange Offers	Mgmt	For	Against	Against
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

## Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## SSE Plc

**Meeting Date:** 07/21/2022      **Country:** United Kingdom      **Ticker:** SSE  
**Record Date:** 07/19/2022      **Meeting Type:** Annual  
**Primary Security ID:** G8842P102

Shares Voted: 47,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Amend Performance Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Gregor Alexander as Director	Mgmt	For	For	For
7	Elect Dame Elish Angiolini as Director	Mgmt	For	For	For
8	Elect John Bason as Director	Mgmt	For	For	For
9	Re-elect Dame Sue Bruce as Director	Mgmt	For	For	For
10	Re-elect Tony Cocker as Director	Mgmt	For	For	For
11	Elect Debbie Crosbie as Director	Mgmt	For	For	For
12	Re-elect Peter Lynas as Director	Mgmt	For	For	For
13	Re-elect Helen Mahy as Director	Mgmt	For	For	For
14	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
15	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
16	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
17	Re-elect Melanie Smith as Director	Mgmt	For	For	For
18	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
20	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Approve Net Zero Transition Report	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

## SSE Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Iluka Resources Limited

**Meeting Date:** 07/22/2022      **Country:** Australia      **Ticker:** ILU  
**Record Date:** 07/20/2022      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** Q4875J104

Shares Voted: 60,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Demerger	Mgmt	For	For	For

## Linde Plc

**Meeting Date:** 07/25/2022      **Country:** Ireland      **Ticker:** LIN  
**Record Date:** 07/23/2022      **Meeting Type:** Annual  
**Primary Security ID:** G5494J103

Shares Voted: 48,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Edward G. Galante	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For

## Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

## Vodafone Group Plc

**Meeting Date:** 07/26/2022      **Country:** United Kingdom      **Ticker:** VOD  
**Record Date:** 07/22/2022      **Meeting Type:** Annual  
**Primary Security ID:** G93882192

Shares Voted: 1,740,281

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	Against	Against
3	Re-elect Nick Read as Director	Mgmt	For	For	For
4	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
5	Elect Stephen Carter as Director	Mgmt	For	For	For
6	Re-elect Sir Crispin Davis as Director	Mgmt	For	For	For
7	Re-elect Michel Demare as Director	Mgmt	For	For	For
8	Elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For
9	Re-elect Dame Clara Furse as Director	Mgmt	For	For	For
10	Re-elect Valerie Gooding as Director	Mgmt	For	For	For
11	Elect Deborah Kerr as Director	Mgmt	For	For	For
12	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
13	Re-elect David Nish as Director	Mgmt	For	For	For
14	Elect Simon Segars as Director	Mgmt	For	For	For
15	Approve Final Dividend	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For



## Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Tesla, Inc.

**Meeting Date:** 08/04/2022

**Country:** USA

**Ticker:** TSLA

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

**Meeting Type:** Annual

**Primary Security ID:** 88160R101

**Shares Voted:** 420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ira Ehrenpreis	Mgmt	For	Against	Against
1.2	Elect Director Kathleen Wilson-Thompson	Mgmt	For	Against	Against
2	Reduce Director Terms from Three to Two Years	Mgmt	For	For	For
3	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Adopt Proxy Access Right	SH	Against	For	For
7	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	SH	Against	For	For
8	Report on Racial and Gender Board Diversity	SH	Against	For	For
9	Report on the Impacts of Using Mandatory Arbitration	SH	Against	For	For
10	Report on Corporate Climate Lobbying in line with Paris Agreement	SH	Against	For	For
11	Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	SH	Against	For	For
12	Report on Eradicating Child Labor in Battery Supply Chain	SH	Against	For	For
13	Report on Water Risk Exposure	SH	Against	For	For

## ALS Limited

Meeting Date: 08/23/2022

Country: Australia

Ticker: ALQ

Record Date: 08/21/2022

Meeting Type: Annual

Primary Security ID: Q0266A116

Shares Voted: 46,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Toniaanne Dwyer as Director	Mgmt	For	Against	Against
2	Elect Siddhartha Kadia as Director	Mgmt	For	Against	Against
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Reinsertion of Proportional Takeover Provisions	Mgmt	For	For	For
5	Approve the Increase in Non-Executive Directors' Fee Pool	Mgmt	None	For	For
6	Approve Grant of Performance Rights to Raj Naran	Mgmt	For	For	For
7	Approve Financial Assistance in Relation to the Acquisition	Mgmt	For	For	For

## Prosus NV

Meeting Date: 08/24/2022

Country: Netherlands

Ticker: PRX

Record Date: 07/27/2022

Meeting Type: Annual

Primary Security ID: N7163R103

Shares Voted: 9,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7	Approve Remuneration Policy for Executive and Non-Executive Directors	Mgmt	For	Against	Against
8	Elect Sharmistha Dubey as Non-Executive Director	Mgmt	For	For	For
9.1	Reelect JP Bekker as Non-Executive Director	Mgmt	For	For	For
9.2	Reelect D Meyer as Non-Executive Director	Mgmt	For	For	For

## Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Reelect SJZ Pacak as Non-Executive Director	Mgmt	For	For	For
9.4	Reelect JDT Stofberg as Non-Executive Director	Mgmt	For	For	For
10	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
14	Discuss Voting Results	Mgmt			
15	Close Meeting	Mgmt			

## Addtech AB

**Meeting Date:** 08/25/2022

**Country:** Sweden

**Ticker:** ADDT.B

**Record Date:** 08/17/2022

**Meeting Type:** Annual

**Primary Security ID:** W4260L147

**Shares Voted:** 23,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9.a1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.a2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends	Mgmt	For	For	For
9.c1	Approve Discharge of Kenth Eriksson	Mgmt	For	For	For
9.c2	Approve Discharge of Henrik Hedelius	Mgmt	For	For	For

## Addtech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c3	Approve Discharge of Ulf Mattsson	Mgmt	For	For	For
9.c4	Approve Discharge of Malin Nordesjo	Mgmt	For	For	For
9.c5	Approve Discharge of Niklas Stenberg	Mgmt	For	For	For
9.c6	Approve Discharge of Annikki Schaeferdiek	Mgmt	For	For	For
9.c7	Approve Discharge of Johan Sjo	Mgmt	For	For	For
9.c8	Approve Discharge of Eva Elmstedt	Mgmt	For	For	For
9.c9	Approve Discharge of CEO Niklas Stenberg	Mgmt	For	For	For
10	Receive Nominating Committee's Report	Mgmt			
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Kenth Eriksson as Director	Mgmt	For	For	For
13.2	Reelect Henrik Hedelius as Director	Mgmt	For	For	For
13.3	Reelect Ulf Mattson as Director	Mgmt	For	For	For
13.4	Reelect Malin Nordesjo as Director	Mgmt	For	For	For
13.5	Reelect Annikki Schaeferdiek as Director	Mgmt	For	For	For
13.6	Reelect Niklas Stenberg as Director	Mgmt	For	For	For
13.7	Reelect Kenth Eriksson as Board Chair	Mgmt	For	For	For
14	Ratify KPMG AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Against	Against
16	Approve Share-Bases Incentive Plan for Key Employees; Approve Issuance of 1 Million B Shares for Participants	Mgmt	For	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Creation of 5 Percent of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Aker BP ASA

**Meeting Date:** 08/26/2022

**Country:** Norway

**Ticker:** AKRBP

**Record Date:**

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** R0139K100

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
4	Approve Merger Agreement with ABP Energy Holding BV	Mgmt	For	For	Do Not Vote
5	Reelect Oskar Stoknes (Chair), Donna Riley and Ingebret Hisdal as Members of Nominating Committee for a Term of Two Years	Mgmt	For	For	Do Not Vote

**Check Point Software Technologies Ltd.**

Meeting Date: 08/30/2022

Country: Israel

Ticker: CHKP

Record Date: 07/21/2022

Meeting Type: Annual

Primary Security ID: M22465104

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Gil Shwed as Director	Mgmt	For	For	
1b	Reelect Jerry Ungerman as Director	Mgmt	For	For	
1c	Elect Tzipi Ozer-Armon as Director	Mgmt	For	For	
1d	Reelect Tal Shavit as Director	Mgmt	For	For	
1e	Reelect Shai Weiss as Director	Mgmt	For	For	
2	Ratify Appoint of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration and Discuss Financial Statements and the Report of the Board	Mgmt	For	For	
3	Approve Compensation of Gil Shwed, CEO	Mgmt	For	For	
4	Readopt Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	Refer	

## Akzo Nobel NV

**Meeting Date:** 09/06/2022

**Country:** Netherlands

**Ticker:** AKZA

**Record Date:** 08/09/2022

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** N01803308

**Shares Voted:** 5,818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect G. Poux-Guillaume to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

## ABB Ltd.

**Meeting Date:** 09/07/2022

**Country:** Switzerland

**Ticker:** ABBN

**Record Date:**

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** H0010V101

**Shares Voted:** 253,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off of Accelleron Industries AG	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Compagnie Financiere Richemont SA

**Meeting Date:** 09/07/2022

**Country:** Switzerland

**Ticker:** CFR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H25662182

**Shares Voted:** 1,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.25 per Registered A Share and CHF 0.225 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For	For

# Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Bluebell Capital Partners Ltd	Mgmt			
4.1	Elect Francesco Trapani as Representative of Category A Registered Shares	SH	Against	Against	Against
	Management Proposal for Holders of A Registered Shares	Mgmt			
4.2	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Josua Malherbe as Director	Mgmt	For	Against	Against
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Clay Brendish as Director	Mgmt	For	For	For
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Against	Against
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For	For
5.9	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For
5.12	Reelect Guillaume Pictet as Director	Mgmt	For	Against	Against
5.13	Reelect Maria Ramos as Director	Mgmt	For	For	For
5.14	Reelect Anton Rupert as Director	Mgmt	For	For	For
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	For	For
	Shareholder Proposals Submitted by Bluebell Capital Partners Ltd	Mgmt			
5.17	Elect Francesco Trapani as Director	SH	Against	Against	Against
	Management Proposals for All Shareholders	Mgmt			
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For

## Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 7.7 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.4 Million	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	Against	Against
	Shareholder Proposals Submitted by Bluebell Capital Partners Ltd	Mgmt			
10	Approve Increase in Size of Board to Six Members	SH	Against	For	For
11	Amend Articles Re: Representatives of Holders of Category A and B Registered Shares	SH	Against	For	For
	Management Proposals	Mgmt			
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

## NIKE, Inc.

**Meeting Date:** 09/09/2022

**Country:** USA

**Ticker:** NKE

**Record Date:** 07/08/2022

**Meeting Type:** Annual

**Primary Security ID:** 654106103

**Shares Voted:** 80,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1b	Elect Director Peter B. Henry	Mgmt	For	For	For
1c	Elect Director Michelle A. Peluso	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Adopt a Policy on China Sourcing	SH	Against	For	For



# Logitech International S.A.

Meeting Date: 09/14/2022

Country: Switzerland

Ticker: LOGN

Record Date: 09/08/2022

Meeting Type: Annual

Primary Security ID: H50430232

Shares Voted: 9,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For
4	Approve Creation of CHF 4.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5	Amend Articles Re: Virtual General Meeting	Mgmt	For	For	For
6	Change Location of Registered Office to Hautemorges, Switzerland	Mgmt	For	For	For
7	Amend Omnibus Stock Plan	Mgmt	For	For	For
8	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Elections to the Board of Directors	Mgmt			
9A	Elect Director Patrick Aebischer	Mgmt	For	For	For
9B	Elect Director Wendy Becker	Mgmt	For	For	For
9C	Elect Director Edouard Bugnion	Mgmt	For	For	For
9D	Elect Director Bracken Darrell	Mgmt	For	For	For
9E	Elect Director Guy Gecht	Mgmt	For	For	For
9F	Elect Director Marjorie Lao	Mgmt	For	For	For
9G	Elect Director Neela Montgomery	Mgmt	For	For	For
9H	Elect Director Michael Polk	Mgmt	For	For	For
9I	Elect Director Deborah Thomas	Mgmt	For	For	For
9J	Elect Director Christopher Jones	Mgmt	For	For	For
9K	Elect Director Kwok Wang Ng	Mgmt	For	For	For
9L	Elect Director Sascha Zahnd	Mgmt	For	For	For
10	Elect Wendy Becker as Board Chairman	Mgmt	For	For	For
	Elections to the Compensation Committee	Mgmt			
11A	Appoint Edouard Bugnion as Member of the Compensation Committee	Mgmt	For	For	For
11B	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	For

## Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11C	Appoint Michael Polk as Member of the Compensation Committee	Mgmt	For	For	For
11D	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For	For	For
12	Approve Remuneration of Board of Directors in the Amount of CHF 3,900,000	Mgmt	For	For	For
13	Approve Remuneration of the Group Management Team in the Amount of USD 24,900,000	Mgmt	For	For	For
14	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	Mgmt	For	For	For
15	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For	For	For
A	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	Mgmt	For	Against	Against

## UniCredit SpA

**Meeting Date:** 09/14/2022      **Country:** Italy      **Ticker:** UCG  
**Record Date:** 09/05/2022      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** T9T23L642

Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Amend Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

## Auto Trader Group Plc

**Meeting Date:** 09/15/2022      **Country:** United Kingdom      **Ticker:** AUTO  
**Record Date:** 09/13/2022      **Meeting Type:** Annual  
**Primary Security ID:** G06708104

## Auto Trader Group Plc

Shares Voted: 2,810

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Ed Williams as Director	Mgmt	For	For	For
5	Re-elect Nathan Coe as Director	Mgmt	For	For	For
6	Re-elect David Keens as Director	Mgmt	For	For	For
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
8	Re-elect Jeni Mundy as Director	Mgmt	For	For	For
9	Re-elect Catherine Faiers as Director	Mgmt	For	For	For
10	Re-elect Jamie Warner as Director	Mgmt	For	For	For
11	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	For	For
12	Elect Jasvinder Gakhal as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Open Text Corporation

Meeting Date: 09/15/2022

Country: Canada

Ticker: OTEX

Record Date: 08/04/2022

Meeting Type: Annual

Primary Security ID: 683715106

Shares Voted: 8,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director P. Thomas Jenkins	Mgmt	For	For	For
1.2	Elect Director Mark J. Barrenechea	Mgmt	For	For	For

## Open Text Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Randy Fowlie	Mgmt	For	For	For
1.4	Elect Director David Fraser	Mgmt	For	For	For
1.5	Elect Director Gail E. Hamilton	Mgmt	For	For	For
1.6	Elect Director Robert (Bob) Hau	Mgmt	For	For	For
1.7	Elect Director Ann M. Powell	Mgmt	For	For	For
1.8	Elect Director Stephen J. Sadler	Mgmt	For	For	For
1.9	Elect Director Michael Slaunwhite	Mgmt	For	For	For
1.10	Elect Director Katharine B. Stevenson	Mgmt	For	For	For
1.11	Elect Director Deborah Weinstein	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against	Against
4	Approve Shareholder Rights Plan	Mgmt	For	For	For

## FedEx Corporation

Meeting Date: 09/19/2022

Country: USA

Ticker: FDX

Record Date: 07/25/2022

Meeting Type: Annual

Primary Security ID: 31428X106

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1d	Elect Director Kimberly A. Jabal	Mgmt	For	For	For
1e	Elect Director Amy B. Lane	Mgmt	For	For	For
1f	Elect Director R. Brad Martin	Mgmt	For	For	For
1g	Elect Director Nancy A. Norton	Mgmt	For	For	For
1h	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1j	Elect Director Susan C. Schwab	Mgmt	For	For	For
1k	Elect Director Frederick W. Smith	Mgmt	For	For	For
1l	Elect Director David P. Steiner	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director V. James Vena	Mgmt	For	For	For
1o	Elect Director Paul S. Walsh	Mgmt	For	For	For

## FedEx Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Alignment Between Company Values and Electioneering Contributions	SH	Against	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Racism in Corporate Culture	SH	Against	For	For
9	Report on Climate Lobbying	SH	Against	For	For

## IG Group Holdings Plc

**Meeting Date:** 09/21/2022      **Country:** United Kingdom      **Ticker:** IGG  
**Record Date:** 09/19/2022      **Meeting Type:** Annual  
**Primary Security ID:** G4753Q106

Shares Voted: 2,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mike McTighe as Director	Mgmt	For	For	For
5	Re-elect June Felix as Director	Mgmt	For	For	For
6	Re-elect Charlie Rozes as Director	Mgmt	For	For	For
7	Re-elect Jon Noble as Director	Mgmt	For	For	For
8	Re-elect Jonathan Moulds as Director	Mgmt	For	For	For
9	Re-elect Rakesh Bhasin as Director	Mgmt	For	For	For
10	Re-elect Andrew Didham as Director	Mgmt	For	For	For
11	Re-elect Wu Gang as Director	Mgmt	For	For	For
12	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	For
13	Re-elect Malcolm Le May as Director	Mgmt	For	For	For
14	Re-elect Susan Skerritt as Director	Mgmt	For	For	For
15	Re-elect Helen Stevenson as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## IG Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## TechnoPro Holdings, Inc.

**Meeting Date:** 09/29/2022      **Country:** Japan      **Ticker:** 6028  
**Record Date:** 06/30/2022      **Meeting Type:** Annual  
**Primary Security ID:** J82251109

Shares Voted: 17,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52	Mgmt	For	For	For
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	For	For
3.1	Elect Director Nishio, Yasuji	Mgmt	For	For	For
3.2	Elect Director Yagi, Takeshi	Mgmt	For	For	For
3.3	Elect Director Shimaoka, Gaku	Mgmt	For	For	For
3.4	Elect Director Asai, Koichiro	Mgmt	For	For	For
3.5	Elect Director Hagiwara, Toshihiro	Mgmt	For	For	For
3.6	Elect Director Watabe, Tsunehiro	Mgmt	For	For	For
3.7	Elect Director Yamada, Kazuhiko	Mgmt	For	For	For
3.8	Elect Director Sakamoto, Harumi	Mgmt	For	For	For
3.9	Elect Director Takase, Shoko	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Madarame, Hitoshi	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Takao, Mitsutoshi	Mgmt	For	For	For

## TechnoPro Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Elect Director and Audit Committee Member Tanabe, Rumiko	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Kitaarai, Yoshio	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Performance Share Plan	Mgmt	For	For	For

## Koninklijke Philips NV

**Meeting Date:** 09/30/2022      **Country:** Netherlands      **Ticker:** PHIA  
**Record Date:** 09/02/2022      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** N7637U112

Shares Voted: 44,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Meeting Agenda Elect R.W.O. Jakobs as President / Chief Executive Officer and Member of the Management Board	Mgmt	For	For	For

## Diageo Plc

**Meeting Date:** 10/06/2022      **Country:** United Kingdom      **Ticker:** DGE  
**Record Date:** 10/04/2022      **Meeting Type:** Annual  
**Primary Security ID:** G42089113

Shares Voted: 47,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Karen Blackett as Director	Mgmt	For	For	For
5	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
6	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For	For
7	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For

## Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Javier Ferran as Director	Mgmt	For	For	For
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
11	Re-elect Lady Mendelsohn as Director	Mgmt	For	For	For
12	Re-elect Ivan Menezes as Director	Mgmt	For	For	For
13	Re-elect Alan Stewart as Director	Mgmt	For	For	For
14	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Amend Irish Share Ownership Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## The Procter & Gamble Company

Meeting Date: 10/11/2022

Country: USA

Ticker: PG

Record Date: 08/12/2022

Meeting Type: Annual

Primary Security ID: 742718109

Shares Voted: 17,593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Angela F. Braly	Mgmt	For	Against	Against
1c	Elect Director Amy L. Chang	Mgmt	For	For	For
1d	Elect Director Joseph Jimenez	Mgmt	For	For	For
1e	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For	For
1g	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1h	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1i	Elect Director Jon R. Moeller	Mgmt	For	Against	Against
1j	Elect Director Rajesh Subramaniam	Mgmt	For	For	For



## The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Patricia A. Woertz	Mgmt	For	Against	Against
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Rio Tinto Plc

**Meeting Date:** 10/25/2022      **Country:** United Kingdom      **Ticker:** RIO  
**Record Date:** 10/23/2022      **Meeting Type:** Special  
**Primary Security ID:** G75754104

**Shares Voted:** 21,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Joint Venture with China Baowu Steel Group Co., Ltd	Mgmt	For	For	For
2	Approve Any Acquisition or Disposal of a Substantial Asset from or to China Baowu Steel Group Co., Ltd or its Associates Pursuant to a Future Transaction	Mgmt	For	For	For

## Reliance Worldwide Corporation Limited

**Meeting Date:** 10/27/2022      **Country:** Australia      **Ticker:** RWC  
**Record Date:** 10/25/2022      **Meeting Type:** Annual  
**Primary Security ID:** Q8068F100

**Shares Voted:** 148,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Christine Bartlett as Director	Mgmt	For	For	For
2.2	Elect Stuart Crosby as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Heath Sharp	Mgmt	For	For	For
5	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For
6	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For

## KLA Corporation

Meeting Date: 11/02/2022

Country: USA

Ticker: KLAC

Record Date: 09/12/2022

Meeting Type: Annual

Primary Security ID: 482480100

Shares Voted: 1,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
1.5	Elect Director Gary Moore	Mgmt	For	For	For
1.6	Elect Director Marie Myers	Mgmt	For	For	For
1.7	Elect Director Kiran Patel	Mgmt	For	For	For
1.8	Elect Director Victor Peng	Mgmt	For	For	For
1.9	Elect Director Robert Rango	Mgmt	For	For	For
1.10	Elect Director Richard Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

## Samsung Electronics Co., Ltd.

Meeting Date: 11/03/2022

Country: South Korea

Ticker: 005930

Record Date: 09/19/2022

Meeting Type: Special

Primary Security ID: Y74718100

Shares Voted: 472

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1.1	Elect Heo Eun-nyeong as Outside Director	Mgmt	For	For	For
1.2	Elect Yoo Myeong-hui as Outside Director	Mgmt	For	For	For

## Pernod Ricard SA

Meeting Date: 11/10/2022

Country: France

Ticker: RI

Record Date: 11/08/2022

Meeting Type: Annual

Primary Security ID: F72027109

## Pernod Ricard SA

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.12 per Share	Mgmt	For	For	For
4	Reelect Patricia Barbizet as Director	Mgmt	For	For	For
5	Reelect Ian Gallienne as Director	Mgmt	For	For	For
6	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
7	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Oracle Corporation

Meeting Date: 11/16/2022

Country: USA

Ticker: ORCL

Record Date: 09/19/2022

Meeting Type: Annual

Primary Security ID: 68389X105

Shares Voted: 31,270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	For	For
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
1.4	Elect Director Safra A. Catz	Mgmt	For	Withhold	Withhold

## Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Withhold	Withhold
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Withhold	Withhold
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Withhold	Withhold
1.10	Elect Director Renee J. James	Mgmt	For	Withhold	Withhold
1.11	Elect Director Charles W. Moorman	Mgmt	For	Withhold	Withhold
1.12	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold
1.13	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
1.15	Elect Director Vishal Sikka	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Endesa SA

**Meeting Date:** 11/17/2022

**Country:** Spain

**Ticker:** ELE

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

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** E41222113

**Shares Voted:** 19,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Renewal of the Joint Management Agreement of Liquefied Natural Gas (LNG) Carriers and the Contracts for the Supply of LNG of US Origin between Endesa Energia, S.A.U. and Enel Global Trading, S.p.A. for 2023 and Their Extension During 2022	Mgmt	For	For	For
1.2	Purchase and Sale of a Maximum Volume of Two TWh of Liquefied Natural Gas (LNG) between Enel Global Trading S.p.A and Endesa Energia, S.A.U. during 2023, for a Total Amount of Approximately EUR 290 Million	Mgmt	For	For	For
1.3	Acquisition of Two Liquefied Natural Gas (LNG) Carriers, Approximately Two TWh of Gas, from Enel Generacion Chile, S.A. by Endesa Energia, S.A.U., in 2024, for a Total Amount of Approximately EUR 121 Million	Mgmt	For	For	For

## Endesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Approve the Following Transactions, for a Total Amount of EUR 5 Billion: a) Granting of a Twelve-Month Line of Credit by Enel Finance International N.V. to Endesa, S.A. b) Issuance of a Guarantee by Enel, S.p.A. for Bonds Issued by Endesa Generacion, S.A.	Mgmt	For	For	For
1.5	Renewal of the Provision of the Wind Turbine Vibration Analysis Service by Enel Green Power Espana, S.L. to Enel Green Power, S.p.A. over a Period of Five Years for an Amount of EUR 5 Million	Mgmt	For	For	For
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## IGO Ltd.

**Meeting Date:** 11/17/2022      **Country:** Australia      **Ticker:** IGO  
**Record Date:** 11/15/2022      **Meeting Type:** Annual

**Primary Security ID:** Q4875H108

**Shares Voted:** 41,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Tracey Arlaud as Director	Mgmt	For	For	For
2	Elect Justin Osborne as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Issuance of Service Rights to Peter Bradford	Mgmt	For	For	For
5	Approve Issuance of Performance Rights and Options to Peter Bradford	Mgmt	For	Against	Against
6	Approve Termination Payment to Dan Lougher	Mgmt	For	For	For
7	Approve IGO Employee Incentive Plan	Mgmt	For	For	For
8	Approve Increase of Non-Executive Director Fee Pool	Mgmt	None	For	For
9	Approve Renewal of the Proportional Takeover Provisions	Mgmt	For	For	For
10	Approve the Provision of Financial Assistance in Relation to the Acquisition	Mgmt	For	For	For

## Sonic Healthcare Limited

**Meeting Date:** 11/17/2022      **Country:** Australia      **Ticker:** SHL  
**Record Date:** 11/15/2022      **Meeting Type:** Annual

**Primary Security ID:** Q8563C107

## Sonic Healthcare Limited

Shares Voted: 16,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Christine Bennett as Director	Mgmt	For	For	For
2	Elect Katharine Giles as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Options and Performance Rights to Colin Goldschmidt	Mgmt	For	For	For
5	Approve Grant of Options and Performance Rights to Chris Wilks	Mgmt	For	For	For

## The Estee Lauder Companies Inc.

Meeting Date: 11/18/2022

Country: USA

Ticker: EL

Record Date: 09/19/2022

Meeting Type: Annual

Primary Security ID: 518439104

Shares Voted: 5,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald S. Lauder	Mgmt	For	For	For
1b	Elect Director William P. Lauder	Mgmt	For	Withhold	Withhold
1c	Elect Director Richard D. Parsons	Mgmt	For	Withhold	Withhold
1d	Elect Director Lynn Forester de Rothschild	Mgmt	For	For	For
1e	Elect Director Jennifer Tejada	Mgmt	For	For	For
1f	Elect Director Richard F. Zannino	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Alfen NV

Meeting Date: 11/21/2022

Country: Netherlands

Ticker: ALFEN

Record Date: 10/24/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N0227W101

Shares Voted: 3,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			

## Alfen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Jeanine van der Vlist to Supervisory Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

## Fortescue Metals Group Ltd.

**Meeting Date:** 11/22/2022

**Country:** Australia

**Ticker:** FMG

**Record Date:** 11/20/2022

**Meeting Type:** Annual

**Primary Security ID:** Q39360104

**Shares Voted:** 31,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Elizabeth Gaines as Director	Mgmt	For	For	For
3	Elect Li Yifei as Director	Mgmt	For	For	For
4	Approve Increase of Non-Executive Director Fee Pool	Mgmt	None	For	For
5	Adopt New Constitution	Mgmt	For	For	For

## Credit Suisse Group AG

**Meeting Date:** 11/23/2022

**Country:** Switzerland

**Ticker:** CSGN

**Record Date:**

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** H3698D419

**Shares Voted:** 3,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve CHF 18.5 Million Share Capital Increase without Preemptive Rights for Private Placement	Mgmt	For	For	For
2	Approve CHF 70.7 Million Ordinary Share Capital Increase with Preemptive Rights	Mgmt	For	For	For
3.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	For	Against	Against
3.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

## AVEVA Group Plc

Meeting Date: 11/25/2022

Country: United Kingdom

Ticker: AVV

Record Date: 11/23/2022

Meeting Type: Special

Primary Security ID: G06812120

Shares Voted: 728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 17 November 2022 Approve Matters Relating to the Recommended Cash Acquisition of AVEVA Group plc by Ascot Acquisition Holdings Limited	Mgmt	For	For	For

## AVEVA Group Plc

Meeting Date: 11/25/2022

Country: United Kingdom

Ticker: AVV

Record Date: 11/23/2022

Meeting Type: Court

Primary Security ID: G06812120

Shares Voted: 728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 17 November 2022 Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

## Coloplast A/S

Meeting Date: 12/01/2022

Country: Denmark

Ticker: COLO.B

Record Date: 11/24/2022

Meeting Type: Annual

Primary Security ID: K16018192

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve General Meeting Materials and Reports to be Drafted in English	Mgmt	For	For	For
2	Receive Report of Board	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For



## Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For
7.1	Amend Articles Re: Extend Current Authorizations in Articles 5(a) and 5(b)	Mgmt	For	For	For
7.2	Amend Articles Re: Corporate Language	Mgmt	For	For	For
8.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	For
8.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	For	For
8.3	Reelect Annette Bruls as Director	Mgmt	For	For	For
8.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
8.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
8.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
11	Other Business	Mgmt			

## Flow Traders NV

**Meeting Date:** 12/02/2022

**Country:** Netherlands

**Ticker:** FLOW

**Record Date:** 11/04/2022

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** N33101101

**Shares Voted:** 12,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Amend Articles of Association	Mgmt	For	For	For
2.b	Approve Reincorporation from the Netherlands to Bermuda	Mgmt	For	For	For
3	Close Meeting	Mgmt			

## KWS SAAT SE & Co. KGaA

Meeting Date: 12/06/2022

Country: Germany

Ticker: KWS

Record Date: 11/14/2022

Meeting Type: Annual

Primary Security ID: D39062100

Shares Voted: 19,473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2021/22	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2021/22	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6.1	Elect Victor Balli to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Philip von dem Bussche to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Stefan Hell to the Supervisory Board	Mgmt	For	Against	Against
6.4	Elect Marie Schnell to the Supervisory Board	Mgmt	For	Against	Against
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

## Cisco Systems, Inc.

Meeting Date: 12/08/2022

Country: USA

Ticker: CSCO

Record Date: 10/10/2022

Meeting Type: Annual

Primary Security ID: 17275R102

Shares Voted: 32,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Michael D. Capellas	Mgmt	For	For	For
1d	Elect Director Mark Garrett	Mgmt	For	For	For
1e	Elect Director John D. Harris, II	Mgmt	For	For	For
1f	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1g	Elect Director Roderick C. McGeary	Mgmt	For	For	For

## Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1i	Elect Director Charles H. Robbins	Mgmt	For	For	For
1j	Elect Director Brenton L. Saunders	Mgmt	For	For	For
1k	Elect Director Lisa T. Su	Mgmt	For	For	For
1l	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	For	For

## Medtronic Plc

**Meeting Date:** 12/08/2022      **Country:** Ireland      **Ticker:** MDT  
**Record Date:** 10/11/2022      **Meeting Type:** Annual  
**Primary Security ID:** G5960L103

Shares Voted: 13,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For	For
1b	Elect Director Craig Arnold	Mgmt	For	For	For
1c	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1d	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1e	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1f	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
1j	Elect Director Denise M. O'Leary	Mgmt	For	For	For
1k	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For

## Medtronic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

## CyberAgent, Inc.

**Meeting Date:** 12/09/2022      **Country:** Japan      **Ticker:** 4751  
**Record Date:** 09/30/2022      **Meeting Type:** Annual  
**Primary Security ID:** J1046G108

**Shares Voted:** 35,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14	Mgmt	For	For	For
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	For
3.1	Elect Director Fujita, Susumu	Mgmt	For	For	For
3.2	Elect Director Hidaka, Yusuke	Mgmt	For	For	For
3.3	Elect Director Nakayama, Go	Mgmt	For	For	For
3.4	Elect Director Nakamura, Koichi	Mgmt	For	For	For
3.5	Elect Director Takaoka, Kozo	Mgmt	For	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

## Viatrix Inc.

**Meeting Date:** 12/09/2022      **Country:** USA      **Ticker:** VTRS  
**Record Date:** 10/20/2022      **Meeting Type:** Annual  
**Primary Security ID:** 92556V106

**Shares Voted:** 13,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director W. Don Cornwell	Mgmt	For	For	For
1B	Elect Director Harry A. Korman	Mgmt	For	For	For
1C	Elect Director Rajiv Malik	Mgmt	For	For	For
1D	Elect Director Richard A. Mark	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

## Microsoft Corporation

Meeting Date: 12/13/2022

Country: USA

Ticker: MSFT

Record Date: 10/12/2022

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 70,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Satya Nadella	Mgmt	For	For	For
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.9	Elect Director John W. Stanton	Mgmt	For	For	For
1.10	Elect Director John W. Thompson	Mgmt	For	For	For
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	For
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against	Against
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For	For
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	For	For
7	Report on Government Use of Microsoft Technology	SH	Against	For	For
8	Report on Development of Products for Military	SH	Against	For	For
9	Report on Tax Transparency	SH	Against	For	For

## Barry Callebaut AG

Meeting Date: 12/14/2022

Country: Switzerland

Ticker: BARN

Record Date:

Meeting Type: Annual

Primary Security ID: H05072105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Annual Report	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Patrick De Maeseneire as Director	Mgmt	For	For	For
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	Against	Against
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	For	For
4.1.4	Reelect Angela Wei Dong as Director	Mgmt	For	For	For
4.1.5	Reelect Nicolas Jacobs as Director	Mgmt	For	For	For
4.1.6	Reelect Elio Sceti as Director	Mgmt	For	For	For
4.1.7	Reelect Tim Minges as Director	Mgmt	For	For	For
4.1.8	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
4.1.9	Reelect Yen Tan as Director	Mgmt	For	For	For
4.2	Elect Thomas Intrator as Director	Mgmt	For	For	For
4.3	Reelect Patrick De Maeseneire as Board Chair	Mgmt	For	For	For
4.4.1	Appoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Appoint Elio Sceti as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Tim Minges as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.4	Appoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.5	Appoint Yen Tan as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 6.2 Million	Mgmt	For	For	For

## Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.6 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

## IBU-tec advanced materials AG

**Meeting Date:** 12/14/2022

**Country:** Germany

**Ticker:** IBU

**Record Date:** 11/22/2022

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** D3R68T106

**Shares Voted:** 38,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Affiliation Agreement with BNT Chemicals GmbH	Mgmt	For	For	For