

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 12/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

Mondi Plc

Meeting Date: 01/15/2024 **Country:** United Kingdom **Ticker:** MNDI
Record Date: 01/11/2024 **Meeting Type:** Special
Primary Security ID: G6258S107

Shares Voted: 9,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Special Dividend	Mgmt	For	For	For
2	Approve Share Consolidation	Mgmt	For	For	For
3	Authorise Issue of Equity	Mgmt	For	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Diploma Plc

Meeting Date: 01/17/2024 **Country:** United Kingdom **Ticker:** DPLM
Record Date: 01/15/2024 **Meeting Type:** Annual
Primary Security ID: G27664112

Shares Voted: 9,000

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 Final Dividend	Mgmt	For	For	For
3	Re-elect David Lowden as Director	Mgmt	For	Against	Against
4	Re-elect Johnny Thomson as Director	Mgmt	For	For	For
5	Re-elect Chris Davies as Director	Mgmt	For	For	For
6	Re-elect Andy Smith as Director	Mgmt	For	For	For
7	Re-elect Anne Thorburn as Director	Mgmt	For	For	For
8	Elect Jennifer Ward as Director	Mgmt	For	For	For
9	Re-elect Geraldine Huse as Director	Mgmt	For	For	For
10	Re-elect Dean Finch as Director	Mgmt	For	For	For

Diploma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Approve Matters Relating to the Dividend Rectification	Mgmt	None	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Intuit Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: INTU

Record Date: 11/20/2023

Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For	For

Intuit Inc.

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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

Micron Technology, Inc.

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** MU
Record Date: 11/20/2023 **Meeting Type:** Annual
Primary Security ID: 595112103

Shares Voted: 13,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Visa Inc.

Meeting Date: 01/23/2024

Country: USA

Ticker: V

Record Date: 11/24/2023

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 15,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: APD

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: 009158106

Shares Voted: 3,063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonit M. Calaway	Mgmt	For	For	For

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Charles Cogut	Mgmt	For	For	For
1c	Elect Director Lisa A. Davis	Mgmt	For	For	For
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	For	For	For
1e	Elect Director Jessica Trocchi Graziano	Mgmt	For	For	For
1f	Elect Director David H.Y. Ho	Mgmt	For	For	For
1g	Elect Director Edward L. Monser	Mgmt	For	For	For
1h	Elect Director Matthew H. Paull	Mgmt	For	For	For
1i	Elect Director Wayne T. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Trealt Plc

Meeting Date: 01/25/2024

Country: United Kingdom

Ticker: TET

Record Date: 01/23/2024

Meeting Type: Annual

Primary Security ID: G9026D113

Shares Voted: 20,000

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 Final Dividend	Mgmt	For	For	For
4	Re-elect Ryan Govender as Director	Mgmt	For	For	For
5	Re-elect Christine Sisler as Director	Mgmt	For	For	For
6	Re-elect Philip O'Connor as Director	Mgmt	For	For	For
7	Re-elect Vijay Thakrar as Director	Mgmt	For	For	For
8	Re-elect David Johnston as Director	Mgmt	For	For	For
9	Elect Bronagh Kennedy as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For

Treatt Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Share Incentive Plan	Mgmt	For	For	For
13	Approve Long-Term Incentive Plan	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

WH Smith Plc

Meeting Date: 01/26/2024

Country: United Kingdom

Ticker: SMWH

Record Date: 01/24/2024

Meeting Type: Annual

Primary Security ID: G8927V149

Shares Voted: 32,000

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 Final Dividend	Mgmt	For	For	For
4	Elect Colette Burke as Director	Mgmt	For	For	For
5	Re-elect Annette Court as Director	Mgmt	For	Against	Against
6	Re-elect Carl Cowling as Director	Mgmt	For	For	For
7	Re-elect Nicky Dulieu as Director	Mgmt	For	For	For
8	Re-elect Simon Emeny as Director	Mgmt	For	For	For
9	Re-elect Robert Moorhead as Director	Mgmt	For	For	For
10	Re-elect Marion Sears as Director	Mgmt	For	For	For

WH Smith Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Adopt New Articles of Association	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Accenture plc

Meeting Date: 01/31/2024 **Country:** Ireland **Ticker:** ACN
Record Date: 12/04/2023 **Meeting Type:** Annual
Primary Security ID: G1151C101

Shares Voted: 36,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Brudermuller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/06/2024

Country: USA

Ticker: EMR

Record Date: 11/28/2023

Meeting Type: Annual

Primary Security ID: 291011104

Shares Voted: 476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Leticia Goncalves Lourenco	Mgmt	For	For	For
1c	Elect Director James M. McKelvey	Mgmt	For	For	For
1d	Elect Director James S. Turley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

QinetiQ Group plc

Meeting Date: 02/06/2024

Country: United Kingdom

Ticker: QQ

Record Date: 02/02/2024

Meeting Type: Special

Primary Security ID: G7303P106

Shares Voted: 92,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Future Plc

Meeting Date: 02/07/2024

Country: United Kingdom

Ticker: FUTR

Record Date: 02/05/2024

Meeting Type: Annual

Primary Security ID: G37005132

Shares Voted: 44,000

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 Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Richard Huntingford as Director	Mgmt	For	For	For
5	Elect Jon Steinberg as Director	Mgmt	For	For	For
6	Re-elect Meredith Amdur as Director	Mgmt	For	For	For
7	Re-elect Mark Brooker as Director	Mgmt	For	For	For
8	Re-elect Rob Hattrell as Director	Mgmt	For	For	For
9	Re-elect Penny Ladkin-Brand as Director	Mgmt	For	For	For
10	Re-elect Alan Newman as Director	Mgmt	For	For	For
11	Re-elect Angela Seymour-Jackson as Director	Mgmt	For	For	For
12	Elect Ivana Kirkbride as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For

Future Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
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

Siemens AG

Meeting Date: 02/08/2024

Country: Germany

Ticker: SIE

Record Date: 02/01/2024

Meeting Type: Annual

Primary Security ID: D69671218

Shares Voted: 38,519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Fair Isaac Corporation

Meeting Date: 02/14/2024 **Country:** USA **Ticker:** FICO
Record Date: 12/18/2023 **Meeting Type:** Annual
Primary Security ID: 303250104

Shares Voted: 734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	For	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1c	Elect Director James D. Kirsner	Mgmt	For	For	For
1d	Elect Director William J. Lansing	Mgmt	For	For	For
1e	Elect Director Eva Manolis	Mgmt	For	For	For
1f	Elect Director Marc F. McMorris	Mgmt	For	For	For
1g	Elect Director Joanna Rees	Mgmt	For	For	For
1h	Elect Director David A. Rey	Mgmt	For	For	For
1i	Elect Director H. Tayloe Stansbury	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/23/2024 **Country:** Germany **Ticker:** IFX
Record Date: 02/16/2024 **Meeting Type:** Annual
Primary Security ID: D35415104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ute Wolf to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hermann Eul to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

Siemens Energy AG

Meeting Date: 02/26/2024

Country: Germany

Ticker: ENR

Record Date: 02/19/2024

Meeting Type: Annual

Primary Security ID: D6T47E106

Shares Voted: 17,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Veronika Grimm to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Simone Menne to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 79.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Apple Inc.

Meeting Date: 02/28/2024 **Country:** USA **Ticker:** AAPL
Record Date: 01/02/2024 **Meeting Type:** Annual
Primary Security ID: 037833100

Shares Voted: 115,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
7	Report on Use of Artificial Intelligence	SH	Against	For	For

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

Kone Oyj

Meeting Date: 02/29/2024 **Country:** Finland **Ticker:** KNEBV
Record Date: 02/19/2024 **Meeting Type:** Annual
Primary Security ID: X4551T105

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
14.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Fix Number of Auditors at One	Mgmt	For	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
20	Close Meeting	Mgmt			

Novozymes A/S

Meeting Date: 03/04/2024

Country: Denmark

Ticker: NZYM.B

Record Date: 02/26/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: K7317J133

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Novonesis AS as Secondary Name	Mgmt	For	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
3.a	Elect Lise Kaae as Director	Mgmt	For	For	For
3.b	Elect Kevin Lane as Director	Mgmt	For	For	For
3.c	Elect Kim Stratton as Director	Mgmt	For	Abstain	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Meeting Date: 03/05/2024

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 35,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
6.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
6.4	Reelect Patrice Bula as Director	Mgmt	For	Against	Against
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
6.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
6.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
6.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
6.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
6.12	Reelect William Winters as Director	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.13	Reelect John Young as Director	Mgmt	For	For	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

QUALCOMM Incorporated

Meeting Date: 03/05/2024

Country: USA

Ticker: QCOM

Record Date: 01/08/2024

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 82,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciguerra	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** AMAT
Record Date: 01/10/2024 **Meeting Type:** Annual
Primary Security ID: 038222105

Shares Voted: 72,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

Cencora, Inc.

Meeting Date: 03/12/2024 **Country:** USA **Ticker:** COR
Record Date: 01/16/2024 **Meeting Type:** Annual
Primary Security ID: 03073E105

Shares Voted: 889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Werner Baumann	Mgmt	For	For	For
1c	Elect Director Steven H. Collis	Mgmt	For	For	For
1d	Elect Director D. Mark Durcan	Mgmt	For	For	For
1e	Elect Director Richard W. Gochnauer	Mgmt	For	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1g	Elect Director Kathleen W. Hyle	Mgmt	For	For	For
1h	Elect Director Lorence H. Kim	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	For
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 Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For
6	Enhance Majority Vote for the Election of Directors	SH	Against	Against	Against

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/14/2024

Country: Spain

Ticker: BBVA

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: E11805103

Shares Voted: 11,807

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 Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For	For
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	For	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For	For
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	For	For
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	For	For	For
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For

SCHOTT Pharma AG & Co. KGaA

Meeting Date: 03/14/2024

Country: Germany

Ticker: 1SXP

Record Date: 02/21/2024

Meeting Type: Annual

Primary Security ID: D6T79R108

Shares Voted: 9,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022/23	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.15 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022/23	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

NKT A/S

Meeting Date: 03/20/2024

Country: Denmark

Ticker: NKT

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: K7037A107

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Receive Annual Report	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6	Approve Discharge of Management and Board	Mgmt	For	For	For

NKT A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors in the Amount of DKK 1.12 Million for Chairman, DKK 750,000 for Deputy Chairman and DKK 375,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8.a	Reelect Jens Due Olsen as Director	Mgmt	For	For	For
8.b	Reelect Rene Svendsen-Tune as Director	Mgmt	For	For	For
8.c	Reelect Nebahat Albayrak as Director	Mgmt	For	For	For
8.d	Reelect Karla Marianne Lindahl as Director	Mgmt	For	For	For
8.e	Reelect Andreas Nauen as Director	Mgmt	For	For	For
8.f	Reelect Anne Vedel as Director	Mgmt	For	For	For
9.1	Ratify PWC as Auditors	Mgmt	For	For	For
9.2	Ratify PWC as Authorized Sustainability Auditor	Mgmt	For	For	For
10.1	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For	For
11	Other Business	Mgmt			

Samsung Electronics Co., Ltd.

Meeting Date: 03/20/2024

Country: South Korea

Ticker: 005930

Record Date: 12/29/2023

Meeting Type: Annual

Primary Security ID: Y74718100

Shares Voted: 207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Shin Je-yoon as Outside Director	Mgmt	For	For	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Samsung Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Articles of Incorporation	Mgmt	For	For	For

ABB Ltd.

Meeting Date: 03/21/2024 **Country:** Switzerland **Ticker:** ABBN
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: H0010V101

Shares Voted: 10,300

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 Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.3	Reelect Lars Foerberg as Director	Mgmt	For	For	For
7.4	Elect Johan Forssell as Director	Mgmt	For	For	For
7.5	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.8	Reelect David Meline as Director	Mgmt	For	For	For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against	Against

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Banco Santander SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: SAN

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: E19790109

Shares Voted: 167,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For	For
3.B	Elect Juan Carlos Barrabes Consul as Director	Mgmt	For	For	For
3.C	Elect Antonio Francesco Weiss as Director	Mgmt	For	For	For
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.E	Reelect German de la Fuente Escamilla as Director	Mgmt	For	For	For
3.F	Reelect Henrique de Castro as Director	Mgmt	For	For	For
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	Mgmt	For	For	For
3.H	Reelect Belen Romana Garcia as Director	Mgmt	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	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
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
6.A	Approve Remuneration Policy	Mgmt	For	Against	Against
6.B	Approve Remuneration of Directors	Mgmt	For	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

BB Biotech AG

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: BION

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: H0676C173

Shares Voted: 8,000

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 Allocation of Income and Dividends of CHF 2.00 per Registered Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Clive Meanwell as Director	Mgmt	For	For	For

BB Biotech AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Reelect Laura Hamill as Director	Mgmt	For	For	For
4.4	Reelect Pearl Huang as Director	Mgmt	For	For	For
4.5	Reelect Mads Thomsen as Director	Mgmt	For	For	For
4.6	Elect Camilla Soenderby as Director	Mgmt	For	For	For
5.1	Reappoint Clive Meanwell as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
5.2	Reappoint Mads Thomsen as Member of the Compensation and Nomination Committee	Mgmt	For	For	For
6	Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
7	Designate Walder Wyss AG as Independent Proxy	Mgmt	For	For	For
8	Ratify Deloitte AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Carl Zeiss Meditec AG

Meeting Date: 03/21/2024

Country: Germany

Ticker: AFX

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: D14895102

Shares Voted: 7,397

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Elect Stefan Mueller to the Supervisory Board	Mgmt	For	Against	Against
9	Approve Remuneration Report	Mgmt	For	Against	Against

Essity AB

Meeting Date: 03/21/2024 **Country:** Sweden **Ticker:** ESSITY.B
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: W3R06F100

Shares Voted: 48,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President, Chairmen and Auditor Review	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c6	Approve Discharge of Bjorn Gulden	Mgmt	For	For	For
8.c7	Approve Discharge of Jan Gurander	Mgmt	For	For	For
8.c8	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
8.c9	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	For
8.c12	Approve Discharge of Louise Svanberg	Mgmt	For	For	For
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For	For
8.c16	Approve Discharge of Magnus Groth	Mgmt	For	For	For
9	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Ewa Bjorling as Director	Mgmt	For	For	For
12.b	Reelect Maria Carell as Director	Mgmt	For	For	For
12.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.d	Reelect Magnus Groth as Director	Mgmt	For	For	For
12.e	Reelect Jan Gurander as Director	Mgmt	For	For	For
12.f	Reelect Torbjorn Loof as Director	Mgmt	For	For	For
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.h	Reelect Barbara Milian Thoralfsson as Director	Mgmt	For	For	For
12.i	Elect Karl Aberg as New Director	Mgmt	For	Against	For
13	Elect Jan Gurander as Board Chair	Mgmt	For	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Nordea Bank Abp

Meeting Date: 03/21/2024

Country: Finland

Ticker: NDA.SE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: X5S8VL105

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellemfolkeligt Samvirke / Action Aid Denmark	Mgmt			
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
25	Close Meeting	Mgmt			

Novo Nordisk A/S

Meeting Date: 03/21/2024 **Country:** Denmark **Ticker:** NOVO.B
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary Security ID: K72807140

Shares Voted: 77,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
9	Other Business	Mgmt			

Valmet Corp.

Meeting Date: 03/21/2024

Country: Finland

Ticker: VALMT

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: X96478114

Shares Voted: 11,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.35 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	For
12	Approve Remuneration of Directors in the Amount of EUR 150,000 for Chairman, EUR 82,500 for Vice Chairman and EUR 66,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For
14	Reelect Mikael Makinen (Chair), Jaakko Eskola (Vice-Chair), Pekka Kempainen, Monika Maurer, Anu Hamalainen and Per Lindberg as Directors; Elect Annareetta Lumme-Timonen and Annika Paasikivi as New Directors	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of up to 18.5 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Kubota Corp.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 6326

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J36662138

Shares Voted: 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	For	For
1.2	Elect Director Yoshikawa, Masato	Mgmt	For	For	For
1.3	Elect Director Watanabe, Dai	Mgmt	For	For	For
1.4	Elect Director Kimura, Hiroto	Mgmt	For	For	For
1.5	Elect Director Yoshioka, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanada, Shingo	Mgmt	For	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For	For
1.8	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.9	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.10	Elect Director Kawana, Koichi	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Ito, Kazushi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Yamada, Yuichi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Meeting Date: 03/22/2024

Country: Sweden

Ticker: SCA.B

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: W90152120

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8.c6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For	For
8.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8.c8	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8.c11	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8.c12	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8.c13	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8.c14	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8.c15	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8.c16	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8.c17	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chairman and SEK 715,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	For	For
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For	For
12.7	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.8	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	For
12.9	Elect Helena Stjernholm as New Director	Mgmt	For	Against	For
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Asahi Group Holdings Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 2502

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J02100113

Asahi Group Holdings Ltd.

Shares Voted: 11,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For
2.1	Elect Director Koji, Akiyoshi	Mgmt	For	For	For
2.2	Elect Director Katsuki, Atsushi	Mgmt	For	For	For
2.3	Elect Director Tanimura, Keizo	Mgmt	For	For	For
2.4	Elect Director Sakita, Kaoru	Mgmt	For	For	For
2.5	Elect Director Christina L. Ahmadjian	Mgmt	For	For	For
2.6	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
2.7	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.8	Elect Director Matsunaga, Mari	Mgmt	For	For	For
2.9	Elect Director Nishinaka, Naoko	Mgmt	For	For	For
2.10	Elect Director Sato, Chika	Mgmt	For	For	For
2.11	Elect Director Melanie Brock	Mgmt	For	For	For
3	Appoint Statutory Auditor Oshima, Akiko	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4519

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J06930101

Shares Voted: 18,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Okuda, Osamu	Mgmt	For	For	For
3.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For	For
3.3	Elect Director Iikura, Hitoshi	Mgmt	For	For	For
3.4	Elect Director Momoj, Mariko	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Elect Director Tateishi, Fumio	Mgmt	For	For	For
3.6	Elect Director Teramoto, Hideo	Mgmt	For	For	For
3.7	Elect Director Christoph Franz	Mgmt	For	For	For
3.8	Elect Director James H. Sabry	Mgmt	For	For	For
3.9	Elect Director Teresa A. Graham	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Masuda, Kenichi	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Yunoki, Mami	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Nokia Oyj

Meeting Date: 04/03/2024

Country: Finland

Ticker: NOKIA

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: X61873133

Shares Voted: 35,086

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	For	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
14.5	Reelect Lisa Hook as Director	Mgmt	For	For	For
14.6	Elect Michael McNamara as New Director	Mgmt	For	For	For
14.7	Reelect Thomas Saueressig as Director	Mgmt	For	For	For
14.8	Reelect Soren Skou (Vice Chair) as Director	Mgmt	For	For	For
14.9	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	For	For
21.1	Amend Corporate Purpose	Mgmt	For	For	For
21.2	Amend Articles Re: Auditor	Mgmt	For	For	For
21.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
21.4	Amend Articles Re: Matters to be considered at the Annual General Meeting	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Schlumberger N.V.

Meeting Date: 04/03/2024

Country: Curacao

Ticker: SLB

Record Date: 02/07/2024

Meeting Type: Annual

Primary Security ID: 806857108

Shares Voted: 6,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiére	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Jim Hackett	Mgmt	For	For	For
1.5	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.6	Elect Director Samuel Leupold	Mgmt	For	For	For
1.7	Elect Director Tatiana Mitrova	Mgmt	For	For	For
1.8	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.9	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.10	Elect Director Jeff Sheets	Mgmt	For	For	For
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Meeting Date: 04/03/2024

Country: Sweden

Ticker: ERIC.B

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: W26049119

Shares Voted: 100,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President and CEO Report; Allow Questions	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For	For
8.3.b	Approve Discharge of Board Member Ronnie Leten	Mgmt	For	For	For
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	For
8.3.e	Approve Discharge of Board Member Nora Denzel	Mgmt	For	For	For
8.3.f	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For	For
8.3.i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	For	For
8.3.j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
8.3.k	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
8.3.l	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For	For
8.3.m	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For	For
8.3.n	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	For	For
8.3.o	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	For	For
8.3.p	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.r	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	For
8.3.s	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For	For
8.3.t	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	For
8.3.u	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For	For
8.3.v	Approve Discharge of President Borje Ekholm	Mgmt	For	For	For
8.4	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	Mgmt	For	For	For
9	Determine Number Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors SEK 4.6 Million for Chairman and SEK 1.2 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.6	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.7	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
11.9	Reelect Christy Wyatt as Director	Mgmt	For	For	For
11.10	Elect Karl Aberg as New Director	Mgmt	For	Against	Against
12	Reelect Jan Carlson as Board Chairman	Mgmt	For	Against	Against
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program 2024 (LTV 2024)	Mgmt	For	Against	Against
16.2	Approve Equity Plan Financing LTV 2024	Mgmt	For	Against	Against
16.3	Approve Alternative Equity Plan Financing of LTV 2024, if Item 16.2 is Not Approved	Mgmt	For	Against	Against
17	Approve Equity Plan Financing of LTV I 2023	Mgmt	For	For	For
18.1	Approve Equity Plan Financing of LTV 2021, LTV 2022 and LTV II 2023	Mgmt	For	For	For
18.2	Approve Equity Plan Financing of LTV 2021, LTV 2022 and LTV II 2023	Mgmt	For	For	For
19	Close Meeting	Mgmt			

The Walt Disney Company

Meeting Date: 04/03/2024

Country: USA

Ticker: DIS

Record Date: 02/05/2024

Meeting Type: Proxy Contest

Primary Security ID: 254687106

Shares Voted: 112,989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	For	Do Not Vote	For
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	For	Do Not Vote	For
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	For	Do Not Vote	For
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	For	Do Not Vote	For
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For	Do Not Vote	For
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	For	Do Not Vote	For
1G	Elect Management Nominee Director James P. Gorman	Mgmt	For	Do Not Vote	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	For	Do Not Vote	For
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	For	Do Not Vote	For
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For	Do Not Vote	For
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	For	Do Not Vote	For
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	For	Do Not Vote	For
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Withhold
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Withhold
1O	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Do Not Vote	Withhold
1P	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Do Not Vote	Withhold
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Do Not Vote	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	For
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Do Not Vote	For
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Do Not Vote	Against
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Do Not Vote	For
8	Report on Charitable Contributions	SH	Against	Do Not Vote	For
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Against	Do Not Vote	Against
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Do Not Vote	Against
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt			

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	For	For	Do Not Vote
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	For	Withhold	Do Not Vote
	OPPOSED COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	For	Do Not Vote
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Withhold	Do Not Vote
	ACCEPTABLE COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	None	For	Do Not Vote
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	None	For	Do Not Vote
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	None	For	Do Not Vote
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	None	For	Do Not Vote
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	None	For	Do Not Vote
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	None	For	Do Not Vote
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	None	For	Do Not Vote
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	None	For	Do Not Vote
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	None	For	Do Not Vote
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	None	For	Do Not Vote
	BLACKWELLS NOMINEES	Mgmt			
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Withhold	Do Not Vote
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Withhold	Do Not Vote
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Withhold	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	For	Do Not Vote

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	None	For	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Against	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	For	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Against	Do Not Vote
8	Report on Charitable Contributions	SH	None	Against	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	For	For	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Against	Do Not Vote
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	For	Do Not Vote	Do Not Vote
1b	Elect Dissident Nominee Director Jessica Schell	SH	For	Do Not Vote	Do Not Vote
1c	Elect Dissident Nominee Director Leah Solivan	SH	For	Do Not Vote	Do Not Vote
	COMPANY NOMINEES	Mgmt			
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Withhold	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Withhold	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Withhold	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Withhold	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Withhold	Do Not Vote	Do Not Vote
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Do Not Vote	Do Not Vote
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Withhold	Do Not Vote	Do Not Vote
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Withhold	Do Not Vote	Do Not Vote

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Do Not Vote	Do Not Vote
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Withhold	Do Not Vote	Do Not Vote
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Withhold	Do Not Vote	Do Not Vote
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Withhold	Do Not Vote	Do Not Vote
	THE TRIAN GROUP NOMINEES	Mgmt			
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Do Not Vote	Do Not Vote
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Do Not Vote	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Do Not Vote	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Do Not Vote	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Do Not Vote	Do Not Vote
8	Report on Charitable Contributions	SH	None	Do Not Vote	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	None	Do Not Vote	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	For	Do Not Vote	Do Not Vote

EDP Renovaveis SA

Meeting Date: 04/04/2024

Country: Spain

Ticker: EDPR

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: E3847K101

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 Treatment of Net Loss	Mgmt	For	For	For
3	Approve Scrip Dividends	Mgmt	For	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Remuneration Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For
7	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.A	Acknowledge Resignation of Vera de Morais Pinto Pereira Carneiro as Director	Mgmt			
8.B	Acknowledge Resignation of Ana Paula Garrido de Pina Marques as Director	Mgmt			
8.C	Acknowledge Resignation of Acacio Liberado Mota Piloto as Director	Mgmt			
8.D	Fix Number of Directors at 9	Mgmt	For	For	For
8.E	Reelect Miguel Stilwell de Andrade as Director	Mgmt	For	For	For
8.F	Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	Mgmt	For	For	For
8.G	Reelect Manuel Menendez Menendez as Director	Mgmt	For	For	For
8.H	Reelect Antonio Sarmento Gomes Mota as Director	Mgmt	For	Against	Against
8.I	Reelect Rosa Maria Garcia Garcia as Director	Mgmt	For	For	For
8.J	Reelect Jose Manuel Felix Morgado as Director	Mgmt	For	For	For
8.K	Reelect Allan J. Katz as Director	Mgmt	For	For	For
8.L	Reelect Cynthia Kay McCall as Director	Mgmt	For	For	For
8.M	Elect Ana Paula de Sousa Freitas Madureira Serra as Director	Mgmt	For	For	For

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Amend Remuneration Policy	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Rio Tinto Plc

Meeting Date: 04/04/2024 **Country:** United Kingdom **Ticker:** RIO
Record Date: 04/02/2024 **Meeting Type:** Annual
Primary Security ID: G75754104

Shares Voted: 39,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 1 to 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
5	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
6	Elect Dean Valle as Director	Mgmt	For	For	For
7	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
8	Elect Martina Merz as Director	Mgmt	For	For	For
9	Elect Joc O'Rourke as Director	Mgmt	For	For	For
10	Re-elect Dominic Barton as Director	Mgmt	For	For	For
11	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
12	Re-elect Simon Henry as Director	Mgmt	For	For	For
13	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
14	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For
15	Re-elect Jennifer Nason as Director	Mgmt	For	For	For

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
17	Re-elect Ngaire Woods as Director	Mgmt	For	For	For
18	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
19	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
20	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	Abstain
	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt			
22	Approve Amendments to Rio Tinto Limited's Constitution	Mgmt	For	For	For
	Resolutions 23 to 26 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt			
23	Authorise Issue of Equity	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	Against
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Storebrand ASA

Meeting Date: 04/04/2024

Country: Norway

Ticker: STB

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: R85746106

Shares Voted: 90,000

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	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For

Storebrand ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Receive Report on Company's Activities	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 4.10 Per Share	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For	For
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
10	Approve NOK 87.6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
11	Amend Articles Re: Annual General Meeting; Nomination Committee	Mgmt	For	For	For
12.1	Authorize Share Repurchase Program	Mgmt	For	For	For
12.2	Approve Creation of NOK 224 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
12.3	Authorize Board to Raise Subordinated Loans	Mgmt	For	For	For
13.1	Elect Jarle Roth as Director	Mgmt	For	For	For
13.2	Elect Martin Skancke as Director	Mgmt	For	For	For
13.3	Elect Christel Elise Borge as Director	Mgmt	For	For	For
13.4	Elect Marianne Bergmann Roren as Director	Mgmt	For	For	For
13.5	Elect Viveka Ekberg as Director	Mgmt	For	For	For
13.6	Elect Benjamin Kristoffer Golding as Director	Mgmt	For	For	For
13.7	Elect Jaan Ivar Semlitsch as Director	Mgmt	For	For	For
13.8	Elect Jarle Roth as Board Chairman	Mgmt	For	For	For
13.9	Elect Martin Skancke as Vice Chairman	Mgmt	For	For	For
14.1	Elect Nils Bastiansen as Member of the Nomination Committee	Mgmt	For	For	For
14.2	Elect Liv Monica Stubholt as Member of the Nomination Committee	Mgmt	For	For	For

Storebrand ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.3	Elect Lars Jansen Viste as Member of the Nomination Committee	Mgmt	For	For	For
14.4	Elect Fridtjof Berents as Member of the Nomination Committee	Mgmt	For	For	For
14.5	Elect Nils Bastiansen as Chair of Nominating Committee	Mgmt	For	For	For
15.1	Approve Remuneration of Directors	Mgmt	For	For	For
15.2	Approve Remuneration of Board Committees	Mgmt	For	For	For
15.3	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Alfen NV

Meeting Date: 04/09/2024

Country: Netherlands

Ticker: ALFEN

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: N0227W101

Shares Voted: 4,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements	Mgmt	For	For	For
3	Discussion on Company's Corporate Governance	Mgmt			
4a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4b	Discuss Allocation of Income	Mgmt			
5a	Approve Discharge of Management Board	Mgmt	For	For	For
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Amend Remuneration Policy of Management Board	Mgmt	For	For	For

Alfen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Boudewijn Tans to Management Board	Mgmt	For	For	For
8	Elect Willem Ackermans to Supervisory Board	Mgmt	For	For	For
9a	Amend Articles of Association of the Company I	Mgmt	For	For	For
9b	Amend Articles of Association of the Company II	Mgmt	For	Against	Against
10a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
10b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
12	Close Meeting	Mgmt			

Indutrade AB

Meeting Date: 04/09/2024

Country: Sweden

Ticker: INDT

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: W4939U106

Shares Voted: 17,535

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			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Board's and Board Committee's Reports	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10b	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10d.1	Approve Discharge of Bo Annvik	Mgmt	For	For	For
10d.2	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
10d.3	Approve Discharge of Anders Jernhall	Mgmt	For	For	For
10d.4	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
10d.8	Approve Discharge of Krister Mellve	Mgmt	For	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
11	Receive Nominating Committee's Report	Mgmt			
12.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 920,000 for Chairman and SEK 460,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.1b	Reelect Susanna Campbell as Director	Mgmt	For	For	For
14.1c	Reelect Anders Jernhall as Director	Mgmt	For	Against	Against
14.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For	For
14.1e	Reelect Ulf Lundahl as Director	Mgmt	For	Against	Against
14.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
14.1g	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.1h	Elect Pia Brantgarde Linder as New Director	Mgmt	For	For	For
14.2	Reelect Katarina Martinson as Board Chairman	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	Against	Against
18.a	Approve Performance Share Incentive Plan LTIP 2024 for Key Employees	Mgmt	For	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/09/2024

Country: Denmark

Ticker: VWS

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: K9773J201

Shares Voted: 42,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 946,764 for Vice Chairman and DKK 473,382 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.d	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.e	Reelect Lena Marie Olving as Director	Mgmt	For	For	For
6.f	Elect William (Bill) Fehrman as New Director	Mgmt	For	For	For
6.g	Elect Henriette Hallberg Thygesen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

VINCI SA

Meeting Date: 04/09/2024

Country: France

Ticker: DG

Record Date: 04/05/2024

Meeting Type: Annual/Special

Primary Security ID: F5879X108

Shares Voted: 29,775

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.50 per Share	Mgmt	For	For	For
4	Reelect Benoit Bazin as Director	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report	Mgmt	For	For	For
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Telekom AG

Meeting Date: 04/10/2024

Country: Germany

Ticker: DTE

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 33,967

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect Lars Hinrichs to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/10/2024

Country: Netherlands

Ticker: AD

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: N0074E105

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Receive Report of Management Board (Non-Voting)	Mgmt			
2.2	Discussion on Company's Corporate Governance Structure	Mgmt			
2.3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.4	Adopt Financial Statements	Mgmt	For	For	For
2.5	Approve Dividends	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.1	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For
5.2	Reelect Helen Weir to Supervisory Board	Mgmt	For	For	For
5.3	Reelect Frank van Zanten to Supervisory Board	Mgmt	For	For	For
5.4	Elect Robert Jan van de Kraats to Supervisory Board	Mgmt	For	For	For
5.5	Elect Laura Miller to Supervisory Board	Mgmt	For	For	For
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7.3	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
7.4	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Synopsys, Inc.

Meeting Date: 04/10/2024

Country: USA

Ticker: SNPS

Record Date: 02/12/2024

Meeting Type: Annual

Primary Security ID: 871607107

Shares Voted: 970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	For	For
1b	Elect Director Roy Vallee	Mgmt	For	For	For
1c	Elect Director Sassine Ghazi	Mgmt	For	For	For
1d	Elect Director Luis Borgen	Mgmt	For	For	For
1e	Elect Director Marc N. Casper	Mgmt	For	For	For
1f	Elect Director Janice D. Chaffin	Mgmt	For	For	For
1g	Elect Director Bruce R. Chizen	Mgmt	For	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For

Synopsys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Robert G. Painter	Mgmt	For	For	For
1j	Elect Director Jeannine P. Sargent	Mgmt	For	For	For
1k	Elect Director John G. Schwarz	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For

Zurich Insurance Group AG

Meeting Date: 04/10/2024

Country: Switzerland

Ticker: ZURN

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 1,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1.i	Reelect Monica Maechler as Director	Mgmt	For	For	For
4.1.j	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.k	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect John Rafter as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

AstraZeneca PLC

Meeting Date: 04/11/2024

Country: United Kingdom

Ticker: AZN

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: G0593M107

Shares Voted: 30,000

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Dividends	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5h	Elect Anna Manz as Director	Mgmt	For	For	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5l	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Amend Performance Share Plan 2020	Mgmt	For	Against	Against
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Dow Inc.

Meeting Date: 04/11/2024 **Country:** USA **Ticker:** DOW
Record Date: 02/15/2024 **Meeting Type:** Annual
Primary Security ID: 260557103

Shares Voted: 9,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	Against	Against
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
1k	Elect Director Jill S. Wyant	Mgmt	For	For	For
1l	Elect Director Daniel W. Yohannes	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	Provide Right to Act by Written Consent	SH	Against	For	For
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	For	For

Telefonica SA

Meeting Date: 04/11/2024 **Country:** Spain **Ticker:** TEF
Record Date: 04/05/2024 **Meeting Type:** Annual
Primary Security ID: 879382109

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 Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Reelect Isidro Faine Casas as Director	Mgmt	For	For	For
4.2	Reelect Jose Javier Echenique Landiribar as Director	Mgmt	For	For	For
4.3	Reelect Peter Loscher as Director	Mgmt	For	For	For
4.4	Reelect Veronica Maria Pascual Boe as Director	Mgmt	For	For	For
4.5	Reelect Claudia Sender Ramirez as Director	Mgmt	For	For	For
4.6	Ratify Appointment of and Elect Solange Sobral Targa as Director	Mgmt	For	For	For
4.7	Ratify Appointment of and Elect Alejandro Reynal Ample as Director	Mgmt	For	For	For
5	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
6	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
7	Approve Long-Term Incentive Plan	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Acea SpA

Meeting Date: 04/12/2024

Country: Italy

Ticker: ACE

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: T0040K106

Shares Voted: 12,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	Shareholder Proposal Submitted by Suez International SAS	Mgmt			
5	Elect Yves Rannou as Director	SH	None	For	For

Meeting Date: 04/12/2024

Country: Italy

Ticker: UCG

Record Date: 04/03/2024

Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Shares Voted: 14,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate 1 Submitted by Management	Mgmt	For	For	For
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
10	Approve 2024 Group Incentive System	Mgmt	For	For	For
11	Approve Employees Share Ownership Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Holmen AB

Meeting Date: 04/16/2024

Country: Sweden

Ticker: HOLM.B

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: W4R00P201

Shares Voted: 3,042

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	Designate Inspectors of Minutes of Meeting	Mgmt	For	For	For
5	Approve Agenda 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	Allow Questions	Mgmt			

Holmen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 11.50 Per Share; Approve Record Date for Dividend Payment	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (9) and Deputy Members of Board (0); Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 860,000 to Chairman and SEK 430,000 to Other Directors; Approve Remuneration of Auditor	Mgmt	For	For	For
14	Reelect Fredrik Lundberg (Chair), Lars Josefsson, Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson, Henrik Sjolund, Henriette Zeuchner and Carina Akerstrom as Directors	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
17.A	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	For	For
17.B1	Approve Equity Plan Financing	Mgmt	For	For	For
17.B2	Approve Alternative Equity Plan Financing - if Item 17.A is Not Approved	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

IQVIA Holdings Inc.

Meeting Date: 04/16/2024

Country: USA

Ticker: IQV

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 46266C105

Shares Voted: 10,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ari Bousbib	Mgmt	For	For	For

IQVIA Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Carol J. Burt	Mgmt	For	For	For
1c	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1d	Elect Director John M. Leonard	Mgmt	For	For	For
1e	Elect Director Todd B. Sisitsky	Mgmt	For	For	For
1f	Elect Director Sheila A. Stamps	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Report on Political Contributions and Expenditures	SH	Against	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Stellantis NV

Meeting Date: 04/16/2024 **Country:** Netherlands **Ticker:** STLAM
Record Date: 03/19/2024 **Meeting Type:** Annual
Primary Security ID: N82405106

Shares Voted: 23,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Discussion on Company's Corporate Governance Structure	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	Against	Against
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends	Mgmt	For	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For	For
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6.a	Approve Cancellation of Common Shares	Mgmt	For	For	For
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Adobe Inc.

Meeting Date: 04/17/2024 **Country:** USA **Ticker:** ADBE
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 00724F101

Shares Voted: 19,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For	For
1b	Elect Director Amy Banse	Mgmt	For	For	For
1c	Elect Director Brett Biggs	Mgmt	For	For	For
1d	Elect Director Melanie Boulden	Mgmt	For	For	For
1e	Elect Director Frank Calderoni	Mgmt	For	For	For
1f	Elect Director Laura Desmond	Mgmt	For	For	For
1g	Elect Director Shantanu Narayan	Mgmt	For	For	For
1h	Elect Director Spencer Neumann	Mgmt	For	For	For
1i	Elect Director Kathleen Oberg	Mgmt	For	For	For
1j	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1k	Elect Director David Ricks	Mgmt	For	For	For
1l	Elect Director Daniel Rosensweig	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For	For

Ferrari NV

Meeting Date: 04/17/2024 **Country:** Netherlands **Ticker:** RACE
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: N3167Y103

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Director's Board Report (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Discuss Corporate Governance Chapter in Board Report	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends	Mgmt	For	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For	For
3.a	Reelect John Elkann as Executive Director	Mgmt	For	Against	Against
3.b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	For	For
3.c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	Against	Against
3.d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	For	For
3.e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	For	For
3.f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	For	For
3.g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	For	For

Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.h	Reelect John Galantic as Non-Executive Director	Mgmt	For	For	For
3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For	For	For
3.j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	For	For
3.k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For	For	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Amend Remuneration Policy of Board of Directors	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For	For
7	Reappoint Auditors	Mgmt	For	For	For
8	Approve Awards to Executive Director	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Geberit AG

Meeting Date: 04/17/2024 **Country:** Switzerland **Ticker:** GEBN
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: H2942E124

Shares Voted: 302

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 Allocation of Income and Dividends of CHF 12.70 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	For	For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	For	For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	For	For

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Against	Against
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	Against	Against
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 12.9 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Proximus SA

Meeting Date: 04/17/2024 **Country:** Belgium **Ticker:** PROX
Record Date: 04/03/2024 **Meeting Type:** Annual
Primary Security ID: B6951K109

Shares Voted: 17,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Information Provided by the Joint Committee	Mgmt			
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			

Proximus SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.20 per Share	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Discharge of Directors	Mgmt	For	For	For
9	Approve Discharge of Directors Whose Mandate Ended on 19 April 2023 and on 1 December 2023	Mgmt	For	For	For
10	Approve Discharge of Auditors	Mgmt	For	For	For
11	Approve Special Discharge to Auditors of the Consolidated Accounts of the Proximus Group	Mgmt	For	For	For
12	Reelect Joachim Sonne as Independent Director	Mgmt	For	For	For
13	Reelect Luc Van as Independent Director	Mgmt	For	For	For
14	Reelect Guillaume Boutin as Director	Mgmt	For	For	For
15	Reelect Caroline Basyn as Director	Mgmt	For	For	For
16	Ratify Deloitte Bedrijfsrevisoren, Permanently Represented by Koen Neijens, as Auditors In Charge of the Assurance of the CSRD Sustainability Report	Mgmt	For	For	For
17	Ratify Christophe Rappe as a Member of the Board of Auditors	Mgmt			
18	Transact Other Business	Mgmt			

Royal KPN NV

Meeting Date: 04/17/2024

Country: Netherlands

Ticker: KPN

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: N4297B146

Shares Voted: 41,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Discussion on Company's Corporate Governance Structure	Mgmt			
10	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy of Management Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
13	Notification of the Intended Reappointments of Farwerck, Figeo, Garssen and Snoep to Management Board	Mgmt			
14	Discuss Composition of the Supervisory Board	Mgmt			
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
19	Other Business (Non-Voting)	Mgmt			
20	Close Meeting	Mgmt			

Beiersdorf AG

Meeting Date: 04/18/2024

Country: Germany

Ticker: BEI

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: D08792109

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Donya-Florence Amer to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Hong Chow to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	Against	Against
7.4	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Frederic Pflanz to the Supervisory Board	Mgmt	For	Against	Against
7.6	Elect Reinhard Poellath to the Supervisory Board	Mgmt	For	Against	Against
7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024

Country: France

Ticker: MC

Record Date: 04/16/2024

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 6,780

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 13 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	Against
6	Elect Henri de Castries as Director	Mgmt	For	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Against	Against
8	Elect Frederic Arnault as Director	Mgmt	For	Against	Against
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

Nestle SA

Meeting Date: 04/18/2024 **Country:** Switzerland **Ticker:** NESN
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: H57312649

Shares Voted: 50,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	Against	Against
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	For	For
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Against	Against	Against
	Management Proposal	Mgmt			
8	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Orkla ASA

Meeting Date: 04/18/2024

Country: Norway

Ticker: ORK

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: R67787102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6 Per Share	Mgmt	For	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	Against	Against
4	Discuss Company's Corporate Governance Statement	Mgmt			
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	Against	Against
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For	For
6.4	Reelect Christina Fagerberg as Director	Mgmt	For	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For	For
6.6	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For	For
6.7	Elect Bengt Arve Rem as New Director	Mgmt	For	For	For
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For	For
8.1	Elect Anders Christian Stray Ryssdal as Members of Nominating Committee	Mgmt	For	For	For
8.2	Elect Kjetil Houg as Members of Nominating Committee	Mgmt	For	For	For
8.3	Elect Rebekka Glasser Herlofsen as Members of Nominating Committee	Mgmt	For	For	For
9	Elect Anders Christian Stray Ryssdal as Chair of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Directors	Mgmt	For	For	For

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Auditors	Mgmt	For	For	For

Prysmian SpA

Meeting Date: 04/18/2024 **Country:** Italy **Ticker:** PRY
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: T7630L105

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Fix Number of Directors	Mgmt	For	For	For
4	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate 1 Submitted by Management	Mgmt	For	For	For
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
8	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

Team Internet Group Plc

Meeting Date: 04/18/2024 **Country:** United Kingdom **Ticker:** TIG
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: G20717107

Team Internet Group Plc

Shares Voted: 79,081

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	Re-elect Samuel Dayani as Director	Mgmt	For	Against	Against
5	Elect Marie Holive as Director	Mgmt	For	Against	Against
6	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Tecan Group AG

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: TECN

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: H84774167

Shares Voted: 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 Non-Financial Report	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For	For	For
3.2	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Amend Corporate Purpose	Mgmt	For	For	For
5.2	Amend Articles of Association	Mgmt	For	For	For
5.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
5.5	Amend Articles of Association	Mgmt	For	For	For
6	Elect Monica Manotas as Director	Mgmt	For	For	For
7.1	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
7.2	Reelect Myra Eskes as Director	Mgmt	For	For	For
7.3	Reelect Oliver Fetzer as Director	Mgmt	For	For	For
7.4	Reelect Matthias Gillner as Director	Mgmt	For	For	For
7.5	Reelect Karen Huebscher as Director	Mgmt	For	For	For
7.6	Reelect Christa Kreuzburg as Director	Mgmt	For	For	For
7.7	Reelect Daniel Marshak as Director	Mgmt	For	For	For
8	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For	For
9.1	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Oliver Fetzer as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
11	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
12.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
12.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
12.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/19/2024

Country: Sweden

Ticker: SWEC.B

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: W31065225

Shares Voted: 32,830

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	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Prepare and Approve List of Shareholders	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 2.95 Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 1.32 Million for Chairman and SEK 660,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditors	Mgmt	For	For	For
12	Reelect Asa Bergman, Alf Goransson, Johan Hjertansson, Johan Nordstrom (Chair), Christine Wolff, Susanne Pahlen Aklundh and Johan Wall as Directors	Mgmt	For	Against	Against
13	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

Sweco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Share Bonus Scheme 2024; Approve Transfer of Shares to Participants	Mgmt	For	For	For
17	Approve 2024 Performance Based Share Savings Scheme for Key Employees; Approve Transfer of Shares to Participants	Mgmt	For	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Wilmar International Limited

Meeting Date: 04/19/2024

Country: Singapore

Ticker: F34

Record Date:

Meeting Type: Annual

Primary Security ID: Y9586L109

Shares Voted: 70,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Elect Kuok Khoo Hong as Director	Mgmt	For	For	For
5	Elect Pua Seck Guan as Director	Mgmt	For	For	For
6	Elect Teo La-Mei as Director	Mgmt	For	For	For
7	Elect Cheung Chi Yan, Louis as Director	Mgmt	For	For	For
8	Elect Jessica Cheam as Director	Mgmt	For	For	For
9	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	Mgmt	For	Against	Against

Wilmar International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For

Broadcom Inc.

Meeting Date: 04/22/2024 **Country:** USA **Ticker:** AVGO
Record Date: 02/22/2024 **Meeting Type:** Annual
Primary Security ID: 11135F101

Shares Voted: 2,653

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	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	Against	Against

ING Groep NV

Meeting Date: 04/22/2024 **Country:** Netherlands **Ticker:** INGA
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: N4578E595

Shares Voted: 145,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Discussion on Company's Corporate Governance Structure	Mgmt			
2D	Approve Remuneration Report	Mgmt	For	For	For
2E	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	Mgmt	For	For	For
6A	Approve Remuneration Policy of the Executive Board	Mgmt	For	For	For
6B	Approve Remuneration Policy of the Supervisory Board	Mgmt	For	For	For
7A	Reelect Juan Colombas to Supervisory Board	Mgmt	For	Against	Against
7B	Reelect Herman Hulst to Supervisory Board	Mgmt	For	Against	Against
7C	Reelect Harold Naus to Supervisory Board	Mgmt	For	Against	Against
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

Recordati SpA

Meeting Date: 04/22/2024

Country: Italy

Ticker: REC

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: T78458139

Recordati SpA

Shares Voted: 11,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.b	Approve Allocation of Income	Mgmt	For	For	For
2.a	Approve Remuneration Policy	Mgmt	For	Against	Against
2.b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Assicurazioni Generali SpA

Meeting Date: 04/23/2024

Country: Italy

Ticker: G

Record Date: 04/12/2024

Meeting Type: Annual/Special

Primary Security ID: T05040109

Shares Voted: 7,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
3a	Amend Company Bylaws Re: Article 7.2	Mgmt	For	For	For
3b	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For
3c	Amend Company Bylaws Re: Article 16.1	Mgmt	For	For	For
3d	Amend Company Bylaws Re: Article 18	Mgmt	For	For	For
3e	Amend Company Bylaws Re: Article 19.1 letter h)	Mgmt	For	For	For
3f	Amend Company Bylaws Re: Articles 28.2, 28.7, 28.13, 37.2, and 37.9	Mgmt	For	For	For

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3g	Amend Company Bylaws Re: Article 28.4	Mgmt	For	For	For
3h	Amend Company Bylaws Re: Article 29.4	Mgmt	For	For	For
3i	Amend Company Bylaws Re: Articles 30.1 and 30.2	Mgmt	For	For	For
3j	Amend Company Bylaws Re: Article 32.2 letters f) g) and h)	Mgmt	For	For	For
3k	Amend Company Bylaws Re: Articles 33.1 and 33.2	Mgmt	For	For	For
3l	Amend Company Bylaws Re: Article 34.1	Mgmt	For	For	For
	Ordinary Business	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For

AXA SA

Meeting Date: 04/23/2024 **Country:** France **Ticker:** CS
Record Date: 04/19/2024 **Meeting Type:** Annual/Special
Primary Security ID: F06106102

Shares Voted: 103,861

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 1.98 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Antoine Gosset-Grainville as Director	Mgmt	For	For	For
12	Reelect Clotilde Delbos as Director	Mgmt	For	For	For
13	Reelect Isabel Hudson as Director	Mgmt	For	For	For
14	Reelect Angélien Kemna as Director	Mgmt	For	For	For
15	Reelect Marie-France Tschudin as Director	Mgmt	For	For	For
16	Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of Axa Group	Mgmt			
A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Benjamin Saunier as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
17	Appoint KPMG SA as Auditor	Mgmt	For	For	For
18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For

AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Boliden AB

Meeting Date: 04/23/2024

Country: Sweden

Ticker: BOL

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: W17218210

Shares Voted: 38,000

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 Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive Board's Report	Mgmt			
9	Receive President's Report	Mgmt			
10	Receive Auditor's Report	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
12	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
13.1	Approve Discharge of Karl-Henrik Sundstrom (Chair)	Mgmt	For	For	For
13.2	Approve Discharge of Helene Bistrom	Mgmt	For	For	For
13.3	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
13.4	Approve Discharge of Per Lindberg	Mgmt	For	For	For
13.5	Approve Discharge of Perttu Louhiluoto	Mgmt	For	For	For
13.6	Approve Discharge of Elisabeth Nilsson	Mgmt	For	For	For
13.7	Approve Discharge of Pia Rudengren	Mgmt	For	For	For
13.8	Approve Discharge of Mikael Staffas as President	Mgmt	For	For	For
13.9	Approve Discharge of Jonny Johansson	Mgmt	For	For	For
13.10	Approve Discharge of Andreas Martensson	Mgmt	For	For	For
13.11	Approve Discharge of Johan Vidmark	Mgmt	For	For	For
13.12	Approve Discharge of Ronnie Allzen	Mgmt	For	For	For
13.13	Approve Discharge of Ola Holmstrom	Mgmt	For	For	For
13.14	Approve Discharge of Timo Popponen	Mgmt	For	For	For
13.15	Approve Discharge of Elin Soderlund	Mgmt	For	For	For
14.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Amount of SEK 2.03 Million for Chairman and SEK 675,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
16.a	Reelect Helene Bistrom as Director	Mgmt	For	For	For
16.b	Reelect Tomas Eliasson as Director	Mgmt	For	For	For

Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.c	Reelect Per Lindberg as Director	Mgmt	For	For	For
16.d	Reelect Perttu Louhiluoto as Director	Mgmt	For	For	For
16.e	Reelect Elisabeth Nilsson as Director	Mgmt	For	For	For
16.f	Reelect Pia Rudengren as Director	Mgmt	For	For	For
16.g	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	Against	Against
16.h	Elect Derek White as New Director	Mgmt	For	For	For
16.i	Reelect Karl-Henrik Sundstrom as Board Chairman	Mgmt	For	Against	Against
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Auditors	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20.1	Elect Lennart Franke as Member of Nominating Committee	Mgmt	For	For	For
20.2	Elect Karin Eliasson as Member of Nominating Committee	Mgmt	For	For	For
20.3	Elect Patrik Jonsson as Member of Nominating Committee	Mgmt	For	For	For
21.a	Approve Long-term Share Savings Programme (LTIP 2024/2027) for Key Employees	Mgmt	For	For	For
21.b1	Approve Transfer of 100,000 Shares to Participants in Long-term Share Savings Programme (LTIP 2024/2027)	Mgmt	For	For	For
21.b2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
22	Close Meeting	Mgmt			

L'Oreal SA

Meeting Date: 04/23/2024

Country: France

Ticker: OR

Record Date: 04/19/2024

Meeting Type: Annual/Special

Primary Security ID: F58149133

Shares Voted: 11,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Jacques Ripoll as Director	Mgmt	For	For	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For	For
6	Reelect Ilham Kadri as Director	Mgmt	For	For	For
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For	For
8	Reelect Nicolas Meyers as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SIG Group AG

Meeting Date: 04/23/2024 **Country:** Switzerland **Ticker:** SIGN
Record Date: 04/12/2024 **Meeting Type:** Annual
Primary Security ID: H76406117

Shares Voted: 10,620

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Dividends of CHF 0.48 per Share from Capital Contribution Reserves	Mgmt	For	For	For
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For
7.1.1	Reelect Andreas Umbach as Director	Mgmt	For	For	For
7.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	For
7.1.3	Reelect Wah-Hui Chu as Director	Mgmt	For	For	For
7.1.4	Reelect Mariel Hoch as Director	Mgmt	For	Against	Against
7.1.5	Reelect Florence Jeantet as Director	Mgmt	For	For	For
7.1.6	Reelect Laurens Last as Director	Mgmt	For	For	For

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.7	Reelect Abdallah al Obeikan as Director	Mgmt	For	For	For
7.1.8	Reelect Martine Snels as Director	Mgmt	For	For	For
7.1.9	Reelect Matthias Waehren as Director	Mgmt	For	For	For
7.2	Elect Thomas Dittrich as Director	Mgmt	For	For	For
7.3	Reelect Andreas Umbach as Board Chair	Mgmt	For	For	For
7.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	For	For	For
7.4.2	Reappoint Matthias Waehren as Member of the Compensation Committee	Mgmt	For	For	For
7.4.3	Appoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Telecom Italia SpA

Meeting Date: 04/23/2024 **Country:** Italy **Ticker:** TIT
Record Date: 04/12/2024 **Meeting Type:** Annual/Special
Primary Security ID: T92778108

Shares Voted: 1,678,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3.1	Fix Number of Directors	Mgmt	For	For	For
3.2	Fix Board Terms for Directors	Mgmt	For	For	For

Telecom Italia SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.3.a	Slate 1 Submitted by Management	Mgmt	For	For	For
3.3.b	Slate 2 Submitted by Merlyn Partners SCSp	SH	None	Against	Against
3.3.c	Slate 3 Submitted by Associati ASATI	SH	None	Against	Against
3.3.d	Slate 4 Submitted by Bluebell Capital Partners Limited	SH	None	Against	Against
3.4	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.1.a	Slate 1 Submitted by Vivendi SE	SH	None	For	For
4.1.b	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Vivendi SA	Mgmt			
4.3	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
5	Amend Stock Option Plan 2022-2024	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
6	Deliberations Related to the Reduction of the Legal Reserve	Mgmt	For	For	For

Anheuser-Busch InBev SA/NV

Meeting Date: 04/24/2024

Country: Belgium

Ticker: ABI

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: B639CJ108

Shares Voted: 13,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
A.1	Receive Directors' Reports (Non-Voting)	Mgmt			

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.2	Receive Auditors' Reports (Non-Voting)	Mgmt			
A.3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.82 per Share	Mgmt	For	For	For
A.5	Approve Discharge of Directors	Mgmt	For	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For	For
A.7.a	Reelect Michele Burns as Independent Director	Mgmt	For	Against	Against
A.7.b	Reelect Paul Cornet de Ways Ruart as Director	Mgmt	For	Against	Against
A.7.c	Reelect Gregoire de Spoelberch as Director	Mgmt	For	Against	Against
A.7.d	Reelect Paulo Lemann as Director	Mgmt	For	Against	Against
A.7.e	Reelect Alexandre Van Damme as Director	Mgmt	For	Against	Against
A.7.f	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against	Against
A.7.g	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against	Against
A.7.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against	Against
A.8	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For	For
A.9	Approve Remuneration Report	Mgmt	For	Against	Against
B.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/24/2024

Country: Netherlands

Ticker: ASML

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 13,630

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

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3e	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt			
7a	Discuss Updated Profile of the Supervisory Board	Mgmt			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	For	For
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	For	For
7e	Discuss Composition of the Supervisory Board	Mgmt			
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Assa Abloy AB

Meeting Date: 04/24/2024 **Country:** Sweden **Ticker:** ASSA.B
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: W0817X204

Shares Voted: 7,800

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			
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 President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	For	Against	Against
17	Close Meeting	Mgmt			

Bank of America Corporation

Meeting Date: 04/24/2024

Country: USA

Ticker: BAC

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 060505104

Shares Voted: 31,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Clayton S. Rose	Mgmt	For	Against	Against
1k	Elect Director Michael D. White	Mgmt	For	For	For
1l	Elect Director Thomas D. Woods	Mgmt	For	For	For
1m	Elect Director Maria T. Zuber	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	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
6	Report on Climate Lobbying	SH	Against	For	For
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
8	Provide Right to Act by Written Consent	SH	Against	For	For
9	Require Independent Board Chair	SH	Against	For	For
10	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

Bunzl Plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: BNZL

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G16968110

Shares Voted: 9,475

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	Re-elect Peter Ventress as Director	Mgmt	For	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For	For
6	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For

Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For
8	Re-elect Vin Murria as Director	Mgmt	For	For	For
9	Re-elect Pam Kirby as Director	Mgmt	For	For	For
10	Re-elect Jacky Simmonds as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Long Term Incentive Plan	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
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

Intesa Sanpaolo SpA

Meeting Date: 04/24/2024 **Country:** Italy **Ticker:** ISP
Record Date: 04/15/2024 **Meeting Type:** Annual/Special
Primary Security ID: T55067101

Shares Voted: 224,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	For	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
2c	Approve Annual Incentive Plan	Mgmt	For	For	For

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Authorize Share Repurchase Program	Mgmt	For	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Lifco AB

Meeting Date: 04/24/2024

Country: Sweden

Ticker: LIFCO.B

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: W5321L166

Shares Voted: 15,950

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			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Group Consolidated Financial Statements and Statutory Reports	Mgmt			
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.d	Receive Board's Dividend Proposal	Mgmt			
8	Receive Report of Board and Committees	Mgmt			
9	Receive President's Report	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 2.10 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For	For
12.b	Approve Discharge of Ulrika Dellby	Mgmt	For	For	For
12.c	Approve Discharge of Annika Espander	Mgmt	For	For	For
12.d	Approve Discharge of Dan Frohm	Mgmt	For	For	For
12.e	Approve Discharge of Erik Gabrielson	Mgmt	For	For	For
12.f	Approve Discharge of Ulf Grunander	Mgmt	For	For	For
12.g	Approve Discharge of Lina Juslin	Mgmt	For	For	For
12.h	Approve Discharge of Anders Lindstrom	Mgmt	For	For	For
12.i	Approve Discharge of Tobias Nordin	Mgmt	For	For	For
12.j	Approve Discharge of Sofia Sandstrom	Mgmt	For	For	For
12.k	Approve Discharge of Caroline af Ugglas	Mgmt	For	For	For
12.l	Approve Discharge of Axel Wachtmeister	Mgmt	For	For	For
12.m	Approve Discharge of Per Waldemarson	Mgmt	For	For	For
13.a	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 731,100 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Carl Bennet as Director	Mgmt	For	Against	Against
15.b	Reelect Ulrika Dellby as Director	Mgmt	For	Against	Against
15.c	Reelect Dan Frohm as Director	Mgmt	For	For	For
15.d	Reelect Erik Gabrielson as Director	Mgmt	For	Against	Against

Lifco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.e	Reelect Ulf Grunander as Director	Mgmt	For	For	For
15.f	Reelect Caroline af Ugglas as Director	Mgmt	For	For	For
15.g	Reelect Axel Wachtmeister as Director	Mgmt	For	Against	Against
15.h	Reelect Per Waldemarson as Director	Mgmt	For	For	For
15.i	Elect Anna Hallberg as New Director	Mgmt	For	For	For
15.j	Reelect Carl Bennet as Board Chair	Mgmt	For	Against	Against
16	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Close Meeting	Mgmt			

medmix AG

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: MEDX

Record Date:

Meeting Type: Annual

Primary Security ID: H5316Q102

Shares Voted: 23,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
1.3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For
5.1	Reelect Rob ten Hoedt as Director and Board Chair	Mgmt	For	Against	Against
5.2.1	Reelect Marco Musetti as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.2	Reelect Barbara Angehrn as Director	Mgmt	For	For	For
5.2.3	Reelect Rene Willi as Director	Mgmt	For	For	For
5.2.4	Reelect Daniel Flammer as Director	Mgmt	For	For	For
5.2.5	Reelect David Metzger as Director	Mgmt	For	For	For
5.3	Elect Susanne Hundsbæk-Pedersen as Director	Mgmt	For	For	For
6.1	Reappoint Barbara Angehrn as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Rob ten Hoedt as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint David Metzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

The Goldman Sachs Group, Inc.

Meeting Date: 04/24/2024 Country: USA Ticker: GS
 Record Date: 02/26/2024 Meeting Type: Annual
 Primary Security ID: 38141G104

Shares Voted: 3,253

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	For	For
1b	Elect Director Mark Flaherty	Mgmt	For	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	For	For
1d	Elect Director Kevin Johnson	Mgmt	For	For	For
1e	Elect Director Ellen Kullman	Mgmt	For	For	For
1f	Elect Director Lakshmi Mittal	Mgmt	For	For	For
1g	Elect Director Thomas Montag	Mgmt	For	For	For
1h	Elect Director Peter Oppenheimer	Mgmt	For	For	For

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director David Solomon	Mgmt	For	For	For
1j	Elect Director Jan Tighe	Mgmt	For	For	For
1k	Elect Director David Viniar	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	Require Independent Board Chair	SH	Against	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Report on Efforts to Prevent Discrimination	SH	Against	For	Against
7	Issue Environmental Justice Report	SH	Against	For	Against
8	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	For	Against
10	Restrict spending on climate change-related analysis or actions	SH	Against	Against	Against
11	Report on Pay Equity	SH	Against	For	For
12	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH			

UBS Group AG

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: UBSG

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: H42097107

Shares Voted: 58,000

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 Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.70 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
7.2	Reelect Lukas Gahwiler as Director	Mgmt	For	For	For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For	For
7.5	Reelect William Dudley as Director	Mgmt	For	For	For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
7.7	Reelect Fred Hu as Director	Mgmt	For	For	For
7.8	Reelect Mark Hughes as Director	Mgmt	For	For	For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For	For	For
7.10	Reelect Julie Richardson as Director	Mgmt	For	For	For
7.11	Reelect Jeanette Wong as Director	Mgmt	For	For	For
7.12	Elect Gail Kelly as Director	Mgmt	For	For	For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Appoint Fred Hu as Member of the Compensation Committee	Mgmt	For	For	For
9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	Mgmt	For	For	For
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.3	Ratify BDO AG as Special Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	None	Against	Against

W.W. Grainger, Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: GWW

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 384802104

Shares Voted: 6,282

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director George S. Davis	Mgmt	For	For	For
1c	Elect Director Katherine D. Jaspon	Mgmt	For	For	For
1d	Elect Director Christopher J. Klein	Mgmt	For	For	For
1e	Elect Director Stuart L. Levenick	Mgmt	For	For	For
1f	Elect Director D.G. Macpherson	Mgmt	For	For	For
1g	Elect Director Cindy J. Miller	Mgmt	For	For	For
1h	Elect Director Neil S. Novich	Mgmt	For	For	For
1i	Elect Director Beatriz R. Perez	Mgmt	For	For	For
1j	Elect Director E. Scott Santi	Mgmt	For	For	For
1k	Elect Director Susan Slavik Williams	Mgmt	For	For	For
1l	Elect Director Lucas E. Watson	Mgmt	For	For	For
1m	Elect Director Steven A. White	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 04/25/2024

Country: Germany

Ticker: BAS

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: D06216317

Shares Voted: 13,301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Reelect Stefan Asenkerschbaumer to the Supervisory Board	Mgmt	For	For	For
6.2	Reelect Kurt Bock to the Supervisory Board	Mgmt	For	Against	Against
6.3	Reelect Thomas Carell to the Supervisory Board	Mgmt	For	For	For
6.4	Reelect Liming Chen to the Supervisory Board	Mgmt	For	For	For
6.5	Reelect Alessandra Genco to the Supervisory Board	Mgmt	For	Against	Against
6.6	Elect Tamara Weinert to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 300 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

BE Semiconductor Industries NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: BESI

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N13107144

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.b	Approve Dividends	Mgmt	For	For	For
5.a	Approve Discharge of Management Board	Mgmt	For	For	For
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Bouygues SA

Meeting Date: 04/25/2024

Country: France

Ticker: EN

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F11487125

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 1.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,100,000	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	Against	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	For	For
12	Approve Compensation of Pascal Grange, Vice-CEO	Mgmt	For	For	For
13	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For	For
14	Reelect Martin Bouygues as Director	Mgmt	For	For	For
15	Reelect Pascaline de Dreuzy as Director	Mgmt	For	For	For
16	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
17	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
18	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			

Bouygues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Mgmt	For	For	For
22	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

BP Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: BP

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G12793108

Shares Voted: 18,000

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	Re-elect Helge Lund as Director	Mgmt	For	For	For
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
5	Elect Kate Thomson as Director	Mgmt	For	For	For
6	Re-elect Melody Meyer as Director	Mgmt	For	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
8	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For
10	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For

BP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Johannes Teysen as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Scrip Dividend Programme	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

CRH Plc

Meeting Date: 04/25/2024

Country: Ireland

Ticker: CRH

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: G25508105

Shares Voted: 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Re-elect Richie Boucher as Director	Mgmt	For	For	For
1b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
1c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
1d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
1e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
1f	Re-elect Badar Khan as Director	Mgmt	For	For	For
1g	Re-elect Lamar McKay as Director	Mgmt	For	For	For

CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Re-elect Albert Manifold as Director	Mgmt	For	For	For
1i	Re-elect Jim Mintern as Director	Mgmt	For	For	For
1j	Re-elect Gillian Platt as Director	Mgmt	For	For	For
1k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
1l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
1m	Re-elect Christina Verchere as Director	Mgmt	For	For	For
2	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For
3a	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For
3b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
7	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For

Danone SA

Meeting Date: 04/25/2024 **Country:** France **Ticker:** BN
Record Date: 04/23/2024 **Meeting Type:** Annual/Special
Primary Security ID: F12033134

Shares Voted: 9,050

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 2.10 per Share	Mgmt	For	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Appoint Mazars & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	For	For	For
9	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	Mgmt	For	For	For
	Ordinary Business	Mgmt			
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Global Payments Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: GPN

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 37940X102

Shares Voted: 3,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	For	For	For
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	For	For	For
1c	Elect Director Cameron M. Bready	Mgmt	For	For	For
1d	Elect Director John G. Bruno	Mgmt	For	For	For

Global Payments Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Joia M. Johnson	Mgmt	For	For	For
1f	Elect Director Kirsten Kliphouse	Mgmt	For	For	For
1g	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1h	Elect Director Connie D. McDaniel	Mgmt	For	For	For
1i	Elect Director Joseph H. Osnoss	Mgmt	For	For	For
1j	Elect Director William B. Plummer	Mgmt	For	For	For
1k	Elect Director John T. Turner	Mgmt	For	For	For
1l	Elect Director M. Troy Woods	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 Political Contributions and Expenditures	SH	Against	For	For

Heineken NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: HEIA

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N39427211

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1b	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt			
1c	Approve Remuneration Report	Mgmt	For	For	For
1d	Adopt Financial Statements	Mgmt	For	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt			
1f	Approve Dividends	Mgmt	For	For	For
1g	Approve Discharge of Executive Directors	Mgmt	For	For	For
1h	Approve Discharge of Supervisory Board	Mgmt	For	For	For

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

Intuitive Surgical, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: ISRG

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: 46120E602

Shares Voted: 26,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Lewis Chew	Mgmt	For	For	For
1d	Elect Director Gary S. Guthart	Mgmt	For	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
1g	Elect Director Amy L. Ladd	Mgmt	For	For	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Report on Gender/Racial Pay Gap	SH	Against	For	For

Johnson & Johnson

Meeting Date: 04/25/2024

Country: USA

Ticker: JNJ

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 85,186

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For	For
1m	Elect Director Eugene A. Woods	Mgmt	For	For	For

Johnson & Johnson

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 PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH			

Kering SA

Meeting Date: 04/25/2024

Country: France

Ticker: KER

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F5433L103

Shares Voted: 3,720

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 14 per Share	Mgmt	For	For	For
4	Ratify Appointment of Maureen Chiquet as Director	Mgmt	For	For	For
5	Reelect Jean-Pierre Denis as Director	Mgmt	For	For	For
6	Elect Rachel Duan as Director	Mgmt	For	For	For
7	Elect Giovanna Melandri as Director	Mgmt	For	For	For
8	Elect Dominique D Hinnin as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Transaction with Maureen Chiquet, Director	Mgmt	For	Against	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
14	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/25/2024

Country: Germany

Ticker: MUV2

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: D55535104

Shares Voted: 2,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Clement Booth to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Julia Jaekel to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Renata Bruengger to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Victoria Ossadnik to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Carsten Spohr to the Supervisory Board	Mgmt	For	For	For
7.9	Elect Jens Weidmann to the Supervisory Board	Mgmt	For	For	For
7.10	Elect Maximilian Zimmerer to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: PFE

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 717081103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	Against
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	For	Against
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH			
8	Report on Corporate Contributions	SH	Against	Against	Against

RELX Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: REL

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G7493L105

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	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Bianca Tetteroo as Director	Mgmt	For	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
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

Sampo Oyj

Meeting Date: 04/25/2024

Country: Finland

Ticker: SAMPO

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: X75653232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.80 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 235,000 for Chair, EUR 135,000 for Vice Chairman and EUR 104,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Ratify Deloitte as Auditor and Auditor for the Sustainability Reporting	Mgmt	For	For	For

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Authorize Board of Directors to Resolve upon a Share Issue without Payment	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Sekisui House, Ltd.

Meeting Date: 04/25/2024 **Country:** Japan **Ticker:** 1928
Record Date: 01/31/2024 **Meeting Type:** Annual
Primary Security ID: J70746136

Shares Voted: 18,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 64	Mgmt	For	For	For
2.1	Elect Director Nakai, Yoshihiro	Mgmt	For	For	For
2.2	Elect Director Horiuchi, Yosuke	Mgmt	For	For	For
2.3	Elect Director Tanaka, Satoshi	Mgmt	For	For	For
2.4	Elect Director Ishii, Toru	Mgmt	For	For	For
2.5	Elect Director Shinozaki, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Yoshimaru, Yukiko	Mgmt	For	For	For
2.7	Elect Director Kitazawa, Toshifumi	Mgmt	For	For	For
2.8	Elect Director Nakajima, Yoshimi	Mgmt	For	For	For
2.9	Elect Director Takegawa, Keiko	Mgmt	For	For	For
2.10	Elect Director Abe, Shinichi	Mgmt	For	For	For
3	Appoint Statutory Auditor Wada, Yoritomo	Mgmt	For	For	For

Snap-on Incorporated

Meeting Date: 04/25/2024 **Country:** USA **Ticker:** SNA
Record Date: 02/26/2024 **Meeting Type:** Annual
Primary Security ID: 833034101

Snap-on Incorporated

Shares Voted: 1,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	For	For
1.2	Elect Director Karen L. Daniel	Mgmt	For	For	For
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.4	Elect Director James P. Holden	Mgmt	For	For	For
1.5	Elect Director Nathan J. Jones	Mgmt	For	For	For
1.6	Elect Director Henry W. Knueppel	Mgmt	For	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	For	For
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1.10	Elect Director Donald J. Stebbins	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Texas Instruments Incorporated

Meeting Date: 04/25/2024

Country: USA

Ticker: TXN

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 882508104

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For
1f	Elect Director Reginald DesRoches	Mgmt	For	For	For
1g	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1h	Elect Director Jean M. Hobby	Mgmt	For	For	For

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Haviv Ilan	Mgmt	For	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For	For
1k	Elect Director Pamela H. Patsley	Mgmt	For	For	For
1l	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1m	Elect Director Richard K. Templeton	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	For	For

Abbott Laboratories

Meeting Date: 04/26/2024

Country: USA

Ticker: ABT

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 8,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Bayer AG

Meeting Date: 04/26/2024

Country: Germany

Ticker: BAYN

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: D0712D163

Shares Voted: 2,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Elect Horst Baier to the Supervisory Board	Mgmt	For	For	For
4.2	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	Against	Against
4.3	Elect Lori Schechter to the Supervisory Board	Mgmt	For	For	For
4.4	Elect Nancy Simonian to the Supervisory Board	Mgmt	For	For	For
4.5	Elect Jeffrey Ubben to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7.2	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Bayer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Affiliation Agreement with Bayer CropScience AG	Mgmt	For	For	For
9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

Canadian National Railway Company

Meeting Date: 04/26/2024

Country: Canada

Ticker: CNR

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 136375102

Shares Voted: 1,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shauneen Bruder	Mgmt	For	For	For
1.2	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For
1.3	Elect Director David Freeman	Mgmt	For	For	For
1.4	Elect Director Denise Gray	Mgmt	For	For	For
1.5	Elect Director Justin M. Howell	Mgmt	For	For	For
1.6	Elect Director Susan C. Jones	Mgmt	For	For	For
1.7	Elect Director Robert Knight	Mgmt	For	For	For
1.8	Elect Director Michel Letellier	Mgmt	For	For	For
1.9	Elect Director Margaret A. McKenzie	Mgmt	For	For	For
1.10	Elect Director Al Monaco	Mgmt	For	For	For
1.11	Elect Director Tracy Robinson	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Approve Advance Notice Requirement	Mgmt	For	For	For
4	Amend Long-Term Incentive Plan	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Canadian National Railway Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Management Advisory Vote on Climate Change	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
7	SP 1: Adopt a Paid Sick Leave Policy	SH	Against	For	For

Comfortdelgro Corporation Limited

Meeting Date: 04/26/2024 **Country:** Singapore **Ticker:** C52
Record Date: **Meeting Type:** Annual
Primary Security ID: Y1690R106

Shares Voted: 153,149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement and Audited Financial Statements	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees for Financial Year Ended December 31, 2023	Mgmt	For	For	For
4	Approve Directors' Fees for Financial Year Ending December 31, 2024	Mgmt	For	For	For
5	Elect Jessica Cheam as Director	Mgmt	For	For	For
6	Elect Ooi Beng Chin as Director	Mgmt	For	For	For
7	Elect Tham Ee Mern Lilian as Director	Mgmt	For	For	For
8	Elect Tan Peng Hoe, Steve as Director	Mgmt	For	For	For
9	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Shares Under the ComfortDelGro Executive Share Award Scheme	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

Continental AG

Meeting Date: 04/26/2024 **Country:** Germany **Ticker:** CON
Record Date: 04/04/2024 **Meeting Type:** Annual
Primary Security ID: D16212140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9.1	Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against
9.2	Elect Satish Khatu to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
9.3	Elect Sabine Neuss to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
9.4	Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against
9.5	Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against
9.6	Elect Dorothea von Boxberg to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.7	Elect Stefan Buchner to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.8	Elect Isabel Knauf to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.9	Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.10	Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Mgmt	For	Against	Against
10	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Interpump Group SpA

Meeting Date: 04/26/2024 **Country:** Italy **Ticker:** IP
Record Date: 04/17/2024 **Meeting Type:** Annual
Primary Security ID: T5513W107

Shares Voted: 6,759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Kingspan Group Plc

Meeting Date: 04/26/2024 **Country:** Ireland **Ticker:** KRX
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: G52654103

Shares Voted: 1,000

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 Final Dividend	Mgmt	For	For	For
3a	Re-elect Jost Massenber as Director	Mgmt	For	Against	Against
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	For	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	For	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For	For
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For	For
3j	Re-elect Senan Murphy as Director	Mgmt	For	For	For
3k	Elect Louise Phelan as Director	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
9	Authorise Market Purchase of Shares	Mgmt	For	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Merck KGaA

Meeting Date: 04/26/2024

Country: Germany

Ticker: MRK

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: D5357W103

Shares Voted: 1,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

Merck KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Michael Kleinemeier to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Carla Kriwet to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Stefan Palzer to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Susanne Schaffert to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 04/26/2024

Country: Ireland

Ticker: SKG

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G8248F104

Shares Voted: 10,500

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

Smurfit Kappa Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5a	Re-elect Irial Finan as Director	Mgmt	For	For	For
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For	For
5c	Re-elect Ken Bowles as Director	Mgmt	For	For	For
5d	Re-elect Anne Anderson as Director	Mgmt	For	For	For
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For	For
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
5g	Re-elect Mary Lynn Ferguson-McHugh as Director	Mgmt	For	For	For
5h	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
5i	Re-elect James Lawrence as Director	Mgmt	For	For	For
5j	Re-elect Lourdes Melgar as Director	Mgmt	For	For	For
5k	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Paycom Software, Inc.

Meeting Date: 04/29/2024

Country: USA

Ticker: PAYC

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 70432V102

Paycom Software, Inc.

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Levenson	Mgmt	For	For	For
1.2	Elect Director Frederick C. Peters, II	Mgmt	For	For	For
1.3	Elect Director Felicia Williams	Mgmt	For	Against	Against
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Vivendi SE

Meeting Date: 04/29/2024

Country: France

Ticker: VIV

Record Date: 04/25/2024

Meeting Type: Annual/Special

Primary Security ID: F97982106

Shares Voted: 28,350

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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
4	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Against	Against
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	For	For
8	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Francois Laroze, Management Board Member	Mgmt	For	Against	Against
10	Approve Compensation of Claire Leost, Management Board Member	Mgmt	For	Against	Against
11	Approve Compensation of Celine Merle-Beral, Management Board Member	Mgmt	For	Against	Against
12	Approve Compensation of Maxime Saada, Management Board Member	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Against	Against
14	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
16	Reelect Yannick Bollore as Supervisory Board Member	Mgmt	For	For	For
17	Reelect Laurent Dassault as Supervisory Board Member	Mgmt	For	For	For
18	Appoint Grant Thornton as Auditor	Mgmt	For	For	For
19	Appoint Grant Thornton as Authorized Sustainability Auditors	Mgmt	For	For	For
20	Appoint Deloitte & Associes as Authorized Sustainability Auditors	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	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 of International Subsidiaries	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 04/30/2024

Country: France

Ticker: AI

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 15,759

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 3.20 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	Against	Against
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ATOSS Software AG

Meeting Date: 04/30/2024 **Country:** Germany **Ticker:** AOF
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: D0426N101

Shares Voted: 2,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.37 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For

ATOSS Software AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Elect Moritz Zimmermann to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Rolf Vielhauer von Hohenhau to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Klaus Bauer to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Change of Corporate Form to Societas Europaea (SE)	Mgmt	For	For	For
9	Approve EUR 8 Million Capitalization of Reserves for a 1:1 Bonus Issue	Mgmt	For	For	For
10	Approve Creation of EUR 3.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
11	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For	For
12	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for the First Fiscal Year of ATOSS Software SE	Mgmt	For	For	For

Bakkafrost P/F

Meeting Date: 04/30/2024 **Country:** Faroe Islands **Ticker:** BAKKA
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: K0840B107

Shares Voted: 4,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Receive Report of Board	Mgmt	For	For	For
3	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 8.70 Per Share	Mgmt	For	For	For
5.1	Reelect Gudrid Hojgaard as Director	Mgmt	For	For	For
5.2	Reelect Annika Frederiksberg as Director	Mgmt	For	For	For
5.3	Reelect Einar Wathne as Director	Mgmt	For	For	For

Bakkafrost P/F

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Reelect Oystein Sandvik as Director	Mgmt	For	For	For
5.5	Reelect Teitur Samuelsen as Director	Mgmt	For	Against	Against
5.6	Elect Alf-Helge Aarskog as New Director	Mgmt	For	For	For
6	Reelect Runi M. Hansen (Chair) as Director	Mgmt	For	Against	Against
7	Approve Remuneration of Directors in the Amount of DKK 510,000 for Chairman and DKK 255,000 for Other Directors; Approve Remuneration of Accounting Committee	Mgmt	For	For	For
8.1	Reelect Rogvi Jacobsen as Member of Election Committee	Mgmt	For	For	For
8.2	Reelect Gunnar i Lida (Chair) as Member of Election Committee	Mgmt	For	For	For
9	Approve Remuneration of Election Committee	Mgmt	For	For	For
10	Ratify P/F Januar as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12.1	Amend Articles Re: Article 4	Mgmt	For	For	For
12.2	Amend Articles Re: Article 4B	Mgmt	For	For	For
12.3	Amend Articles Re: Article 5	Mgmt	For	For	For

Citigroup Inc.

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** C
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 172967424

Shares Voted: 8,166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1i	Elect Director Renee J. James	Mgmt	For	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For	For
1l	Elect Director James S. Turley	Mgmt	For	For	For
1m	Elect Director Casper W. von Koskull	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
7	Amend Director Election Resignation Bylaw *Withdrawn Resolution*	SH			
8	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
10	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Against	Against

Commerzbank AG

Meeting Date: 04/30/2024

Country: Germany

Ticker: CBK

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: D172W1279

Shares Voted: 94,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Manfred Knof for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Marcus Chromik for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Michael Kotzbauer for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Alexander Boursanoff (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stefan Burghardt (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Monika Fink (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Helmut Gottschalk (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Stefan Jennes (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Kerstin Jerchel for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Alexandra Krieger (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Maxi Leuchters (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nina Olderdissen (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Sandra Persiehl (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Michael Schramm (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2023	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Robin Stalker (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2023	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Sascha Uebel (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2023	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2024, until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9	Amend Articles Re: Electronic Securities	Mgmt	For	For	For

ENGIE SA

Meeting Date: 04/30/2024

Country: France

Ticker: ENGI

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F7629A107

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 1.43 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Fabrice Bregier as Director	Mgmt	For	For	For
7	Elect Michel Giannuzzi as Director	Mgmt	For	For	For
8	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.6 Million	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17, 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 25-26 at EUR 265 Million	Mgmt	For	For	For
23	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees, Corporate Officers and Employees of International Subsidiaries from Groupe Engie	Mgmt	For	For	For
28	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 04/30/2024

Country: France

Ticker: EL

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F31665106

Shares Voted: 3,250

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 3.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
11	Elect Francesco Milleri as Director	Mgmt	For	Against	Against
12	Elect Paul du Saillant as Director	Mgmt	For	For	For
13	Elect Romolo Bardin as Director	Mgmt	For	For	For
14	Elect Jean-Luc Biamonti as Director	Mgmt	For	For	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For	For
16	Elect Jose Gonzalo as Director	Mgmt	For	For	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For	For	For
18	Elect Mario Notari as Director	Mgmt	For	For	For
19	Elect Swati Piralal as Director	Mgmt	For	For	For
20	Elect Cristina Scocchia as Director	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Elect Nathalie von Siemens as Director	Mgmt	For	For	For
22	Elect Andrea Zappia as Director	Mgmt	For	For	For
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For	For	For
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
	Ordinary Business	Mgmt			

EssilorLuxottica SA

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

GEA Group AG

Meeting Date: 04/30/2024 **Country:** Germany **Ticker:** G1A
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: D28304109

Shares Voted: 40,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7.1	Elect Andreas Renschler to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Axel Stepken to the Supervisory Board	Mgmt	For	For	For
8.1	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8.2	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
9	Approve Climate Roadmap 2040	Mgmt	For	For	For

Hermes International SCA

Meeting Date: 04/30/2024 **Country:** France **Ticker:** RMS
Record Date: 04/26/2024 **Meeting Type:** Annual/Special
Primary Security ID: F48051100

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 Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against	Against
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Against	Against
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	For	For
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

IBU-tec advanced materials AG

Meeting Date: 04/30/2024 **Country:** Germany **Ticker:** IBU
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: D3R68T106

Shares Voted: 38,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Against	Against
5	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	Against	Against
6	Elect Ulrich Weitz to the Supervisory Board	Mgmt	For	Against	Against

International Business Machines Corporation

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** IBM
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 459200101

Shares Voted: 12,372

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For	For
1c	Elect Director David N. Farr	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Michelle J. Howard	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	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 Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	For	For
7	Report on Climate Lobbying	SH	Against	For	For
8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	SH	Against	For	For

Knorr-Bremse AG

Meeting Date: 04/30/2024 **Country:** Germany **Ticker:** KBX
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: D4S43E114

Shares Voted: 21,622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.64 per Share	Mgmt	For	For	For

Knorr-Bremse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Novonesis AS Novozymes AS

Meeting Date: 04/30/2024

Country: Denmark

Ticker: NSIS.B

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: K7317J133

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	Abstain	Abstain
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Abstain
8.b	Reelect Sharon James as Director	Mgmt	For	For	For

Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
8.d	Reelect Lise Kaae as Director	Mgmt	For	For	For
8.e	Reelect Kevin Lane as Director	Mgmt	For	For	For
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For
8.g	Reelect Kim Stratton as Director	Mgmt	For	For	For
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For	For
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For	For
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Amend Remuneration Policy	Mgmt	For	For	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

Sandoz Group AG

Meeting Date: 04/30/2024

Country: Switzerland

Ticker: SDZ

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: H7140B103

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 Non-Financial Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Karen Huebscher as Director	Mgmt	For	For	For
5.1.3	Reelect Shamiram Feinglass as Director	Mgmt	For	For	For
5.1.4	Reelect Urs Riedener as Director	Mgmt	For	For	For
5.1.5	Reelect Aarti Shah as Director	Mgmt	For	For	For
5.1.6	Reelect Ioannis Skoufalos as Director	Mgmt	For	For	For
5.1.7	Reelect Maria Varsellona as Director	Mgmt	For	For	For
5.2.1	Elect Mathai Mammen as Director	Mgmt	For	For	For
5.2.2	Elect Graeme Pitkethly as Director	Mgmt	For	For	For
5.2.3	Elect Michael Rechsteiner as Director	Mgmt	For	For	For
5.3a1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a2	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a3	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a4	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3.2	Appoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.2 Million	Mgmt	For	For	For
6.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Advoro Zurich AG as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sanofi

Meeting Date: 04/30/2024

Country: France

Ticker: SAN

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F5548N101

Shares Voted: 18,650

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 3.76 per Share	Mgmt	For	For	For
4	Reelect Rachel Duan as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Elect Clotilde Delbos as Director	Mgmt	For	For	For
7	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
8	Elect John Sundry as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Serge Weinberg, Chairman of the Board from January 1, 2023 to May 25, 2023	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board Since May 25, 2023	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Appoint Mazars as Auditor	Mgmt	For	For	For
17	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

VERBUND AG

Meeting Date: 04/30/2024 Country: Austria Ticker: VER
 Record Date: 04/20/2024 Meeting Type: Annual
 Primary Security ID: A91460104

Shares Voted: 4,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

VERBUND AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share and Special Dividends of EUR 0.75 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Martin Ohneberg as Supervisory Board Member	Mgmt	For	For	For
7.2	Elect Ingrid Hengster as Supervisory Board Member	Mgmt	For	Against	Against
7.3	Elect Eva Eberhartinger as Supervisory Board Member	Mgmt	For	Against	Against
7.4	Elect Eckhardt Ruemmler as Supervisory Board Member	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For

Wells Fargo & Company

Meeting Date: 04/30/2024

Country: USA

Ticker: WFC

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 949746101

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director CeCelia G. Morken	Mgmt	For	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	For	For

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Opt Out of Section 203 of the Delaware General Corporation Law	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend the Local Directors Provision	Mgmt	For	For	For
6	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For	For
7	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
9	Issue Audited Report on Climate Transition Policies	SH	Against	Against	Against
10	Report on Climate Lobbying	SH	Against	For	For
11	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
12	Report on Lobbying Payments and Policy	SH	Against	For	For
13	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Alpha Group International Plc

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: ALPH

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: G021A9108

Alpha Group International Plc

Shares Voted: 23,000

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	Re-elect Morgan Tillbrook as Director	Mgmt	For	For	For
4	Re-elect Timothy Butters as Director	Mgmt	For	For	For
5	Re-elect Vijay Thakrar as Director	Mgmt	For	For	For
6	Re-elect Timothy Powell as Director	Mgmt	For	For	For
7	Re-elect Clive Kahn as Director	Mgmt	For	Against	For
8	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Approve Final Dividend	Mgmt	For	For	Against
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	Against
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Adopt New Articles of Association	Mgmt	For	For	For

PepsiCo, Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: PEP

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 3,194

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarda	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
7	Amend Bylaws to Adopt a Director Election Resignation	SH	Against	Against	Against
8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For	For
9	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	For	For
10	Report on Third-Party Racial Equity Audit	SH	Against	For	For
11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
12	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For

The Coca-Cola Company

Meeting Date: 05/01/2024

Country: USA

Ticker: KO

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 191216100

The Coca-Cola Company

Shares Voted: 45,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Barry Diller	Mgmt	For	For	For
1.6	Elect Director Carolyn Everson	Mgmt	For	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.8	Elect Director Thomas S. Gayner	Mgmt	For	Against	Against
1.9	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.10	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.11	Elect Director Amity Millhiser	Mgmt	For	For	For
1.12	Elect Director James Quincey	Mgmt	For	For	For
1.13	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.14	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For	For
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Against	For	For

Unilever Plc

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: ULVR

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: G92087165

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	Approve Climate Transition Action Plan	Mgmt	For	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Elect Ian Meakins as Director	Mgmt	For	For	For
11	Elect Judith McKenna as Director	Mgmt	For	For	For
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

Cadence Design Systems, Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: CDNS

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 127387108

Shares Voted: 1,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	For	For	For
1.2	Elect Director Ita Brennan	Mgmt	For	For	For
1.3	Elect Director Lewis Chew	Mgmt	For	For	For
1.4	Elect Director Anirudh Devgan	Mgmt	For	For	For
1.5	Elect Director ML Krakauer	Mgmt	For	For	For
1.6	Elect Director Julia Liuson	Mgmt	For	For	For
1.7	Elect Director James D. Plummer	Mgmt	For	For	For
1.8	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	For	For
1.9	Elect Director Young K. Sohn	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
4	Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Mgmt	For	Against	Against
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Fortis Inc.

Meeting Date: 05/02/2024

Country: Canada

Ticker: FTS

Record Date: 03/15/2024

Meeting Type: Annual/Special

Primary Security ID: 349553107

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tracey C. Ball	Mgmt	For	For	For
1.2	Elect Director Pierre J. Blouin	Mgmt	For	For	For

Fortis Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Lawrence T. Borgard	Mgmt	For	For	For
1.4	Elect Director Maura J. Clark	Mgmt	For	For	For
1.5	Elect Director Lisa Crutchfield	Mgmt	For	For	For
1.6	Elect Director Margarita K. Dilley	Mgmt	For	For	For
1.7	Elect Director Julie A. Dobson	Mgmt	For	For	For
1.8	Elect Director Lisa L. Durocher	Mgmt	For	For	For
1.9	Elect Director David G. Hutchens	Mgmt	For	For	For
1.10	Elect Director Gianna M. Manes	Mgmt	For	For	For
1.11	Elect Director Donald R. Marchand	Mgmt	For	For	For
1.12	Elect Director Jo Mark Zurel	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Omnibus Equity Plan	Mgmt	For	For	For

RHI Magnesita NV

Meeting Date: 05/02/2024

Country: Netherlands

Ticker: RHIM

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: N7428R104

Shares Voted: 19,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Consider the Annual Report of the Directors and the Auditors' Statement	Mgmt			
2	Explain the Policy on Additions to Reserves and Dividends	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Final Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6a	Re-elect Stefan Borgas as Director	Mgmt	For	For	For
6b	Re-elect Ian Botha as Director	Mgmt	For	For	For
7a	Re-elect Herbert Cordt as Director	Mgmt	For	Against	For

RHI Magnesita NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7b	Re-elect John Ramsay as Director	Mgmt	For	For	For
7c	Re-elect Janet Ashdown as Director	Mgmt	For	For	For
7d	Re-elect David Schlaff as Director	Mgmt	For	For	For
7e	Re-elect Stanislaus Prinz zu Sayn-Wittgenstein-Berleburg as Director	Mgmt	For	For	For
7f	Re-elect Janice Brown as Director	Mgmt	For	For	For
7g	Re-elect Karl Sevelda as Director	Mgmt	For	For	For
7h	Re-elect Marie-Helene Ametsreiter as Director	Mgmt	For	For	For
7i	Re-elect Wolfgang Ruttendorfer as Director	Mgmt	For	For	For
7j	Elect Katarina Lindstrom as Director	Mgmt	For	For	For
8	Reappoint PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Shares	Mgmt	For	For	For
16	Approve Cancellation of Shares Held in Treasury	Mgmt	For	For	For

Deutsche Post AG

Meeting Date: 05/03/2024

Country: Germany

Ticker: DHL

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 76,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

HSBC Holdings Plc

Meeting Date: 05/03/2024

Country: United Kingdom

Ticker: HSBA

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: G4634U169

Shares Voted: 169,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
4a	Elect Ann Godbehere as Director	Mgmt	For	For	For
4b	Elect Brendan Nelson as Director	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4c	Elect Swee Lian Teo as Director	Mgmt	For	For	For
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For	For	For
4e	Re-elect Rachel Duan as Director	Mgmt	For	For	For
4f	Re-elect Georges Elhedery as Director	Mgmt	For	For	For
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
4h	Re-elect James Forese as Director	Mgmt	For	For	For
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
4k	Re-elect Kalpana Morparia as Director	Mgmt	For	For	For
4l	Re-elect Eileen Murray as Director	Mgmt	For	For	For
4m	Re-elect Noel Quinn as Director	Mgmt	For	For	For
4n	Re-elect Mark Tucker as Director	Mgmt	For	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
17	Shareholder Proposal	Mgmt			
	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against	Against	Against

RWE AG

Meeting Date: 05/03/2024

Country: Germany

Ticker: RWE

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: D6629K109

Shares Voted: 1,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For	For

RWE AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Frank Appel to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Ute Gerbaulet to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Joerg Rocholl to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Thomas Westphal to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

SPIE SA

Meeting Date: 05/03/2024

Country: France

Ticker: SPIE

Record Date: 04/30/2024

Meeting Type: Annual/Special

Primary Security ID: F8691R101

Shares Voted: 18,470

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.83 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation of Chairman and CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
8	Approve Compensation Report	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Capitalization of Reserves of Up to EUR 15 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.8 Million	Mgmt	For	For	For
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.8 Million	Mgmt	For	For	For
16	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For

SPIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
20	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Berkshire Hathaway Inc.

Meeting Date: 05/04/2024

Country: USA

Ticker: BRK.B

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 084670702

Shares Voted: 29,920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	Withhold	For
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	For
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	For
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold	For
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	For
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	For
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	For

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	For	For
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	Against
5	Establish a Railroad Safety Committee	SH	Against	Against	Against
6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Against	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against	Against

Aflac Incorporated

Meeting Date: 05/06/2024

Country: USA

Ticker: AFL

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 001055102

Shares Voted: 2,257

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
1c	Elect Director Arthur R. Collins	Mgmt	For	For	For
1d	Elect Director Miwako Hosoda	Mgmt	For	For	For
1e	Elect Director Thomas J. Kenny	Mgmt	For	For	For
1f	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1g	Elect Director Karole F. Lloyd	Mgmt	For	For	For
1h	Elect Director Nobuchika Mori	Mgmt	For	For	For
1i	Elect Director Joseph L. Moskowitz	Mgmt	For	For	For
1j	Elect Director Katherine T. Rohrer	Mgmt	For	For	For

Aflac Incorporated

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 KPMG LLP as Auditors	Mgmt	For	For	For

American Express Company

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** AXP
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 025816109

Shares Voted: 3,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1b	Elect Director John J. Brennan	Mgmt	For	For	For
1c	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1l	Elect Director Christopher D. Young	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
6	Report on Climate Lobbying	SH	Against	For	For
7	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against

Deutsche Wohnen SE

Meeting Date: 05/06/2024

Country: Germany

Ticker: DWNI

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: D2046U176

Shares Voted: 6,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and the First Quarter of 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8.1	Elect Fabian Hess to the Supervisory Board	Mgmt	For	Against	Against
8.2	Elect Simone Schumacher to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Florian Stetter to the Supervisory Board	Mgmt	For	Against	Against

Eli Lilly and Company

Meeting Date: 05/06/2024

Country: USA

Ticker: LLY

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 532457108

Shares Voted: 5,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For	For
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1c	Elect Director Jamere Jackson	Mgmt	For	For	For

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
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	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	For	For
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	Against
9	Adopt a Comprehensive Human Rights Policy	SH	Against	For	Against

Hannover Rueck SE

Meeting Date: 05/06/2024

Country: Germany

Ticker: HNR1

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: D3015J135

Shares Voted: 8,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 6.00 per Share and Special Dividends of EUR 1.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sven Althoff for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Claude Chevre for Fiscal Year 2023	Mgmt	For	For	For

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Clemens Jungsthoefel for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Klaus Miller for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Pickel for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmueller for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Pollak for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For	For

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Herbert Haas to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Harald Kayser to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Alena Kouba to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Torsten Leue to the Supervisory Board	Mgmt	For	Against	Against
7.5	Elect Ursula Lipowsky to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Michael Ollmann to the Supervisory Board	Mgmt	For	For	For

Accelleron Industries AG

Meeting Date: 05/07/2024

Country: Switzerland

Ticker: ACLN

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: H0029X106

Shares Voted: 220

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 (Non-Binding)	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	Mgmt	For	For	For
6.1.2	Reelect Bo Cerup-Simonsen as Director	Mgmt	For	For	For
6.1.3	Reelect Monika Kruesi as Director	Mgmt	For	For	For
6.1.4	Reelect Stefano Pampalone as Director	Mgmt	For	For	For

Accelleron Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.5	Reelect Gabriele Sons as Director	Mgmt	For	Against	Against
6.1.6	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.3	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	Mgmt	For	For	For
8.1	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8.2	Amend Articles of Association	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bristol-Myers Squibb Company

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** BMY
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary Security ID: 110122108

Shares Voted: 23,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1F	Elect Director Paula A. Price	Mgmt	For	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For	For
1J	Elect Director Phyllis R. Yale	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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Deutsche Lufthansa AG

Meeting Date: 05/07/2024

Country: Germany

Ticker: LHA

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D1908N106

Shares Voted: 231,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Elect Britta Seeger to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Sara Hennicken to the Supervisory Board	Mgmt	For	For	For

Deutsche Lufthansa AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Elect Thomas Enders to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

Edwards Lifesciences Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: EW

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 120,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For	For
1.2	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.3	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.4	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.5	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.6	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.8	Elect Director Bernard J. Zovighian	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	Amend Omnibus Stock Plan	Mgmt	For	For	For

General Electric Company

Meeting Date: 05/07/2024

Country: USA

Ticker: GE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 369604301

Shares Voted: 6,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1e	Elect Director Thomas Enders	Mgmt	For	For	For
1f	Elect Director Edward Garden	Mgmt	For	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For	For
1h	Elect Director Thomas W. Horton	Mgmt	For	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For	For
1j	Elect Director Darren McDew	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
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Intel Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: INTC

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 458140100

Shares Voted: 51,142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For

Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Omar Ishrak	Mgmt	For	For	For
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
1j	Elect Director Stacy J. Smith	Mgmt	For	For	For
1k	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For
1m	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
5	Report on Opposing State Abortion Regulation	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Just Group Plc

Meeting Date: 05/07/2024 **Country:** United Kingdom **Ticker:** JUST
Record Date: 05/02/2024 **Meeting Type:** Annual
Primary Security ID: G9331B109

Shares Voted: 260,000

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 Final Dividend	Mgmt	For	For	For
4	Elect James Brown as Director	Mgmt	For	For	For
5	Elect Mark Godson as Director	Mgmt	For	For	For
6	Re-elect Michelle Cracknell as Director	Mgmt	For	For	For
7	Re-elect John Hastings-Bass as Director	Mgmt	For	For	For

Just Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Mary Kerrigan as Director	Mgmt	For	For	For
9	Re-elect Mary Phibbs as Director	Mgmt	For	For	For
10	Re-elect David Richardson as Director	Mgmt	For	For	For
11	Re-elect Kalpana Shah as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	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 Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise Issue of Equity in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Talanx AG

Meeting Date: 05/07/2024

Country: Germany

Ticker: TLX

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D82827110

Shares Voted: 7,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Torsten Leue for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Edgar Puls for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Angela Titzrath for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Christof Guenther for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Dematerialization of Securities	Mgmt	For	For	For
8	Approve Affiliation Agreement with Zweite Riethorst Grundstuecksgesellschaft mbH	Mgmt	For	For	For

Meeting Date: 05/07/2024

Country: Norway

Ticker: TEL

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: R21882106

Shares Voted: 11,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Receive Chairman's Report	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.50 Per Share	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Approve Company's Corporate Governance Statement	Mgmt			
9	Approve Remuneration Statement	Mgmt	For	Against	Against
10	Approve NOK 186.6 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Held by the Norwegian State	Mgmt	For	For	For
11	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
13.1	Elect Heidi Algarheim as Member of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration of Corporate Assembly	Mgmt	For	For	For
15.1	Approve Remuneration of Nominating Committee	Mgmt	For	Against	Against
	If Item 15.1 is Rejected Approve Shareholder Proposal Submitted by Kvantia AS	Mgmt			
15.2	Approve Remuneration of Nominating Committee (Alternative Resolution)	SH	None	For	For
16	Close Meeting	Mgmt			

Meeting Date: 05/08/2024

Country: Sweden

Ticker: AAK

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: W9609S117

Shares Voted: 19,170

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			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports; Receive Auditor Report on Guidelines for Remuneration of Senior Executives	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 3.70 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Patrik Andersson	Mgmt	For	For	For
9.c2	Approve Discharge of Marianne Kirkegaard	Mgmt	For	For	For
9.c3	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	For
9.c4	Approve Discharge of Nils-Johan Andersson	Mgmt	For	For	For
9.c5	Approve Discharge of Fabienne Saadane-Oaks	Mgmt	For	For	For
9.c6	Approve Discharge of Ian Roberts	Mgmt	For	For	For
9.c7	Approve Discharge of David Alfredsson	Mgmt	For	For	For
9.c8	Approve Discharge of Lena Nilsson	Mgmt	For	For	For
9.c9	Approve Discharge of Mikael Myhre	Mgmt	For	For	For
9.c10	Approve Discharge of Annica Edvardsson	Mgmt	For	For	For
9.c11	Approve Discharge of Johan Westman	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c12	Approve Discharge of Georg Brunstam	Mgmt	For	For	For
9.c13	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c14	Approve Discharge of Andreas Thoresson	Mgmt	For	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chairman and SEK 455,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Against
12.3	Reelect Patrik Andersson as Director	Mgmt	For	For	For
12.4	Reelect Nils-Johan Andersson as Director	Mgmt	For	Against	Against
12.5	Reelect Fabienne Saadane-Oaks as Director	Mgmt	For	For	For
12.6	Reelect Ian Roberts as Director	Mgmt	For	For	For
12.7	Elect Patrik Andersson as Board Chairman	Mgmt	For	For	For
12.8	Ratify KPMG AB as Auditors	Mgmt	For	For	For
13	Reelect Marta Schorling Andreen (Chair), Henrik Didner, Daniel Kristiansson and Elisabet Jamal Bergstrom as Members of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Approve Long-Term Incentive Program 2024/2027	Mgmt	For	Against	Against
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Advanced Micro Devices, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: AMD

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 007903107

Shares Voted: 73,685

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Allianz SE

Meeting Date: 05/08/2024

Country: Germany

Ticker: ALV

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D03080112

Shares Voted: 20,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

ANTA Sports Products Limited

Meeting Date: 05/08/2024

Country: Cayman Islands

Ticker: 2020

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: G04011105

Shares Voted: 100

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

ANTA Sports Products Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Ding Shizhong as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For
4	Elect Lai Shixian as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For
5	Elect Wu Yonghua as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For
6	Elect Zheng Jie as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For
7	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
8	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
10	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
11	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
12	Amend Existing Articles of Association and Adopt New Set of Amended and Restated Articles of Association	Mgmt	For	For	For

Arcadis NV

Meeting Date: 05/08/2024

Country: Netherlands

Ticker: ARCAD

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: N0605M147

Shares Voted: 2,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Open Meeting	Mgmt			
1.b	Receive Announcements	Mgmt			
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Receive Report of Executive Board (Non-Voting)	Mgmt			
4.a	Adopt Financial Statements	Mgmt	For	For	For

Arcadis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.b	Approve Dividends	Mgmt	For	For	For
5.a	Approve Discharge of Executive Board	Mgmt	For	For	For
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	For
7	Discussion on Company's Corporate Governance Structure	Mgmt			
8.a	Approve Remuneration Report for Executive Board	Mgmt	For	For	For
8.b	Approve Remuneration Report for Supervisory Board	Mgmt	For	For	For
9.a	Approve Remuneration Policy for the Executive Board	Mgmt	For	For	For
9.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Reelect V.J.H. Duperat-Vergne to Executive Board	Mgmt	For	For	For
11.a	Reelect D.L.M. Goodwin to Supervisory Board	Mgmt	For	For	For
11.b	Announce Vacancies on the Supervisory Board	Mgmt			
12.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For
12.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

freenet AG

Meeting Date: 05/08/2024

Country: Germany

Ticker: FNTN

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D3689Q134

Shares Voted: 19,465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.77 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christoph Vilanek for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Ingo Arnold for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicole Engenhardt-Gille for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stephan Esch for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Antonius Fromme for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Rickmann von Platen for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Marc Tuengler for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Claudia Anderleit for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Theo-Benneke Bretsch for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sabine Christiansen for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Thomas Karlovits for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Kerstin Lopatta for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Knut Mackeprang for Fiscal Year 2023	Mgmt	For	For	For

freenet AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Tobias Marx for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Frank Suwald for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Robert Weidinger for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Petra Winter for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Miriam Wohlfarth for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Bente Brandt for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Huck for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Thomas Reimann for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

GSK Plc

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: GSK

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G3910J179

Shares Voted: 15,100

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Wendy Becker as Director	Mgmt	For	For	For
4	Elect Jeannie Lee as Director	Mgmt	For	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For	For
12	Re-elect Harry Dietz as Director	Mgmt	For	For	For
13	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
14	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	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	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: HLN

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G4232K100

Shares Voted: 58,300

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 Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Sir Dave Lewis as Director	Mgmt	For	For	For
5	Re-elect Brian McNamara as Director	Mgmt	For	For	For
6	Re-elect Tobias Hestler as Director	Mgmt	For	For	For
7	Re-elect Vindi Banga as Director	Mgmt	For	For	For
8	Re-elect Marie-Anne Aymerich as Director	Mgmt	For	For	For
9	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
10	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For	For
11	Re-elect Asmita Dubey as Director	Mgmt	For	For	For
12	Re-elect Deirdre Mahlan as Director	Mgmt	For	For	For
13	Re-elect David Denton as Director	Mgmt	For	For	For
14	Re-elect Bryan Supran as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Haleon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	Mgmt	For	For	For

Mensch & Maschine Software SE

Meeting Date: 05/08/2024 **Country:** Germany **Ticker:** MUM
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: D5345W108

Shares Voted: 7,436

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.65 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify dhgp GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For

Mercedes-Benz Group AG

Meeting Date: 05/08/2024 **Country:** Germany **Ticker:** MBG
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: D1668R123

Shares Voted: 34,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2025 Interim Financial Statements until the 2025 AGM	Mgmt	For	For	For
6.1	Elect Doris Hoepke to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Packaging Corporation of America

Meeting Date: 05/08/2024

Country: USA

Ticker: PKG

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 695156109

Shares Voted: 1,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
1.2	Elect Director Duane C. Farrington	Mgmt	For	For	For
1.3	Elect Director Karen E. Gowland	Mgmt	For	For	For
1.4	Elect Director Donna A. Harman	Mgmt	For	For	For
1.5	Elect Director Mark W. Kowizan	Mgmt	For	For	For
1.6	Elect Director Robert C. Lyons	Mgmt	For	For	For
1.7	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1.8	Elect Director Samuel M. Mencoff	Mgmt	For	For	For
1.9	Elect Director Roger B. Porter	Mgmt	For	For	For
1.10	Elect Director Thomas S. Souleles	Mgmt	For	For	For
1.11	Elect Director Paul T. Stecko	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against

Rational AG

Meeting Date: 05/08/2024

Country: Germany

Ticker: RAA

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: D6349P107

Shares Voted: 524

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8.1	Elect Erich Baumgaertner to the Supervisory Board	Mgmt	For	Against	Against
8.2	Elect Johannes Wuerbser to the Supervisory Board	Mgmt	For	Against	Against
8.3	Elect Werner Schwind to the Supervisory Board	Mgmt	For	Against	Against
8.4	Elect Clarissa Kaefer to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Christoph Lintz to the Supervisory Board	Mgmt	For	Against	Against

Vonovia SE

Meeting Date: 05/08/2024

Country: Germany

Ticker: VNA

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D9581T100

Shares Voted: 83,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Elect Birgit Bohle to the Supervisory Board	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 05/08/2024

Country: Netherlands

Ticker: WKL

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Receive Report of Supervisory Board	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Elect David Sides to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For	For	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
11	Other Business	Mgmt			
12	Close Meeting	Mgmt			

Alaska Air Group, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: ALK

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 011659109

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patricia M. Bedient	Mgmt	For	For	For
1b	Elect Director James A. Beer	Mgmt	For	For	For
1c	Elect Director Raymond L. Conner	Mgmt	For	For	For
1d	Elect Director Daniel K. Elwell	Mgmt	For	For	For
1e	Elect Director Kathleen T. Hogan	Mgmt	For	For	For
1f	Elect Director Adrienne R. Lofton	Mgmt	For	For	For

Alaska Air Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Benito Minicucci	Mgmt	For	For	For
1h	Elect Director Helvi K. Sandvik	Mgmt	For	For	For
1i	Elect Director J. Kenneth Thompson	Mgmt	For	For	For
1j	Elect Director Eric K. Yeaman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Ford Motor Company

Meeting Date: 05/09/2024

Country: USA

Ticker: F

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 345370860

Shares Voted: 4,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	For	For	For
1b	Elect Director Alexandra Ford English	Mgmt	For	For	For
1c	Elect Director James D. Farley, Jr.	Mgmt	For	For	For
1d	Elect Director Henry Ford, III	Mgmt	For	For	For
1e	Elect Director William Clay Ford, Jr.	Mgmt	For	Against	Against
1f	Elect Director William W. Helman, IV	Mgmt	For	For	For
1g	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1h	Elect Director William E. Kennard	Mgmt	For	Against	Against
1i	Elect Director John C. May	Mgmt	For	For	For
1j	Elect Director Beth E. Mooney	Mgmt	For	For	For
1k	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1l	Elect Director John L. Thornton	Mgmt	For	For	For
1m	Elect Director John B. Veihmeyer	Mgmt	For	For	For
1n	Elect Director John S. Weinberg	Mgmt	For	For	For

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Reliance on Child Labor in Supply Chain	SH	Against	For	For
7	Report on Sustainable Sourcing Policies	SH	Against	For	For

Mettler-Toledo International Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: MTD

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 592688105

Shares Voted: 5,564

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roland Diggelmann	Mgmt	For	For	For
1.2	Elect Director Domitille Doat-Le Bigot	Mgmt	For	For	For
1.3	Elect Director Elisha W. Finney	Mgmt	For	For	For
1.4	Elect Director Richard Francis	Mgmt	For	For	For
1.5	Elect Director Michael A. Kelly	Mgmt	For	For	For
1.6	Elect Director Thomas P. Salice	Mgmt	For	For	For
1.7	Elect Director Wolfgang Wienand	Mgmt	For	For	For
1.8	Elect Director Ingrid Zhang	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

Sempra

Meeting Date: 05/09/2024

Country: USA

Ticker: SRE

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 816851109

Shares Voted: 4,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andres Conesa	Mgmt	For	For	For
1b	Elect Director Pablo A. Ferrero	Mgmt	For	For	For
1c	Elect Director Richard J. Mark	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Martin	Mgmt	For	For	For
1e	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1f	Elect Director Michael N. Mears	Mgmt	For	For	For
1g	Elect Director Jack T. Taylor	Mgmt	For	For	For
1h	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1i	Elect Director James C. Yardley	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Report on Steps to Reduce Certain Safety and Environmental Risks	SH	Against	For	For

Stryker Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: SYK

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 863667101

Shares Voted: 6,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	For	For
1b	Elect Director Giovanni Caforio	Mgmt	For	For	For
1c	Elect Director Allan C. Golston	Mgmt	For	For	For
1d	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1f	Elect Director Rachel Ruggeri	Mgmt	For	For	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For	For

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For	For
1i	Elect Director Ronda E. Stryker	Mgmt	For	For	For
1j	Elect Director Rajeev Suri	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Political Contributions and Expenditures	SH	Against	For	For

Union Pacific Corporation

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** UNP
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 907818108

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
1b	Elect Director David B. Dillon	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1f	Elect Director Jane H. Lute	Mgmt	For	For	For
1g	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1h	Elect Director Doyle R. Simons	Mgmt	For	For	For
1i	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1j	Elect Director V. James Vena	Mgmt	For	For	For
1k	Elect Director John P. Wiehoff	Mgmt	For	For	For
1l	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	SH	Against	Against	Against

Verizon Communications Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** VZ
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 92343V104

Shares Voted: 10,033

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.6	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.7	Elect Director Daniel Schulman	Mgmt	For	For	For
1.8	Elect Director Rodney Slater	Mgmt	For	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For	For
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	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Amend Clawback Policy	SH	Against	For	For
7	Require Independent Board Chair	SH	Against	For	For

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
9	Report on Lead-Sheathed Cables	SH	Against	For	For
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For

Akamai Technologies, Inc.

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** AKAM
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 00971T101

Shares Voted: 1,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	For	For	For
1.2	Elect Director Marianne Brown	Mgmt	For	For	For
1.3	Elect Director Monte Ford	Mgmt	For	For	For
1.4	Elect Director Dan Hesse	Mgmt	For	For	For
1.5	Elect Director Tom Killalea	Mgmt	For	For	For
1.6	Elect Director Tom Leighton	Mgmt	For	For	For
1.7	Elect Director Jonathan Miller	Mgmt	For	For	For
1.8	Elect Director Madhu Ranganathan	Mgmt	For	For	For
1.9	Elect Director Ben Verwaayen	Mgmt	For	For	For
1.10	Elect Director Bill Wagner	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	Against	Against
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For

Axon Enterprise, Inc.

Meeting Date: 05/10/2024

Country: USA

Ticker: AXON

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 05464C101

Shares Voted: 1,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Erika Ayers Badan	Mgmt	For	For	For
1B	Elect Director Adriane Brown	Mgmt	For	For	For
1C	Elect Director Julie Anne Cullivan	Mgmt	For	For	For
1D	Elect Director Michael Garnreiter	Mgmt	For	For	For
1E	Elect Director Caitlin E. Kalinowski	Mgmt	For	For	For
1F	Elect Director Matthew R. McBrady	Mgmt	For	For	For
1G	Elect Director Hadi Partovi	Mgmt	For	For	For
1H	Elect Director Graham Smith	Mgmt	For	For	For
1I	Elect Director Patrick W. Smith	Mgmt	For	For	For
1J	Elect Director Jeri Williams	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	For
3	Approve Omnibus Stock Plan	Mgmt	For	Against	For
4	Approve Share Plan Grant to CEO Patrick W. Smith	Mgmt	For	Against	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Colgate-Palmolive Company

Meeting Date: 05/10/2024

Country: USA

Ticker: CL

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 194162103

Shares Voted: 13,957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steve Cahillane	Mgmt	For	For	For

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	For	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Brian Newman	Mgmt	For	For	For
1i	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1j	Elect Director Noel R. 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	Require Independent Board Chair	SH	Against	For	For

Tradeweb Markets Inc.

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** TW
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 892672106

Shares Voted: 2,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jacques Aigrain	Mgmt	For	Withhold	Withhold
1.2	Elect Director Balbir Bakhshi	Mgmt	For	For	For
1.3	Elect Director Paula Madoff	Mgmt	For	Withhold	Withhold
1.4	Elect Director Thomas Pluta	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

ASM International NV

Meeting Date: 05/13/2024 **Country:** Netherlands **Ticker:** ASM
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: N07045201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual General Meeting	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
5b	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
6a	Reelect Didier Lamouche to Supervisory Board	Mgmt	For	For	For
6b	Elect Tania Micki to Supervisory Board	Mgmt	For	For	For
6c	Elect Van den Brink to Supervisory Board	Mgmt	For	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Shares	Mgmt	For	For	For
11	Amend Articles Re: Indemnity for the members of the Management Board and Supervisory Board	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Meeting Date: 05/14/2024

Country: France

Ticker: BNP

Record Date: 05/10/2024

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 36,000

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 Allocation of Income and Dividends of EUR 4.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Renew Appointment of Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Reelect Christian Noyer as Director	Mgmt	For	For	For
9	Ratify Appointment of Marie-Christine Lombard as Director; Reelect Marie-Christine Lombard as Director	Mgmt	For	For	For
10	Elect Annemarie Straathof as Director	Mgmt	For	For	For
11	Reelect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of BNP Paribas SA	Mgmt			
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Thierry Schwob as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	SH	Against	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	Mgmt	For	For	For
25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Cummins Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: CMI

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 231021106

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jennifer W. Rumsey	Mgmt	For	For	For
2	Elect Director Gary L. Belske	Mgmt	For	For	For
3	Elect Director Robert J. Bernhard	Mgmt	For	For	For
4	Elect Director Bruno V. Di Leo Allen	Mgmt	For	For	For
5	Elect Director Daniel W. Fisher	Mgmt	For	For	For
6	Elect Director Carla A. Harris	Mgmt	For	For	For
7	Elect Director Thomas J. Lynch	Mgmt	For	For	For
8	Elect Director William I. Miller	Mgmt	For	For	For
9	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
10	Elect Director Karen H. Quintos	Mgmt	For	For	For
11	Elect Director John H. Stone	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Cummins Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Require Independent Board Chair	SH	Against	For	For
15	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	SH	Against	For	For

Deutsche Boerse AG

Meeting Date: 05/14/2024

Country: Germany

Ticker: DB1

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 12,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 19 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8.1	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Martin Jetter to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Elect Sigrid Kozmiensky to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	For	For
8.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For	For
8.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
11.2	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For	For

Hugo Boss AG

Meeting Date: 05/14/2024

Country: Germany

Ticker: BOSS

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D34902102

Shares Voted: 12,364

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

Hugo Boss AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

IMCD NV

Meeting Date: 05/14/2024 **Country:** Netherlands **Ticker:** IMCD
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: N4447S106

Shares Voted: 1,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Against	Against
3.a	Receive Auditor's Report (Non-Voting)	Mgmt			
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6.a	Reelect Janus Smalbraak to Supervisory Board	Mgmt	For	For	For
6.b	Reelect Amy Hebert to Supervisory Board	Mgmt	For	For	For

IMCD NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Motorola Solutions, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: MSI

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 620076307

Shares Voted: 565

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	For	For	For
1b	Elect Director Nicole Anasenes	Mgmt	For	For	For
1c	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1d	Elect Director Ayanna M. Howard	Mgmt	For	For	For
1e	Elect Director Clayton M. Jones	Mgmt	For	For	For
1f	Elect Director Judy C. Lewent	Mgmt	For	For	For
1g	Elect Director Gregory K. Mondre	Mgmt	For	For	For
1h	Elect Director Joseph M. Tucci	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	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For

Meeting Date: 05/14/2024

Country: Sweden

Ticker: OX2

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: W6S19V102

Shares Voted: 70,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
7.c1	Approve Discharge of Johan Ihrfelt	Mgmt	For	For	For
7.c2	Approve Discharge of Thomas von Otter	Mgmt	For	For	For
7.c3	Approve Discharge of Anna-Karin Eliasson Celsing	Mgmt	For	For	For
7.c4	Approve Discharge of Niklas Midby	Mgmt	For	For	For
7.c5	Approve Discharge of Petter Samlin	Mgmt	For	For	For
7.c6	Approve Discharge of Jan Frykhammar	Mgmt	For	For	For
7.c7	Approve Discharge of Malin Persson	Mgmt	For	For	For
7.c8	Approve Discharge of Ann Grevelius	Mgmt	For	For	For
7.c9	Approve Discharge of Paul Stormoen	Mgmt	For	For	For
7.d	Approve Remuneration Report	Mgmt	For	Against	Against
8	Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

OX2 AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of SEK 320,000 for Each Director; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
10.a	Reelect Johan Ihrfelt as Director	Mgmt	For	For	For
10.b	Reelect Thomas von Otter as Director	Mgmt	For	For	For
10.c	Reelect Anna-Karin Eliasson Celsing as Director	Mgmt	For	Against	Against
10.d	Reelect Niklas Midby as Director	Mgmt	For	For	For
10.e	Reelect Malin Persson as Director	Mgmt	For	Against	Against
10.f	Reelect Ann Grevelius as Director	Mgmt	For	For	For
10.g	Elect Oystein Loseth as New Director	Mgmt	For	For	For
10.h	Elect Peter Wallin as New Director	Mgmt	For	For	For
10.i	Elect Kristina Patek as New Director	Mgmt	For	For	For
10.j	Reelect Johan Ihrfelt as Board Chair	Mgmt	For	For	For
10.k	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
11	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
12	Approve Performance Share Matching Plan for Key Employees	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Prudential Financial, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: PRU

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 744320102

Shares Voted: 1,654

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For	For

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robert M. Falzon	Mgmt	For	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.6	Elect Director Kathleen A. Murphy	Mgmt	For	For	For
1.7	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.8	Elect Director Christine A. Poon	Mgmt	For	For	For
1.9	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	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	Against	For
4	Require Independent Board Chair	SH	Against	For	Against

Waste Management, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: WM

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 94106L109

Shares Voted: 7,937

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For	For	For
1b	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1c	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1d	Elect Director Andres R. Gluski	Mgmt	For	For	For
1e	Elect Director Victoria M. Holt	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1g	Elect Director Sean E. Menke	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For

Waste Management, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

AIXTRON SE

Meeting Date: 05/15/2024 **Country:** Germany **Ticker:** AIXA
Record Date: 05/08/2024 **Meeting Type:** Annual
Primary Security ID: D0257Y135

Shares Voted: 38,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Frits van Hout to the Supervisory Board	Mgmt	For	Against	Against
6.2	Reelect Anna Weber to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Karen Florschuetz to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Alexander Everke to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
9.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
9.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For

Bayerische Motoren Werke AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: BMW

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 6.00 per Ordinary Share and EUR 6.02 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	Mgmt	For	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Susanne Klatten to the Supervisory Board	Mgmt	For	Against	For
6.2	Elect Stefan Quandt to the Supervisory Board	Mgmt	For	Against	For
6.3	Elect Vishal Sikka to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Bunge Global SA

Meeting Date: 05/15/2024

Country: Switzerland

Ticker: BG

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: H11356104

Shares Voted: 3,360

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 Treatment of Net Loss	Mgmt	For	For	For
3	Approve Dividends of USD 2.72 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	For	For
5b	Elect Director Sheila Bair	Mgmt	For	For	For
5c	Elect Director Carol Browner	Mgmt	For	Against	Against
5d	Elect Director Gregory Heckman	Mgmt	For	For	For
5e	Elect Director Bernardo Hees	Mgmt	For	For	For
5f	Elect Director Michael Kobori	Mgmt	For	For	For
5g	Elect Director Monica McGurk	Mgmt	For	For	For
5h	Elect Director Kenneth Simril	Mgmt	For	For	For
5i	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
5j	Elect Director Mark Zenuk	Mgmt	For	For	For
5k	Elect Director Adrian Isman	Mgmt	For	For	For
5l	Elect Director Anne Jensen	Mgmt	For	For	For
5m	Elect Director Christopher Mahoney	Mgmt	For	For	For
5n	Elect Director Markus Walt	Mgmt	For	For	For
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	For	For
7a	Reelect Bernardo Hees as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7c	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For

Bunge Global SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Omnibus Stock Plan	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
10a	Approve Remuneration of Directors in the Amount of USD 5.1 million	Mgmt	For	For	For
10b	Approve Remuneration of Executive Committee in the Amount of USD 37.5 million for Fiscal Year 2025	Mgmt	For	For	For
10c	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Non-Financial Report	Mgmt	For	For	For
12	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
13	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	Mgmt	For	For	For
A	Other Business	Mgmt	For	Against	Against

Elevance Health, Inc.

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** ELV
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 036752103

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	Mgmt	For	For	For
1.2	Elect Director Antonio F. Neri	Mgmt	For	For	For
1.3	Elect Director Ramiro G. Peru	Mgmt	For	For	For
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	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against

Elmos Semiconductor SE

Meeting Date: 05/15/2024 **Country:** Germany **Ticker:** ELG
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: D2462G107

Shares Voted: 16,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Dirk Hoheisel for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Thomas Lehner for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Sven-Olaf Schellenberg for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Volkmar Tanneberger for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Klaus Weyer for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Guenter Zimmer for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Ratify BDO AG as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

Eni SpA

Meeting Date: 05/15/2024

Country: Italy

Ticker: ENI

Record Date: 05/06/2024

Meeting Type: Annual/Special

Primary Security ID: T3643A145

Shares Voted: 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Employees Share Ownership Plan 2024-2026	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
8	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital	Mgmt	For	For	For

NEXUS AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: NXU

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D5650J106

Shares Voted: 15,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify Flick Gocke Schaumburg GmbH as Auditors for Fiscal Year 2024	Mgmt	For	Against	Against

NEXUS AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify Flick Gocke Schaumburg GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Affiliation Agreement with vireq software solutions GmbH	Mgmt	For	For	For

Prevas AB

Meeting Date: 05/15/2024

Country: Sweden

Ticker: PREV.B

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: W7S732107

Shares Voted: 18,000

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 CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.75 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 440,000 for Chairman and SEK 220,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For

Prevas AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Christer Parkegren (Chair), Pia Sandvik, Ebba Fahraeus, Robert Demark, Johan Strid and Christer Wallberg as Directors; Elect Magnus Lundin as New Director; Ratify Ernst & Young as Auditors	Mgmt	For	Against	Against
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Creation of SEK 3.2 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Approve Warrant Program 2024/2027 for Key Employees	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Close Meeting	Mgmt			

SAP SE

Meeting Date: 05/15/2024

Country: Germany

Ticker: SAP

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 27,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	Against	Against
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Symrise AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: SY1

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D827A1108

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of EUR 55 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.8 Billion; Approve Creation of EUR 55 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Tele2 AB

Meeting Date: 05/15/2024 **Country:** Sweden **Ticker:** TEL2.B
Record Date: 05/06/2024 **Meeting Type:** Annual
Primary Security ID: W95878166

Shares Voted: 12,605

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			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Chairman's Report	Mgmt			
8	Receive CEO's Report	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11.a	Approve Allocation of Income and Ordinary Dividends of SEK 6.90 Per Share	Mgmt	For	For	For
	Shareholder Can Only Vote "Yes" on One of the Proposals under item 11 (b)	Mgmt			
11.b1	Approve May 17, 2024 and October 15, 2024 as Record Dates for Dividend Payments	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Sune Gunnarssons	Mgmt			
11.b2	Approve May 17, 2024 as Record Date for Dividend Payments	SH	None	Against	Against
	Management Proposals	Mgmt			
12.a	Approve Discharge of Andrew Barron	Mgmt	For	For	For
12.b	Approve Discharge of Stina Bergfors	Mgmt	For	For	For
12.c	Approve Discharge of Georgi Ganev	Mgmt	For	For	For
12.d	Approve Discharge of CEO Kjell Johnsen	Mgmt	For	For	For
12.e	Approve Discharge of Sam Kini	Mgmt	For	For	For
12.f	Approve Discharge of Eva Lindqvist	Mgmt	For	For	For
12.g	Approve Discharge of Lars-Ake Norling	Mgmt	For	For	For
12.h	Approve Discharge of Carla Smits-Nusteling	Mgmt	For	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.85 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Elect Thomas Reynaud as New Director	Mgmt	For	For	For
15.b	Reelect Stina Bergfors as Director	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
15.c	Elect Aude Durand as New Director	SH	For	For	For
	Management Proposals	Mgmt			
15.d	Reelect Georgi Ganev as Director	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			
15.e	Elect Jean-Marc Harion as New Director	SH	For	For	For
	Management Proposals	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.f	Elect Nicholas Hogberg as New Director	Mgmt	For	For	For
15.g	Reelect Sam Kini as Director	Mgmt	For	For	For
15.h	Reelect Eva Lindqvist as Director	Mgmt	For	For	For
15.i	Reelect Lars-Ake Norling as Director	Mgmt	For	For	For
16	Elect Thomas Reynaud as Board Chairman	Mgmt	For	For	For
17	Ratify KPMG AB as Auditors	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19.a	Approve Performance Share Matching Plan LTI 2024	Mgmt	For	For	For
19.b	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For	For
19.c	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For	For
19.d	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For	For	For
19.e	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For	For	For
19.f	Authorize Share Swap Agreement	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
	Shareholder Proposals Submitted by Martin Green	Mgmt			
21.a	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	SH	None	Against	Against
21.b	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	SH	None	Against	Against
21.c	The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2025	SH	None	Against	Against
22	Close Meeting	Mgmt			

The Hartford Financial Services Group, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: HIG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 416515104

Shares Voted: 2,254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	Mgmt	For	For	For
1b	Elect Director Carlos Dominguez	Mgmt	For	For	For
1c	Elect Director Trevor Fetter	Mgmt	For	For	For
1d	Elect Director Donna A. James	Mgmt	For	For	For
1e	Elect Director Edmund Reese	Mgmt	For	For	For
1f	Elect Director Teresa Wynn Roseborough	Mgmt	For	For	For
1g	Elect Director Virginia P. Ruesterholz	Mgmt	For	For	For
1h	Elect Director Christopher J. Swift	Mgmt	For	For	For
1i	Elect Director Matthew E. Winter	Mgmt	For	For	For
1j	Elect Director Greig Woodring	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

adidas AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: ADS

Record Date: 05/09/2024

Meeting Type: Annual

Primary Security ID: D0066B185

Shares Voted: 1,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For

adidas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Approve Remuneration Policy	Mgmt	For	For	For
7.1	Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
7.2	Reelect Jackie Joyner-Kersee to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.3	Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.4	Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Mgmt	For	Against	Against
7.5	Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
7.6	Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.7	Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.8	Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

Adyen NV

Meeting Date: 05/16/2024

Country: Netherlands

Ticker: ADYEN

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: N3501V104

Shares Voted: 250

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

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Elect Adine Grate to Supervisory Board	Mgmt	For	For	For
6	Reelect Piero Overmars to Supervisory Board	Mgmt	For	For	For
7	Reelect Caoimhe Keogan to Supervisory Board	Mgmt	For	For	For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Reappoint PwC as Auditors	Mgmt	For	For	For
12	Close Meeting	Mgmt			

Capgemini SE

Meeting Date: 05/16/2024

Country: France

Ticker: CAP

Record Date: 05/14/2024

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 4,000

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Sian Herbert-Jones as Director	Mgmt	For	For	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	For	For
13	Reelect Aiman Ezzat as Director	Mgmt	For	For	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

CVS Health Corporation

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** CVS
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 126650100

Shares Voted: 38,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jeffrey R. Balsler	Mgmt	For	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For	For
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Anne M. Finucane	Mgmt	For	For	For
1h	Elect Director J. Scott Kirby	Mgmt	For	For	For
1i	Elect Director Karen S. Lynch	Mgmt	For	For	For
1j	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1k	Elect Director Jean-Pierre Millon	Mgmt	For	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
6	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Adopt Policy to Require Director Allocation of Hours Disclosure	SH	Against	Against	Against

Deutsche Bank AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: DBK

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: D18190898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.45 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl von Rohr (until Oct. 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Christiana Riley (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Claudio de Sanctis (from July 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2023	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Detlef Polaschek (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Schulze (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Susanne Bleidt (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Claudia Fieber (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Klee (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Birgit Laumen (May 17, 2023 - Jan. 12, 2024) for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Gabriele Platscher (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Bernd Rose (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gerlinde Siebert (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Stephan Szukalski (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Juergen Toegel (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2023	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2023	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Stefan Viertel (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2023	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Frank Werneke (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Fresenius Medical Care AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: FME

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: D2734Z107

Shares Voted: 17,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.19 per Share	Mgmt	For	For	For
3	Approve Discharge of Former Personally Liable Partner Fresenius Medical Care Management AG for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board of Fresenius Medical Care AG for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board of Fresenius Medical Care AG & Co. KGaA for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Discharge of Supervisory Board of Fresenius Medical Care AG for Fiscal Year 2023	Mgmt	For	For	For

Fresenius Medical Care AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Illumina, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** ILMN
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 452327109

Shares Voted: 70,199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Frances Arnold	Mgmt	For	For	For
1B	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1C	Elect Director Robert S. Epstein	Mgmt	For	For	For
1D	Elect Director Scott Gottlieb	Mgmt	For	For	For
1E	Elect Director Gary S. Guthart	Mgmt	For	For	For
1F	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1G	Elect Director Anna Richo	Mgmt	For	For	For
1H	Elect Director Philip W. Schiller	Mgmt	For	For	For
1I	Elect Director Susan E. Siegel	Mgmt	For	For	For
1J	Elect Director Jacob Thaysen	Mgmt	For	For	For
1K	Elect Director Scott B. Ullem	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lloyds Banking Group Plc

Meeting Date: 05/16/2024

Country: United Kingdom

Ticker: LLOY

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: G5533W248

Shares Voted: 650,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
4	Re-elect William Chalmers as Director	Mgmt	For	For	For
5	Re-elect Sarah Legg as Director	Mgmt	For	For	For
6	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
7	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
8	Re-elect Cathy Turner as Director	Mgmt	For	For	For
9	Re-elect Scott Whewey as Director	Mgmt	For	For	For
10	Re-elect Catherine Woods as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	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

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Nexans SA

Meeting Date: 05/16/2024

Country: France

Ticker: NEX

Record Date: 05/14/2024

Meeting Type: Annual/Special

Primary Security ID: F65277109

Shares Voted: 2,350

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 2.30 per Share	Mgmt	For	For	For
4	Reelect Jane Basson as Director	Mgmt	For	For	For
5	Elect Tamara de Gruyter as Director	Mgmt	For	For	For
6	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
7	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jean Mouton, Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation of Christopher Guerin, CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for International Employees	Mgmt	For	For	For
19	Authorize Up to EUR 330,000 for Use in Restricted Stock Plan Reserved for Employees and Corporate Officers with Performance Conditions Attached from January 1, 2025	Mgmt	For	For	For
20	Authorize Up to EUR 50,000 for Use in Restricted Stock Plan Reserved for Employees and Subsidiaries (Without Performance Conditions Attached) from January 1, 2025	Mgmt	For	For	For
21	Authorize Up to EUR 130,000 for Use in Restricted Stock Plan Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
22	Amend Article 16 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

NIBE Industrier AB

Meeting Date: 05/16/2024

Country: Sweden

Ticker: NIBE.B

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: W6S38Z126

Shares Voted: 34,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair 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 President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.65 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
13	Reelect Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors; Elect James Ahrgren and Camilla Ekdahl as New Directors	Mgmt	For	Against	Against
14	Ratify KPMG as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For

NIBE Industrier AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Renault SA

Meeting Date: 05/16/2024

Country: France

Ticker: RNO

Record Date: 05/14/2024

Meeting Type: Annual/Special

Primary Security ID: F77098105

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 Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Transaction with Nissan Motor Co., Ltd Re: Framework Agreement	Mgmt	For	For	For
7	Approve Transaction with Nissan Motor Co., Ltd Re: New Alliance Agreement	Mgmt	For	For	For
8	Approve Transaction with Nissan Motor Co., Ltd Re: Ampere Investment Agreement	Mgmt	For	For	For
9	Approve Transaction with Nissan Motor Co., Ltd Re: Notice of Sale of Nissan Shares	Mgmt	For	For	For
10	Approve Transaction with French State Re: Termination of Governance Agreement	Mgmt	For	For	For
11	Appoint Mazars SA as Auditor for the Sustainability Reporting	Mgmt	For	For	For
12	Appoint KPMG SA as Auditor for the Sustainability Reporting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Luca de Meo, CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Home Depot, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: HD

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 29,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	Against	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula Santilli	Mgmt	For	For	For
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against	Against	Against
5	Report on Political Spending Congruency	SH	Against	For	Against
6	Report on Corporate Contributions	SH	Against	Against	Against
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	For	Against
9	Clawback of Incentive Payments	SH	Against	For	Against

Universal Music Group NV

Meeting Date: 05/16/2024

Country: Netherlands

Ticker: UMG

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: N90313102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Discussion on Company's Corporate Governance Structure	Mgmt			
4	Approve Remuneration Report	Mgmt	For	Against	Against
5	Adopt Financial Statements	Mgmt	For	For	For
6.a	Receive Explanation on Company's Dividend Policy	Mgmt			
6.b	Approve Dividends	Mgmt	For	For	For
7.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
7.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
8	Reelect Vincent Vallejo as Executive Director	Mgmt	For	Against	Against
9.a	Reelect Bill Ackman as Non-Executive Director	Mgmt	For	Against	Against
9.b	Reelect Cathia Lawson-Hall as Non-Executive Director	Mgmt	For	Against	Against
9.c	Reelect Cyrille Bollore as Non-Executive Director	Mgmt	For	Against	Against
9.d	Reelect James Mitchell as Non-Executive Director	Mgmt	For	Against	Against
9.e	Reelect Manning Doherty as Non-Executive Director	Mgmt	For	Against	Against
9.f	Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Mgmt	For	Against	Against
9.g	Reelect Nicole Avant as Non-Executive Director	Mgmt	For	For	For
9.h	Elect Eric Sprunk as Non-Executive Director	Mgmt	For	For	For
9.i	Elect Mandy Ginsberg as Non-Executive Director	Mgmt	For	For	For
10.a	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
10.b	Authorize Issuance of Shares and Grant Rights to Subscribe for Shares to Non-Executive Directors under the Non-Executive Directors' Remuneration Policy	Mgmt	For	For	For

Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.a	Authorize Repurchase of Shares	Mgmt	For	For	For
11.b	Approve Cancellation of Shares	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** WAB
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: 929740108

Shares Voted: 1,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda A. Harty	Mgmt	For	For	For
1b	Elect Director Brian P. Hehir	Mgmt	For	For	For
1c	Elect Director Beverley A. Babcock	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/17/2024 **Country:** France **Ticker:** ML
Record Date: 05/15/2024 **Meeting Type:** Annual/Special
Primary Security ID: F61824870

Shares Voted: 11,000

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 Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For	For	For
13	Elect Catherine Soubie as Supervisory Board Member	Mgmt	For	For	For
14	Elect Pascal Vinet as Supervisory Board Member	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	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 125 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	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 to 20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	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: 05/17/2024

Country: Spain

Ticker: IBE

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: E6165F166

Shares Voted: 263,391

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

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
6	Amend Preamble and Articles	Mgmt	For	For	For
7	Amend Articles	Mgmt	For	For	For
8	Amend Articles of General Meeting Regulations	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Engagement Dividend	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends	Mgmt	For	For	For
12	Approve Scrip Dividends	Mgmt	For	For	For
13	Approve Scrip Dividends	Mgmt	For	For	For
14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For
16	Reelect Nicola Mary Brewer as Director	Mgmt	For	For	For
17	Reelect Regina Helena Jorge Nunes as Director	Mgmt	For	For	For
18	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For	For	For
19	Fix Number of Directors at 14	Mgmt	For	For	For
20	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
21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

The Western Union Company

Meeting Date: 05/17/2024

Country: USA

Ticker: WU

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 959802109

The Western Union Company

Shares Voted: 11,995

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie M. Cameron-Doe	Mgmt	For	For	For
1b	Elect Director Martin I. Cole	Mgmt	For	For	For
1c	Elect Director Suzette M. Deering	Mgmt	For	For	For
1d	Elect Director Betsy D. Holden	Mgmt	For	For	For
1e	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1f	Elect Director Devin B. McGranahan	Mgmt	For	For	For
1g	Elect Director Michael A. Miles, Jr.	Mgmt	For	For	For
1h	Elect Director Timothy P. Murphy	Mgmt	For	For	For
1i	Elect Director Jan Siegmund	Mgmt	For	For	For
1j	Elect Director Angela A. Sun	Mgmt	For	For	For
1k	Elect Director Solomon D. Trujillo	Mgmt	For	For	For
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	Approve Omnibus Stock Plan	Mgmt	For	For	For

Coca-Cola HBC AG

Meeting Date: 05/21/2024

Country: Switzerland

Ticker: CCH

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: H1512E100

Shares Voted: 22,000

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 Consolidated Non-Financial Report Under Swiss Statutory Law	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividend from Reserves	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Executive Leadership Team	Mgmt	For	For	For
5.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For
5.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For
5.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.4	Re-elect Henrique Braun as Director	Mgmt	For	For	For
5.1.5	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
5.1.7	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.8	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For
5.1.9	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
5.1.A	Re-elect George Leventis as Director	Mgmt	For	For	For
5.1.B	Re-elect Evguenia Stoitchkova as Director	Mgmt	For	For	For
5.2.1	Elect Zulikat Abiola as Director	Mgmt	For	For	For
5.2.2	Elect Glykeria Tsernou as Director	Mgmt	For	For	For
6	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
8	Approve UK Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Swiss Remuneration Report	Mgmt	For	For	For
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13.1	Amend Articles Re: Alignment with Mandatory Provisions of the New Swiss Corporate Law	Mgmt	For	For	For
13.2	Amend Articles Re: Other Voluntary Changes	Mgmt	For	For	For

JPMorgan Chase & Co.

Meeting Date: 05/21/2024

Country: USA

Ticker: JPM

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 46625H100

Shares Voted: 22,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1e	Elect Director James Dimon	Mgmt	For	For	For
1f	Elect Director Alex Gorsky	Mgmt	For	For	For
1g	Elect Director Mellody Hobson	Mgmt	For	For	For
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1i	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1j	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against	Against

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	For	For
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against
10	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Shell Plc

Meeting Date: 05/21/2024

Country: United Kingdom

Ticker: SHEL

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G80827101

Shares Voted: 107,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Against	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	For	Against

Amazon.com, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: AMZN

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 023135106

Shares Voted: 130,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Against	Against
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Establish a Public Policy Committee	SH	Against	For	For
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
6	Report on Customer Due Diligence	SH	Against	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
9	Report on Viewpoint Discrimination	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
11	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	For	For
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	For	For
17	Commission a Third Party Audit on Working Conditions	SH	Against	For	For

ANSYS, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: ANSS

Record Date: 04/09/2024

Meeting Type: Special

Primary Security ID: 03662Q105

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Coats Group Plc

Meeting Date: 05/22/2024

Country: United Kingdom

Ticker: COA

Record Date: 05/20/2024

Meeting Type: Annual

Primary Security ID: G22429115

Shares Voted: 475,000

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 Final Dividend	Mgmt	For	For	For
4	Re-elect Jacqueline Callaway as Director	Mgmt	For	For	For
5	Re-elect David Gosnell as Director	Mgmt	For	For	For
6	Re-elect Hongyan Echo Lu as Director	Mgmt	For	For	For
7	Re-elect Stephen Murray as Director	Mgmt	For	For	For
8	Re-elect Frances Philip as Director	Mgmt	For	For	For
9	Re-elect Rajiv Sharma as Director	Mgmt	For	For	For
10	Re-elect Jakob Sigurdsson as Director	Mgmt	For	For	For
11	Elect Sarah Highfield as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For

Coats Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Long-Term Incentive Plan	Mgmt	For	For	For
16	Approve Deferred Annual Bonus Plan	Mgmt	For	For	For
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

CompuGroup Medical SE & Co. KGaA

Meeting Date: 05/22/2024

Country: Germany

Ticker: COP

Record Date: 05/15/2024

Meeting Type: Annual

Primary Security ID: D1932N100

Shares Voted: 40,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024; for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Affiliation Agreement with CGM LAB International GmbH	Mgmt	For	For	For

CompuGroup Medical SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Creation of EUR 10.7 Million Pool of Authorized Capital 2024/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 16.1 Million Pool of Authorized Capital 2024/II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 5.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
12	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 2.7 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Dassault Systemes SE

Meeting Date: 05/22/2024

Country: France

Ticker: DSY

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 8,925

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 0.23 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	For	Against	Against
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	Against	Against
12	Reelect Laurence Daures as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against	Against
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	For	Against	Against
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	Against	Against

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	For	Against	Against
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against	Against
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

EUROAPI SA

Meeting Date: 05/22/2024

Country: France

Ticker: EAPI

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F33077102

Shares Voted: 23

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 Treatment of Losses	Mgmt	For	For	For
4	Ratify Appointment of Geraldine Leveau as Director	Mgmt	For	For	For
5	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Remuneration Policy of Viviane Monges, CEO since October 30, 2023	Mgmt	For	For	For
7	Ratify Transaction with Cecile Dussart	Mgmt	For	For	For
8	Approve Transaction with Groupe Sanofi	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million	Mgmt	For	For	For

EUROAPI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Viviane Monges, Chairwoman of the Board	Mgmt	For	For	For
12	Approve Compensation of Karl Rotthier, CEO until October 30, 2023	Mgmt	For	Against	Against
13	Approve Compensation of Viviane Monges, CEO since October 30, 2023	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Viviane Monges, Chairwoman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of Viviane Monges, CEO until March 1, 2024	Mgmt	For	For	For
17	Approve Remuneration Policy of Ludwig de Mot, CEO since March 1, 2024	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
	Ordinary Business	Mgmt			
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

McDonald's Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: MCD

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 580135101

Shares Voted: 5,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director John Mulligan	Mgmt	For	For	For
1i	Elect Director Jennifer Taubert	Mgmt	For	For	For
1j	Elect Director Paul Walsh	Mgmt	For	For	For
1k	Elect Director Amy Weaver	Mgmt	For	For	For
1l	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Antibiotics Policy	SH	Against	For	For
7	Approve Request on Cage Free Egg Progress Disclosure	SH	Against	For	For
8	Disclose Poultry Welfare Indicators	SH	Against	For	For
9	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
10	Report on Corporate Contributions	SH	Against	Against	Against
11	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For

Mondelez International, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: MDLZ

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 609207105

Shares Voted: 14,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cees 't Hart	Mgmt	For	For	For
1.2	Elect Director Charles E. Bunch	Mgmt	For	For	For

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Ertharin Cousin	Mgmt	For	For	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	For	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1.6	Elect Director Anindita Mukherjee	Mgmt	For	For	For
1.7	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1.8	Elect Director Paula A. Price	Mgmt	For	For	For
1.9	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For
1.11	Elect Director Dirk Van de Put	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Establish Subcommittee Study on Company Affiliations	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	Against
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	For	Against
8	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	For	Against

Neurocrine Biosciences, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: NBIX

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 64125C109

Shares Voted: 1,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H. Rastetter	Mgmt	For	For	For
1.2	Elect Director George J. Morrow	Mgmt	For	For	For
1.3	Elect Director Leslie V. Norwalk	Mgmt	For	For	For

Neurocrine Biosciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Christine A. Poon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Orange SA

Meeting Date: 05/22/2024

Country: France

Ticker: ORA

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F6866T100

Shares Voted: 69,940

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 0.72 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding One New Transaction	Mgmt	For	For	For
5	Reelect Christel Heydemann as Director	Mgmt	For	Against	Against
6	Reelect Frederic Sanchez as Director	Mgmt	For	Against	Against
7	Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against
8	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint KPMG as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	For	For

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	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 up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			
A	Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Against	Against

PayPal Holdings, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: PYPL

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 70450Y103

Shares Voted: 163,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Alex Chriss	Mgmt	For	For	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	For	For
1d	Elect Director John J. Donahoe	Mgmt	For	For	For
1e	Elect Director David W. Dorman	Mgmt	For	For	For
1f	Elect Director Enrique J. Lores	Mgmt	For	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	For
1k	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

PUMA SE

Meeting Date: 05/22/2024

Country: Germany

Ticker: PUM

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D62318148

Shares Voted: 12,679

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For	For

PUMA SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase in Size of Board to Seven Members	Mgmt	For	For	For
8.1	Elect Harsh Saini to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Roland Krueger to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 05/22/2024

Country: Netherlands

Ticker: STMPA

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: N83574108

Shares Voted: 14,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
7	Approve Dividends	Mgmt	For	For	For

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Discharge of Management Board	Mgmt	For	For	For
9	Approve Discharge of Supervisory Board	Mgmt	For	For	For
10	Amend Articles of Association	Mgmt	For	For	For
11	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
12	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For	For
13	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
14	Elect Lorenzo Grandi to Management Board	Mgmt	For	For	For
15	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	Mgmt	For	For	For
16	Approve New Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	For	For
17	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	Mgmt	For	For	For
18	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	For	For
19	Reelect Janet Davidson to Supervisory Board	Mgmt	For	For	For
20	Elect Pascal Daloz to Supervisory Board	Mgmt	For	For	For
21	Authorize Repurchase of Shares	Mgmt	For	For	For
22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
23	Allow Questions	Mgmt			

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: TMO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 883556102

Shares Voted: 23,749

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1h	Elect Director James C. Mullen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	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	Adopt Simple Majority Vote Requirement	SH	Against	Against	Against

Enel SpA

Meeting Date: 05/23/2024

Country: Italy

Ticker: ENEL

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: T3679P115

Shares Voted: 63,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Long Term Incentive Plan 2024	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

LEG Immobilien SE

Meeting Date: 05/23/2024

Country: Germany

Ticker: LEG

Record Date: 05/16/2024

Meeting Type: Annual

Primary Security ID: D4960A103

Shares Voted: 21,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.45 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Elect Christoph Beumer to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For

Morgan Stanley

Meeting Date: 05/23/2024

Country: USA

Ticker: MS

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 617446448

Shares Voted: 13,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For	For
1d	Elect Director Robert H. Herz	Mgmt	For	For	For
1e	Elect Director Erika H. James	Mgmt	For	For	For
1f	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1g	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1i	Elect Director Jami Miscik	Mgmt	For	For	For
1j	Elect Director Masato Miyachi	Mgmt	For	For	For
1k	Elect Director Dennis M. Nally	Mgmt	For	For	For
1l	Elect Director Edward (Ted) Pick	Mgmt	For	For	For
1m	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1n	Elect Director Perry M. Traquina	Mgmt	For	For	For
1o	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	For	For
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For

Nemetschek SE

Meeting Date: 05/23/2024

Country: Germany

Ticker: NEM

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D56134105

Shares Voted: 6,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.48 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Yves Padrines for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Louise Ofverstrom for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Viktor Varkonyi (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Jon Elliott (until Sep. 5, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Patricia Geibel-Conrad (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Christine Schoeneweis for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Soeffing for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Gernot Strube for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Iris Helke (from July 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Elect Iris Helke to the Supervisory Board	Mgmt	For	Against	Against
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: PRU

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G72899100

Shares Voted: 27,300

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 Remuneration Report	Mgmt	For	For	For
3	Elect Mark Saunders as Director	Mgmt	For	For	For
4	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
5	Re-elect Anil Wadhvani as Director	Mgmt	For	For	For
6	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
7	Re-elect Arijit Basu as Director	Mgmt	For	For	For
8	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
9	Re-elect Ming Lu as Director	Mgmt	For	For	For
10	Re-elect George Sartorel as Director	Mgmt	For	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
13	Re-elect Amy Yip as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
19	Authorise Issue of Preference Shares	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

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Directors to Allot Ordinary Shares in Connection with the Scrip Dividend Alternative	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/23/2024 **Country:** France **Ticker:** SU
Record Date: 05/21/2024 **Meeting Type:** Annual/Special
Primary Security ID: F86921107

Shares Voted: 29,024

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 3.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For	For
17	Elect Philippe Knoche as Director	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 Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

secunet Security Networks AG

Meeting Date: 05/23/2024

Country: Germany

Ticker: YSN

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D69074108

Shares Voted: 3,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.36 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

secunet Security Networks AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Reelect Ralf Wintergerst to the Supervisory Board	Mgmt	For	Against	Against
6.2	Reelect Peter Zattler to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Jan Thyen to the Supervisory Board	Mgmt	For	Against	Against
6.4	Reelect Guenter Schaefer to the Supervisory Board	Mgmt	For	Against	Against
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Approve Remuneration Policy for the Management Board	Mgmt	For	Against	Against
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

Teleperformance SE

Meeting Date: 05/23/2024

Country: France

Ticker: TEP

Record Date: 05/21/2024

Meeting Type: Annual/Special

Primary Security ID: F9120F106

Shares Voted: 3,000

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 Allocation of Income and Dividends of EUR 3.85 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Compensation of Bhupender Singh, Vice-CEO Since July 1, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEO in Charge of Finances	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers Audit SAS as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
14	Ratify Appointment of Nan Niu as Director	Mgmt	For	For	For
15	Ratify Appointment of Moulay Hafid Elalami as Director	Mgmt	For	For	For
16	Reelect Moulay Hafid Elalami as Director	Mgmt	For	For	For
17	Ratify Appointment of Brigitte Daubry as Director	Mgmt	For	For	For
18	Reelect Brigitte Daubry as Director	Mgmt	For	For	For
19	Reelect Daniel Julien as Director	Mgmt	For	For	For
20	Reelect Alain Boulet as Director	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22 to 24	Mgmt	For	For	For
26	Authorize Capital Increase of up to EUR 7.2 Million for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Carrefour SA

Meeting Date: 05/24/2024

Country: France

Ticker: CA

Record Date: 05/22/2024

Meeting Type: Annual/Special

Primary Security ID: F13923119

Shares Voted: 40,000

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 Allocation of Income and Dividends of EUR 0.87 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Philippe Houze as Director	Mgmt	For	For	For
6	Reelect Patricia Moulin Lemoine as Director	Mgmt	For	For	For
7	Reelect Stephane Israel as Director	Mgmt	For	For	For
8	Reelect Claudia Almeida e Silva as Director	Mgmt	For	For	For
9	Reelect Stephane Courbit as Director	Mgmt	For	For	For

Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reelect Aurore Domont as Director	Mgmt	For	Against	Against
11	Reelect Arthur Sadoun as Director	Mgmt	For	For	For
12	Ratify Appointment of Eduardo Rossi as Director	Mgmt	For	For	For
13	Elect Marguerite Berard as Director	Mgmt	For	For	For
14	Appoint Deloitte & Associes and Mazars as Auditors for the Sustainability Reporting	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Lanxess AG

Meeting Date: 05/24/2024

Country: Germany

Ticker: LXS

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: D5032B102

Shares Voted: 66,999

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.10 per Share	Mgmt	For	For	For

Lanxess AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Elect Hans van Bylen to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Lawrence Rosen to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Hans-Joachim Mueller to the Supervisory Board	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

NN Group NV

Meeting Date: 05/24/2024

Country: Netherlands

Ticker: NN

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: N64038107

Shares Voted: 7,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Discussion on Company's Corporate Governance Structure	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.B	Receive Explanation on Company's Dividend Policy	Mgmt			
5.C	Approve Dividends	Mgmt	For	For	For
6.A	Approve Discharge of Executive Board	Mgmt	For	For	For
6.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For

NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Discuss Updated Profile of the Supervisory Board	Mgmt			
8.A	Elect Robert Jenkins to Supervisory Board	Mgmt	For	For	For
8.B	Elect Koos Timmermans to Supervisory Board	Mgmt	For	For	For
9.A	Adopt Remuneration Policy for the Executive Board	Mgmt	For	For	For
9.B	Adopt Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Grant Board Authority to Issue Shares in the Context of Issuing Contingent Convertible Securities	Mgmt	For	For	For
11.A1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
11.A2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Quanta Services, Inc.

Meeting Date: 05/24/2024

Country: USA

Ticker: PWR

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 74762E102

Shares Voted: 2,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	For	For
1.2	Elect Director Warner L. Baxter	Mgmt	For	For	For
1.3	Elect Director Doyle N. Beneby	Mgmt	For	For	For
1.4	Elect Director Vincent D. Foster	Mgmt	For	For	For
1.5	Elect Director Bernard Fried	Mgmt	For	For	For

Quanta Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Worthing F. Jackman	Mgmt	For	For	For
1.7	Elect Director Holli C. Ladhani	Mgmt	For	For	For
1.8	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For
1.9	Elect Director R. Scott Rowe	Mgmt	For	For	For
1.10	Elect Director Raul J. Valentin	Mgmt	For	For	For
1.11	Elect Director Martha B. Wyrsh	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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

TotalEnergies SE

Meeting Date: 05/24/2024 **Country:** France **Ticker:** TTE
Record Date: 05/22/2024 **Meeting Type:** Annual/Special
Primary Security ID: F92124100

Shares Voted: 105,000

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 Allocation of Income and Dividends of EUR 3.01 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Against	Against
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Reelect Glenn Hubbard as Director	Mgmt	For	For	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Against	Against
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Merck & Co., Inc.

Meeting Date: 05/28/2024 **Country:** USA **Ticker:** MRK
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 58933Y105

Shares Voted: 16,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For
1l	Elect Director Kathy J. Warden	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	Provide Right to Act by Written Consent	SH	Against	For	For
5	Disclose a Government Censorship Transparency Report	SH	Against	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Meeting Date: 05/28/2024

Country: Austria

Ticker: OMV

Record Date: 05/18/2024

Meeting Type: Annual

Primary Security ID: A51460110

Shares Voted: 31,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2.1	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For	For	For
2.2	Approve Special Dividends of EUR 2.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
9.1	Approve Long Term Incentive Plan for Key Employees	Mgmt	For	For	For
9.2	Approve Equity Deferral Plan	Mgmt	For	For	For
10.1	Elect Dorothee Deuring as Supervisory Board Member	Mgmt	For	For	For
10.2	Elect Patrick Lammers as Supervisory Board Member	Mgmt	For	For	For
10.3	Elect Khaled Salmeen as Supervisory Board Member	Mgmt	For	For	For
10.4	Elect Khaled Al Zaabi as Supervisory Board Member	Mgmt	For	For	For
11.1	Amend Corporate Purpose	Mgmt	For	For	For
11.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028	Mgmt	For	For	For
11.3	Amend Articles of Association	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Chevron Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: CVX

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 166764100

Shares Voted: 1,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	Against	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	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 Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
5	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For	Against
6	Commission Third Party Assessment on Company's Human Rights Policies	SH	Against	For	For
7	Publish a Tax Transparency Report	SH	Against	For	Against

Dollar General Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: DG

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 256677105

Shares Voted: 74,810

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For	For
1c	Elect Director Ana M. Chadwick	Mgmt	For	For	For
1d	Elect Director Patricia D. Fili-Krushel	Mgmt	For	For	For
1e	Elect Director Timothy I. McGuire	Mgmt	For	For	For
1f	Elect Director David P. Rowland	Mgmt	For	For	For
1g	Elect Director Debra A. Sandler	Mgmt	For	For	For
1h	Elect Director Ralph E. Santana	Mgmt	For	For	For
1i	Elect Director Todd J. Vasos	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Abstain

Exxon Mobil Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: XOM

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: 30231G102

Shares Voted: 3,812

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	Against	For
1.3	Elect Director Gregory J. Goff	Mgmt	For	For	For
1.4	Elect Director John D. Harris, II	Mgmt	For	For	For
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	For	For

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	Against	For
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	Against	For
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	Against	For
1.12	Elect Director Darren W. Woods	Mgmt	For	Against	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	Revisit Executive Pay Incentives for GHG Emission Reductions	SH	Against	Against	For
5	Report on Median Gender/Racial Pay Gaps	SH	Against	For	For
6	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For	For
7	Report on Social Impact from Plant Closure or Energy Transition	SH	Against	For	For

IVU Traffic Technologies AG

Meeting Date: 05/29/2024

Country: Germany

Ticker: IVU

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D3696K104

Shares Voted: 72,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.26 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

IVU Traffic Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify BDO AG as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8.1	Elect Bert Meerstadt to the Supervisory Board	Mgmt	For	Against	Against
8.2	Elect Ute Witt to the Supervisory Board	Mgmt	For	Against	Against
8.3	Elect Barbara Lenz to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Heiner Bente to the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
10	Confirm May 25, 2023, AGM Resolution Re: Approve Allocation of Income and Dividends of EUR 0.24 per Share	Mgmt	For	For	For

KION GROUP AG

Meeting Date: 05/29/2024

Country: Germany

Ticker: KGX

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D4S14D103

Shares Voted: 19,192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

KION GROUP AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
9	Amend Affiliation Agreement with KION Information Management Services GmbH	Mgmt	For	For	For

Legrand SA

Meeting Date: 05/29/2024

Country: France

Ticker: LR

Record Date: 05/27/2024

Meeting Type: Annual/Special

Primary Security ID: F56196185

Shares Voted: 7,186

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 2.09 per Share	Mgmt	For	For	For
4	Appoint Mazars & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report	Mgmt	For	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	Mgmt	For	For	For
13	Elect Rekha Mehrotra Menon as Director	Mgmt	For	For	For
14	Reelect Jean-Marc Chery as Director	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	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 18 to 20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 100 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 Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	Mgmt	For	For	For

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meta Platforms, Inc.

Meeting Date: 05/29/2024

Country: USA

Ticker: META

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 30303M102

Shares Voted: 32,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
1.3	Elect Director John Arnold	Mgmt	For	For	For
1.4	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
1.5	Elect Director Nancy Killefer	Mgmt	For	For	For
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.9	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
1.10	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	For	For

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
8	Report on Human Rights Risks in Non-US Markets	SH	Against	For	Against
9	Amend Corporate Governance Guidelines	SH	Against	For	For
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	For	Against
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For

q.beyond AG

Meeting Date: 05/29/2024

Country: Germany

Ticker: QBY

Record Date: 05/22/2024

Meeting Type: Annual

Primary Security ID: D6S41S102

Shares Voted: 1,459,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Bernd Schlobohm for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Frank Zurlino for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Gerd Eickers for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Discharge of Supervisory Board Member Ina Schlie for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Matthias Galler for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Martina Altheim for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify Mazars GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Elect Thorsten Dirks to the Supervisory Board	Mgmt	For	For	For
7	Ratify Mazars GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For

Amgen Inc.

Meeting Date: 05/31/2024 Country: USA Ticker: AMGN
 Record Date: 04/01/2024 Meeting Type: Annual
 Primary Security ID: 031162100

Shares Voted: 8,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1l	Elect Director Amy E. Miles	Mgmt	For	For	For

Amgen Inc.

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	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Lowe's Companies, Inc.

Meeting Date: 05/31/2024 **Country:** USA **Ticker:** LOW
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 548661107

Shares Voted: 685

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Lawrence Simkins	Mgmt	For	For	For
1.12	Elect Director Colleen Taylor	Mgmt	For	For	For
1.13	Elect Director Mary Beth West	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

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024

Country: USA

Ticker: UNH

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 16,107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For	For
1j	Elect Director Andrew Witty	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 Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For

Booking Holdings Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: BKNG

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 09857L108

Shares Voted: 2,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Charles H. Noski	Mgmt	For	For	For
1.7	Elect Director Larry Quinlan	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.10	Elect Director Sumit Singh	Mgmt	For	For	For
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.12	Elect Director Vanessa A. Wittman	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	Amend Clawback Policy	SH	Against	For	For
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For	For

Evonik Industries AG

Meeting Date: 06/04/2024

Country: Germany

Ticker: EVK

Record Date: 05/28/2024

Meeting Type: Annual

Primary Security ID: D2R90Y117

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.17 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Evonik Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

General Motors Company

Meeting Date: 06/04/2024

Country: USA

Ticker: GM

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1d	Elect Director Linda R. Gooden	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Jonathan McNeill	Mgmt	For	For	For
1g	Elect Director Judith A. Miscik	Mgmt	For	For	For
1h	Elect Director Patricia F. Russo	Mgmt	For	For	For
1i	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1j	Elect Director Mark A. Tatum	Mgmt	For	For	For
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For
1l	Elect Director Devin N. Wenig	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
4	Report on the Use of Child Labor in Connection with Electric Vehicles	SH	Against	For	For
5	Eliminate EV Targets from Incentive Compensation Programs	SH	Against	Against	Against
6	Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	SH	Against	For	For
7	Report on Sustainability Risk in the Company's Supply Chain	SH	Against	For	For

Krones AG

Meeting Date: 06/04/2024 **Country:** Germany **Ticker:** KRN
Record Date: 05/13/2024 **Meeting Type:** Annual
Primary Security ID: D47441171

Shares Voted: 10,465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Amadeus IT Group SA

Meeting Date: 06/05/2024

Country: Spain

Ticker: AMS

Record Date: 05/31/2024

Meeting Type: Annual

Primary Security ID: E04648114

Shares Voted: 6,000

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 Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Reelect William Connelly as Director	Mgmt	For	For	For
6.2	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
6.4	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
6.5	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.6	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.7	Reelect Amanda Mesler as Director	Mgmt	For	For	For
6.8	Reelect Jana Eggers as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Executive Share Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

CEWE Stiftung & Co. KGaA

Meeting Date: 06/05/2024

Country: Germany

Ticker: CWC

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: D1499B107

CEWE Stiftung & Co. KGaA

Shares Voted: 13,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner Neumueller CEWE COLOR Stiftung for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Creation of EUR 1.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

DuPont de Nemours, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: DD

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 26614N102

Shares Voted: 430

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1h	Elect Director Luther C. Kissam	Mgmt	For	For	For

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director James A. Lico	Mgmt	For	For	For
1j	Elect Director Frederick M. Lowery	Mgmt	For	For	For
1k	Elect Director Deanna M. Mulligan	Mgmt	For	For	For
1l	Elect Director Steven M. Sterin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Clawback Policy	SH	Against	Against	Against

Encavis AG

Meeting Date: 06/05/2024

Country: Germany

Ticker: ECV

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: D2R4PT120

Shares Voted: 41,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Rolf Schmitz for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Manfred Krueper for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Albert Buell for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Fritz Vahrenholt for Fiscal Year 2023	Mgmt	For	For	For

Encavis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Christine Scheel for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Henning Kreke for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Marcus Schenck for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Thorsten Testorp for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Isabella Pfaller for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Elect Marcus Schenck to the Supervisory Board	Mgmt	For	Against	Against
8.2	Elect Ayleen Oehmen-Goerisch to the Supervisory Board	Mgmt	For	Against	Against
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For	For
10	Cancel May 20, 2020, AGM, Resolution Re: Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	For
11	Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against

Scout24 SE

Meeting Date: 06/05/2024

Country: Germany

Ticker: G24

Record Date: 05/29/2024

Meeting Type: Annual

Primary Security ID: D345XT105

Shares Voted: 4,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Hans-Holger Albrecht to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Andrea Euenheim to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Frank Lutz to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Maya Miteva to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Sohaila Ouffata to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Walmart Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: WMT

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 931142103

Shares Voted: 195,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	Against	Against
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Brian Niccol	Mgmt	For	For	For
1i	Elect Director Gregory B. Penner	Mgmt	For	For	For
1j	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For
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	Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	SH	Against	For	For
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	For	For
6	Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	SH	Against	For	For
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For
8	Report on a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Commission a Third Party Audit on Workplace Safety and Violence	SH	Against	For	For
10	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against

7C Solarparken AG

Meeting Date: 06/06/2024

Country: Germany

Ticker: HRPK

Record Date: 05/15/2024

Meeting Type: Annual

Primary Security ID: D6974F127

7C Solarparken AG

Shares Voted: 255,724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.06 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
10	Approve Remuneration Policy for the Management Board	Mgmt	For	Against	Against
11	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024

Country: France

Ticker: SGO

Record Date: 06/04/2024

Meeting Type: Annual/Special

Primary Security ID: F80343100

Shares Voted: 4,100

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

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Jean-Francois Cirelli as Director	Mgmt	For	For	For
6	Elect Sophie Brochu as Director	Mgmt	For	For	For
7	Elect Helene de Tissot as Director	Mgmt	For	For	For
8	Elect Geoffroy Roux de Bezieux as Director	Mgmt	For	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	Mgmt	For	For	For
17	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
18	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

DWS Group GmbH & Co. KGaA

Meeting Date: 06/06/2024

Country: Germany

Ticker: DWS

Record Date: 05/15/2024

Meeting Type: Annual

Primary Security ID: D23390103

Shares Voted: 7,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2.10 per Share and Special Dividends of EUR 4.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Elect Oliver Behrens to the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 20 Million Pool of Authorized Capital 2024/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Creation of EUR 60 Million Pool of Authorized Capital 2024/II with Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 500 Million	Mgmt	For	For	For
11	Amend Articles Re: Composition of the Joint Committee; Proof of Entitlement	Mgmt	For	For	For

GoDaddy Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: GDDY

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: 380237107

Shares Voted: 4,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Herald Chen	Mgmt	For	For	For
1b	Elect Director Mark Garrett	Mgmt	For	For	For
1c	Elect Director Brian Sharples	Mgmt	For	For	For
1d	Elect Director Leah Sweet	Mgmt	For	For	For
1e	Elect Director Srinivas (Srini) Tallapragada	Mgmt	For	For	For
1f	Elect Director Sigal Zarmi	Mgmt	For	For	For
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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Netflix, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: NFLX

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	For	For
1e	Elect Director Greg Peters	Mgmt	For	For	For
1f	Elect Director Susan E. Rice	Mgmt	For	For	For
1g	Elect Director Ted Sarandos	Mgmt	For	For	For
1h	Elect Director Bradford L. Smith	Mgmt	For	For	For
1i	Elect Director Anne M. Sweeney	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Use of Artificial Intelligence	SH	Against	For	For
5	Establish Committee on Corporate Sustainability	SH	Against	Against	Against
6	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Twilio Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: TWLO

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 90138F102

Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Epstein	Mgmt	For	Withhold	For
1.2	Elect Director Khozema Shipchandler	Mgmt	For	For	For
1.3	Elect Director Andrew Stafman	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Declassify the Board of Directors	Mgmt	For	For	For

Alphabet Inc.

Meeting Date: 06/07/2024

Country: USA

Ticker: GOOGL

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 02079K305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	For
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	For
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	For
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	For
1j	Elect Director Robin L. Washington	Mgmt	For	Against	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against	For
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For	Against
8	Report on Lobbying Payments and Policy	SH	Against	For	Against
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	For	Against
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	For	For
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	For	For
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	For	For

ANSYS, Inc.

Meeting Date: 06/07/2024 **Country:** USA **Ticker:** ANSS
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: 03662Q105

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jim Frankola	Mgmt	For	For	For
1B	Elect Director Alec D. Gallimore	Mgmt	For	For	For
1C	Elect Director Ronald W. Hovsepian	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting	SH	Against	For	For

Arista Networks, Inc.

Meeting Date: 06/07/2024 **Country:** USA **Ticker:** ANET
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: 040413106

Shares Voted: 2,205

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly Battles	Mgmt	For	Withhold	Withhold
1.2	Elect Director Kenneth Duda	Mgmt	For	For	For
1.3	Elect Director Jayshree Ullal	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Arista Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

TeamViewer SE

Meeting Date: 06/07/2024 **Country:** Germany **Ticker:** TMV
Record Date: 05/16/2024 **Meeting Type:** Annual
Primary Security ID: D8T895100

Shares Voted: 13,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Affiliation Agreement with Regit Eins GmbH	Mgmt	For	For	For
7	Approve Creation of EUR 34.8 Million Pool of Authorized Capital 2024/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.4 Billion; Approve Creation of EUR 34.8 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For
9	Approve Creation of EUR 17.4 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For

TeamViewer SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Joachim Heel to the Supervisory Board	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
13	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
14	Amend Articles Re: Electronic Communication	Mgmt	For	For	For

Comcast Corporation

Meeting Date: 06/10/2024

Country: USA

Ticker: CMCSA

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 20030N101

Shares Voted: 10,145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold	Withhold
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold	Withhold
1.4	Elect Director Louise F. Brady	Mgmt	For	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold	Withhold
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Congruency of Political Spending with Company Stated Values	SH	Against	For	For

Meeting Date: 06/10/2024

Country: Germany

Ticker: EVT

Record Date: 05/19/2024

Meeting Type: Annual

Primary Security ID: D1646D105

Shares Voted: 52,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2.1	Approve Discharge of Management Board Member Werner Lanthaler for Fiscal Year 2023	Mgmt	For	Against	Against
2.2	Approve Discharge of Management Board Member Matthias Evers for Fiscal Year 2023	Mgmt	For	For	For
2.3	Approve Discharge of Management Board Member Laetitia Rouxel for Fiscal Year 2023	Mgmt	For	For	For
2.4	Approve Discharge of Management Board Member Cord Dohrmann for Fiscal Year 2023	Mgmt	For	For	For
2.5	Approve Discharge of Management Board Member Craig Johnstone for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify BDO AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Creation of EUR 35.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7.1	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
7.2	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
7.3	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8.1	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Roland Sackers to the Supervisory Board	Mgmt	For	For	For

Evotec SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3	Elect Camilla Languille to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Constanze Ulmer-Eilfort to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Duncan McHale to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Wesley Wheeler to the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

Bechtle AG

Meeting Date: 06/11/2024

Country: Germany

Ticker: BC8

Record Date: 05/20/2024

Meeting Type: Annual

Primary Security ID: D0873U103

Shares Voted: 37,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8.1	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Bechtle AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Elect Stephanie Holdt to the Supervisory Board	Mgmt	For	Against	Against
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Approve Affiliation Agreement with Bechtle PLM Deutschland GmbH	Mgmt	For	For	For
12	Approve Affiliation Agreement with Bechtle Additive Manufacturing Deutschland GmbH	Mgmt	For	For	For
13	Amend Affiliation Agreement with Bechtle Financial Services AG	Mgmt	For	For	For
14	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Nasdaq, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: NDAQ

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 631103108

Shares Voted: 137,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	For	For	For
1b	Elect Director Charlene T. Begley	Mgmt	For	For	For
1c	Elect Director Adena T. Friedman	Mgmt	For	For	For
1d	Elect Director Essa Kazim	Mgmt	For	For	For
1e	Elect Director Thomas A. Kloet	Mgmt	For	For	For
1f	Elect Director Kathryn A. Koch	Mgmt	For	For	For
1g	Elect Director Holden Spaht	Mgmt	For	For	For
1h	Elect Director Michael R. Splinter	Mgmt	For	For	For
1i	Elect Director Johan Torgeby	Mgmt	For	For	For
1j	Elect Director Toni Townes-Whitley	Mgmt	For	For	For
1k	Elect Director Jeffery W. Yabuki	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Alfred W. Zollar	Mgmt	For	For	For
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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	Against

SAF-HOLLAND SE

Meeting Date: 06/11/2024 Country: Germany Ticker: SFQ
 Record Date: 05/20/2024 Meeting Type: Annual
 Primary Security ID: L7999D106

Shares Voted: 28,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Matthias Arleth to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Ingrid Jaegering to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Jurate Kelyte to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Martin Kleinschmitt to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Carsten Reinhardt to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against

SAF-HOLLAND SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of EUR 9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 9.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Affiliation Agreement with SAF-HOLLAND GmbH	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Sonova Holding AG

Meeting Date: 06/11/2024

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Stacy Seng as Director	Mgmt	For	For	For
4.1.3	Reelect Gregory Behar as Director	Mgmt	For	For	For
4.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For	For
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	Against	Against
4.1.7	Reelect Julie Tay as Director	Mgmt	For	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For	For
4.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For	For
4.2	Elect Gilbert Achermann as Director	Mgmt	For	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

SUeSS MicroTec SE

Meeting Date: 06/11/2024

Country: Germany

Ticker: SMHN

Record Date: 06/04/2024

Meeting Type: Annual

Primary Security ID: D82791167

Shares Voted: 23,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For

SUeSS MicroTec SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify Baker Tilly GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Change Company Name to SUSS MicroTec SE	Mgmt	For	For	For
9	Amend Articles of Association	Mgmt	For	For	For

Aegon Ltd.

Meeting Date: 06/12/2024 **Country:** Bermuda **Ticker:** AGN
Record Date: 05/15/2024 **Meeting Type:** Annual
Primary Security ID: G0112X105

Shares Voted: 70,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Presentation by CEO	Mgmt			
2.2	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.3	Approve Remuneration Report	Mgmt	For	For	For
2.4	Approve Final Dividend	Mgmt	For	For	For
3.1	Approve Remuneration Policy of Board of Directors	Mgmt	For	For	For
4.1	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
5.1	Amend Bye-Laws	Mgmt	For	For	For
6.1	Reelect Lard Friese as Executive Director (CEO)	Mgmt	For	For	For
6.2	Reelect Corien Wortmann-Kool as Non-Executive Director	Mgmt	For	For	For
6.3	Reelect Caroline Ramsay as Non-Executive Director	Mgmt	For	For	For
6.4	Reelect Thomas Wellauer as Non-Executive Director	Mgmt	For	For	For

Aegon Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Elect Albert Benchimol as Non-Executive Director	Mgmt	For	For	For
7.1	Authorize Board to Exclude Preemptive Rights in Connection with Issuance of Common Shares	Mgmt	For	For	Against
7.2	Authorize Board to Exclude Preemptive Rights in Connection with a Rights Issue	Mgmt	For	For	Against
7.3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Transact Other Business (Non-Voting)	Mgmt			
9	Close Meeting	Mgmt			

Caterpillar, Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: CAT

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 149123101

Shares Voted: 27,066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel M. Dickinson	Mgmt	For	For	For
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1.3	Elect Director Gerald Johnson	Mgmt	For	For	For
1.4	Elect Director David W. MacLennan	Mgmt	For	Against	Against
1.5	Elect Director Judith F. Marks	Mgmt	For	For	For
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.7	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.8	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.9	Elect Director Rayford Wilkins, Jr.	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	Require Independent Board Chair	SH	Against	For	For

Caterpillar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	SH	Against	Against	Against

Gaztransport & Technigaz SA

Meeting Date: 06/12/2024

Country: France

Ticker: GTT

Record Date: 06/10/2024

Meeting Type: Annual/Special

Primary Security ID: F42674113

Shares Voted: 2,000

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 Allocation of Income and Dividends of EUR 4.36 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Carolle Foissaud as Director	Mgmt	For	Against	Against
6	Ratify Appointment of Domitille Doat Le Bigot as Director Following Resignation of Sandra Roche-Vu Quang	Mgmt	For	For	For
7	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Approve Compensation Report	Mgmt	For	For	For
9	Approve Compensation of Philippe Berterottiere, Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO from January 1, 2024 to June 12, 2024	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO since June 12, 2024	Mgmt	For	For	For

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman of the Board since June 12, 2024	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Veeva Systems Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: VEEV

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 922475108

Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy S. Cabral	Mgmt	For	For	For
1b	Elect Director Mark Carges	Mgmt	For	For	For
1c	Elect Director Peter P. Gassner	Mgmt	For	For	For
1d	Elect Director Mary Lynne Hedley	Mgmt	For	For	For
1e	Elect Director Priscilla Hung	Mgmt	For	For	For
1f	Elect Director Tina Hunt	Mgmt	For	For	For
1g	Elect Director Marshall L. Mohr	Mgmt	For	For	For
1h	Elect Director Gordon Ritter	Mgmt	For	For	For
1i	Elect Director Paul Sekhri	Mgmt	For	Against	For
1j	Elect Director Matthew J. Wallach	Mgmt	For	Against	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Veeva Systems Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Monster Beverage Corporation

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** MNST
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: 61174X109

Shares Voted: 16,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	For	For	For
1.2	Elect Director Hilton H. Schlosberg	Mgmt	For	For	For
1.3	Elect Director Mark J. Hall	Mgmt	For	For	For
1.4	Elect Director Ana Demel	Mgmt	For	For	For
1.5	Elect Director James L. Dinkins	Mgmt	For	For	For
1.6	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.7	Elect Director Tiffany M. Hall	Mgmt	For	For	For
1.8	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1.9	Elect Director Steven G. Pizula	Mgmt	For	For	For
1.10	Elect Director Mark S. Vidergauz	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 06/13/2024 **Country:** Ireland **Ticker:** SKG
Record Date: 06/09/2024 **Meeting Type:** Special
Primary Security ID: G8248F104

Shares Voted: 10,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Combination of Smurfit Kappa and WestRock	Mgmt	For	For	For

Smurfit Kappa Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Matters Relating to the Scheme of Arrangement	Mgmt	For	For	For
3	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For
4	Amend Articles of Association	Mgmt	For	For	For
5	Approve Share Capital Reduction of Smurfit WestRock	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 06/13/2024

Country: Ireland

Ticker: SKG

Record Date: 06/09/2024

Meeting Type: Court

Primary Security ID: 83272W106

Shares Voted: 10,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

Fortinet, Inc.

Meeting Date: 06/14/2024

Country: USA

Ticker: FTNT

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 34959E109

Shares Voted: 131,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	For	For
1.2	Elect Director Michael Xie	Mgmt	For	For	For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	For	For
1.4	Elect Director Ming Hsieh	Mgmt	For	For	For
1.5	Elect Director Jean Hu	Mgmt	For	For	For
1.6	Elect Director William H. Neukom	Mgmt	For	For	For
1.7	Elect Director Judith Sim	Mgmt	For	For	For
1.8	Elect Director James Stavridis	Mgmt	For	For	For

Fortinet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Mary Agnes "Maggie" Wilderotter	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

ARE Holdings, Inc.

Meeting Date: 06/18/2024 **Country:** Japan **Ticker:** 5857
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J02773109

Shares Voted: 8,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Higashiura, Tomoya	Mgmt	For	For	For

Deutsche Rohstoff AG

Meeting Date: 06/18/2024 **Country:** Germany **Ticker:** DR0
Record Date: 06/11/2024 **Meeting Type:** Annual
Primary Security ID: D19102132

Shares Voted: 16,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.75 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify FALK GmbH & Co KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/18/2024

Country: USA

Ticker: MA

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 22,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggle	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 Lobbying Payments and Policy	SH	Against	For	For
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against

MetLife, Inc.

Meeting Date: 06/18/2024

Country: USA

Ticker: MET

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 59156R108

Shares Voted: 2,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1c	Elect Director Carla A. Harris	Mgmt	For	For	For
1d	Elect Director Laura J. Hay	Mgmt	For	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For	For
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
1g	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1i	Elect Director William E. Kennard	Mgmt	For	For	For
1j	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1k	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1l	Elect Director Denise M. Morrison	Mgmt	For	For	For
1m	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	For	For

Tokyo Electron Ltd.

Meeting Date: 06/18/2024

Country: Japan

Ticker: 8035

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J86957115

Tokyo Electron Ltd.

Shares Voted: 2,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	Mgmt	For	For	For
1.2	Elect Director Sasaki, Sadao	Mgmt	For	For	For
1.3	Elect Director Nunokawa, Yoshikazu	Mgmt	For	For	For
1.4	Elect Director Sasaki, Michio	Mgmt	For	For	For
1.5	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
1.6	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.7	Elect Director Suzuki, Yukari	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Miura, Ryota	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Endo, Yutaka	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Toyota Motor Corp.

Meeting Date: 06/18/2024

Country: Japan

Ticker: 7203

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J92676113

Shares Voted: 15,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Toyoda, Akio	Mgmt	For	Against	Against
1.2	Elect Director Hayakawa, Shigeru	Mgmt	For	For	For
1.3	Elect Director Sato, Koji	Mgmt	For	For	For
1.4	Elect Director Nakajima, Hiroki	Mgmt	For	For	For
1.5	Elect Director Miyazaki, Yoichi	Mgmt	For	For	For
1.6	Elect Director Simon Humphries	Mgmt	For	For	For
1.7	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.8	Elect Director Sir Philip Craven	Mgmt	For	For	For
1.9	Elect Director Oshima, Masahiko	Mgmt	For	For	For
1.10	Elect Director Osono, Emi	Mgmt	For	For	For

Toyota Motor Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Appoint Statutory Auditor Osada, Hiromi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Fujisawa, Kumi	Mgmt	For	For	For
4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	For	For

Delivery Hero SE

Meeting Date: 06/19/2024

Country: Germany

Ticker: DHER

Record Date: 06/12/2024

Meeting Type: Annual

Primary Security ID: D1T0KZ103

Shares Voted: 22,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Gabriella Engaras for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2023	Mgmt	For	For	For
4.1	Elect Kristin Lund to the Supervisory Board	Mgmt	For	For	For
4.2	Elect Roger Rabalais to the Supervisory Board	Mgmt	For	Against	Against

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Elect Martin Enderle to the Supervisory Board	Mgmt	For	Against	Against
4.4	Elect Gabriella Engaras to the Supervisory Board as Employee Representative	Mgmt	For	For	For
4.5	Elect Nils Engvall to the Supervisory Board as Employee Representative	Mgmt	For	For	For
4.6	Elect Isabel Poscherstnikov to the Supervisory Board as Employee Representative	Mgmt	For	For	For
4.7	Elect Camilla Wik to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
4.8	Elect Jonathan Hegbrant to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
4.9	Elect Sachka Stefanova-Behlert to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2024/I for Employee Participation Plans	Mgmt	For	For	For
8	Approve Creation of EUR 800,000 Pool of Authorized Capital 2024/II for Executive Participation Plans	Mgmt	For	For	For
9	Approve Partial Cancellation of Conditional Capital 2017/II, Conditional Capital 2019/II, Conditional Capital 2021/II; Approve Cancellation Authorized Capital 2021	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
11.1	Approve Affiliation Agreement with Delivery Hero Stores Holding GmbH	Mgmt	For	For	For
11.2	Approve Affiliation Agreement with DH Financial Services Holding GmbH	Mgmt	For	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.3	Approve Affiliation Agreement with Delivery Hero Kitchens Holding GmbH	Mgmt	For	For	For
11.4	Approve Affiliation Agreement with Delivery Hero Innovations Hub GmbH	Mgmt	For	For	For
12.1	Approve Domination Agreement with Delivery Hero Stores Holding GmbH	Mgmt	For	For	For
12.2	Approve Domination Agreement with DH Financial Services Holding GmbH	Mgmt	For	For	For
12.3	Approve Domination Agreement with Delivery Hero Kitchens Holding GmbH	Mgmt	For	For	For
12.4	Approve Domination Agreement with Delivery Hero Innovations Hub GmbH	Mgmt	For	For	For
13	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
14	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
15	Elect Scott Ferguson to the Supervisory Board, if Item 14 is Approved	Mgmt	For	For	For

Iwatani Corp.

Meeting Date: 06/19/2024 **Country:** Japan **Ticker:** 8088
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J2R14R101

Shares Voted: 7,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For
2.1	Elect Director Makino, Akiji	Mgmt	For	For	For
2.2	Elect Director Watanabe, Toshio	Mgmt	For	For	For
2.3	Elect Director Majima, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Hirota, Hirozumi	Mgmt	For	For	For
2.5	Elect Director Okawa, Itaru	Mgmt	For	For	For
2.6	Elect Director Tsuyoshi, Manabu	Mgmt	For	For	For
2.7	Elect Director Fukushima, Hiroshi	Mgmt	For	For	For

Iwatani Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Takayama, Kenji	Mgmt	For	For	For
2.9	Elect Director Murai, Shinji	Mgmt	For	For	For
2.10	Elect Director Mori, Shosuke	Mgmt	For	For	For
2.11	Elect Director Sato, Hiroshi	Mgmt	For	For	For
2.12	Elect Director Suzuki, Hiroyuki	Mgmt	For	For	For
2.13	Elect Director Saito, Yuki	Mgmt	For	For	For

KDDI Corp.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 9433

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J31843105

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Tanaka, Takashi	Mgmt	For	For	For
2.2	Elect Director Takahashi, Makoto	Mgmt	For	For	For
2.3	Elect Director Kuwahara, Yasuaki	Mgmt	For	For	For
2.4	Elect Director Matsuda, Hiromichi	Mgmt	For	For	For
2.5	Elect Director Saishoji, Nanae	Mgmt	For	For	For
2.6	Elect Director Takezawa, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Yamaguchi, Goro	Mgmt	For	For	For
2.8	Elect Director Yamamoto, Keiji	Mgmt	For	For	For
2.9	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For
2.10	Elect Director Okawa, Junko	Mgmt	For	For	For
2.11	Elect Director Okumiya, Kyoko	Mgmt	For	For	For
2.12	Elect Director Ando, Makoto	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamashita, Kazuyasu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Fukushima, Naoki	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Kogure, Kazutoshi	Mgmt	For	For	For

KDDI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Appoint Statutory Auditor Arima, Koji	Mgmt	For	For	For

Nippon Sanso Holdings Corp.

Meeting Date: 06/19/2024 **Country:** Japan **Ticker:** 4091
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J5545N100

Shares Voted: 18,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For
2.1	Elect Director Hamada, Toshihiko	Mgmt	For	For	For
2.2	Elect Director Nagata, Kenji	Mgmt	For	For	For
2.3	Elect Director Thomas Scott Kallman	Mgmt	For	For	For
2.4	Elect Director Raoul Giudici	Mgmt	For	For	For
2.5	Elect Director Hara, Miri	Mgmt	For	For	For
2.6	Elect Director Nagasawa, Katsumi	Mgmt	For	For	For
2.7	Elect Director Miyatake, Masako	Mgmt	For	For	For
2.8	Elect Director Nakajima, Hideo	Mgmt	For	For	For
2.9	Elect Director Yamaji, Katsuhito	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Akashi, Kentaro	Mgmt	For	Against	Against
3.2	Appoint Statutory Auditor Ichiya, Kohei	Mgmt	For	Against	Against

Befesa SA

Meeting Date: 06/20/2024 **Country:** Luxembourg **Ticker:** BFSA
Record Date: 06/06/2024 **Meeting Type:** Annual
Primary Security ID: LOR30V103

Shares Voted: 18,000

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

Befesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
7	Elect Soledad Luca de Tena as Non-Executive Director	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For

eBay Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: EBAY

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 278642103

Shares Voted: 11,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie J. Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director Paul S. Pressler	Mgmt	For	For	For
1h	Elect Director Zane Rowe	Mgmt	For	For	For
1i	Elect Director Mohak Shroff	Mgmt	For	For	For
1j	Elect Director Perry M. Traquina	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

Shionogi & Co., Ltd.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 4507

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J74229105

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.2	Elect Director Sawada, Takuko	Mgmt	For	For	For
2.3	Elect Director Ando, Keiichi	Mgmt	For	For	For
2.4	Elect Director Ozaki, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Takatsuki, Fumi	Mgmt	For	For	For
2.6	Elect Director Fujiwara, Takaoki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okuhara, Shuichi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kishida, Noriyuki	Mgmt	For	For	For

Aon Plc

Meeting Date: 06/21/2024

Country: Ireland

Ticker: AON

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: G0403H108

Shares Voted: 29,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	For	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	For	For
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.6	Elect Director Fulvio Conti	Mgmt	For	For	For
1.7	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.8	Elect Director Adriana Karaboutis	Mgmt	For	For	For
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.10	Elect Director Gloria Santona	Mgmt	For	For	For

Aon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Sarah E. Smith	Mgmt	For	For	For
1.12	Elect Director Byron O. Spruell	Mgmt	For	For	For
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	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Informa Plc

Meeting Date: 06/21/2024

Country: United Kingdom

Ticker: INF

Record Date: 06/19/2024

Meeting Type: Annual

Primary Security ID: G4770L106

Shares Voted: 13,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect John Rishton as Director	Mgmt	For	For	For
2	Re-elect Stephen Carter as Director	Mgmt	For	For	For
3	Re-elect Mary McDowell as Director	Mgmt	For	For	For
4	Re-elect Gareth Wright as Director	Mgmt	For	For	For
5	Re-elect Gill Whitehead as Director	Mgmt	For	For	For
6	Re-elect Louise Smalley as Director	Mgmt	For	For	For
7	Re-elect Patrick Martell as Director	Mgmt	For	For	For
8	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
9	Re-elect Zheng Yin as Director	Mgmt	For	For	For
10	Re-elect Andrew Ransom as Director	Mgmt	For	For	For
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Final Dividend	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	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

ITOCHU Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 8001

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J2501P104

Shares Voted: 10,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
2.2	Elect Director Ishii, Keita	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Fumihiko	Mgmt	For	For	For
2.4	Elect Director Hachimura, Tsuyoshi	Mgmt	For	For	For
2.5	Elect Director Tsubai, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Seto, Kenji	Mgmt	For	For	For
2.7	Elect Director Naka, Hiroyuki	Mgmt	For	For	For

ITOCHU Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Kawana, Masatoshi	Mgmt	For	For	For
2.9	Elect Director Nakamori, Makiko	Mgmt	For	For	For
2.10	Elect Director Ishizuka, Kunio	Mgmt	For	For	For
2.11	Elect Director Ito, Akiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Kyoda, Makoto	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Nomura Research Institute Ltd.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 4307
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J5900F106

Shares Voted: 13,949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Konomoto, Shingo	Mgmt	For	For	For
1.2	Elect Director Akatsuka, Yo	Mgmt	For	For	For
1.3	Elect Director Yanagisawa, Kaga	Mgmt	For	For	For
1.4	Elect Director Ebato, Ken	Mgmt	For	For	For
1.5	Elect Director Anzai, Hidenori	Mgmt	For	For	For
1.6	Elect Director Sagano, Fumihiko	Mgmt	For	For	For
1.7	Elect Director Sakata, Shinoi	Mgmt	For	For	For
1.8	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
1.9	Elect Director Kobori, Hideki	Mgmt	For	For	For
2	Appoint Statutory Auditor Hihara, Takeshi	Mgmt	For	For	For

QIAGEN NV

Meeting Date: 06/21/2024 **Country:** Netherlands **Ticker:** QGEN
Record Date: 05/24/2024 **Meeting Type:** Annual
Primary Security ID: N72482149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
5.i	Reelect Bert van Meurs to Supervisory Board	Mgmt	For	For	For
5.j	Reelect Eva van Pelt to Supervisory Board	Mgmt	For	For	For
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
7.a	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
7.b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Reappoint KPMG Accountants N.V. as Auditors for the Financial Year Ending December 31, 2024	Mgmt	For	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year Ending December 31, 2025	Mgmt	For	For	For
10.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For

QIAGEN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For	For
13	Approve Cancellation of Shares	Mgmt	For	For	For

TDK Corp.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 6762
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J82141136

Shares Voted: 9,298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2.1	Elect Director Saito, Noboru	Mgmt	For	For	For
2.2	Elect Director Yamanishi, Tetsuji	Mgmt	For	For	For
2.3	Elect Director Sato, Shigeki	Mgmt	For	For	For
2.4	Elect Director Nakayama, Kozue	Mgmt	For	For	For
2.5	Elect Director Iwai, Mutsuo	Mgmt	For	For	For
2.6	Elect Director Yamana, Shoei	Mgmt	For	For	For
2.7	Elect Director Katsumoto, Toru	Mgmt	For	For	For
3	Approve Restricted Stock Plan and Performance Share Plan	Mgmt	For	For	For

Hikari Tsushin, Inc.

Meeting Date: 06/22/2024 **Country:** Japan **Ticker:** 9435
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J1949F108

Hikari Tsushin, Inc.

Shares Voted: 2,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shigeta, Yasumitsu	Mgmt	For	For	For
1.2	Elect Director Wada, Hideaki	Mgmt	For	For	For
1.3	Elect Director Takahashi, Masato	Mgmt	For	For	For
1.4	Elect Director Yada, Naoko	Mgmt	For	For	For
1.5	Elect Director Yagishita, Yuki	Mgmt	For	For	For

Panasonic Holdings Corp.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 6752

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J6354Y104

Shares Voted: 44,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tsuga, Kazuhiro	Mgmt	For	For	For
1.2	Elect Director Kusumi, Yuki	Mgmt	For	For	For
1.3	Elect Director Homma, Tetsuro	Mgmt	For	For	For
1.4	Elect Director Sato, Mototsugu	Mgmt	For	For	For
1.5	Elect Director Umeda, Hirokazu	Mgmt	For	For	For
1.6	Elect Director Miyabe, Yoshiyuki	Mgmt	For	For	For
1.7	Elect Director Shotoku, Ayako	Mgmt	For	For	For
1.8	Elect Director Matsui, Shinobu	Mgmt	For	For	For
1.9	Elect Director Nishiyama, Keita	Mgmt	For	For	For
1.10	Elect Director Noji, Kunio	Mgmt	For	For	For
1.11	Elect Director Sawada, Michitaka	Mgmt	For	For	For
1.12	Elect Director Toyama, Kazuhiko	Mgmt	For	For	For
1.13	Elect Director Shigetomi, Ryusuke	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Yufu, Setsuko	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Tokuda, Yoshiaki	Mgmt	For	For	For

Tokio Marine Holdings, Inc.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 8766

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J86298106

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62.5	Mgmt	For	For	For
2.1	Elect Director Nagano, Tsuyoshi	Mgmt	For	Against	Against
2.2	Elect Director Komiya, Satoru	Mgmt	For	Against	Against
2.3	Elect Director Okada, Kenji	Mgmt	For	For	For
2.4	Elect Director Moriwaki, Yoichi	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Kichiichiro	Mgmt	For	For	For
2.6	Elect Director Wada, Kiyoshi	Mgmt	For	For	For
2.7	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.8	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.9	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
2.10	Elect Director Osono, Emi	Mgmt	For	For	For
2.11	Elect Director Shindo, Kosei	Mgmt	For	For	For
2.12	Elect Director Robert Alan Feldman	Mgmt	For	For	For
2.13	Elect Director Matsuyama, Haruka	Mgmt	For	For	For
2.14	Elect Director Fujita, Keiko	Mgmt	For	For	For
2.15	Elect Director Shirota, Hiroaki	Mgmt	For	For	For
3	Appoint Statutory Auditor Harashima, Akira	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Azbil Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6845

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J0370G106

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39.5	Mgmt	For	For	For
2.1	Elect Director Sone, Hirozumi	Mgmt	For	For	For
2.2	Elect Director Yamamoto, Kiyohiro	Mgmt	For	For	For
2.3	Elect Director Yokota, Takayuki	Mgmt	For	For	For
2.4	Elect Director Katsuta, Hisaya	Mgmt	For	For	For
2.5	Elect Director Fujiso, Waka	Mgmt	For	For	For
2.6	Elect Director Nagahama, Mitsuhiro	Mgmt	For	For	For
2.7	Elect Director Anne Ka Tse Hung	Mgmt	For	For	For
2.8	Elect Director Sato, Fumitoshi	Mgmt	For	For	For
2.9	Elect Director Yoshikawa, Shigeaki	Mgmt	For	For	For
2.10	Elect Director Miura, Tomoyasu	Mgmt	For	For	For
2.11	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
2.12	Elect Director Yoshida, Hiroshi	Mgmt	For	For	For

Brother Industries, Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6448

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: 114813108

Shares Voted: 9,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Koike, Toshikazu	Mgmt	For	For	For
1.2	Elect Director Sasaki, Ichiro	Mgmt	For	For	For
1.3	Elect Director Ikeda, Kazufumi	Mgmt	For	For	For
1.4	Elect Director Ishiguro, Tadashi	Mgmt	For	For	For
1.5	Elect Director Kuwabara, Satoru	Mgmt	For	For	For
1.6	Elect Director Murakami, Taizo	Mgmt	For	For	For
1.7	Elect Director Takeuchi, Keisuke	Mgmt	For	For	For

Brother Industries, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Shirai, Aya	Mgmt	For	For	For
1.9	Elect Director Uchida, Kazunari	Mgmt	For	For	For
1.10	Elect Director Hidaka, Naoki	Mgmt	For	For	For
1.11	Elect Director Miyaki, Masahiko	Mgmt	For	For	For
2	Appoint Statutory Auditor Obayashi, Keizo	Mgmt	For	For	For

Kyocera Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6971

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J37479110

Shares Voted: 12,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2	Elect Director Sunaga, Junko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Koyama, Shigeru	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kida, Minoru	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Kohara, Michie	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Nakano, Yusuke	Mgmt	For	For	For

Santen Pharmaceutical Co., Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 4536

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J68467109

Shares Voted: 16,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For
2.1	Elect Director Kurokawa, Akira	Mgmt	For	For	For
2.2	Elect Director Ito, Takeshi	Mgmt	For	For	For
2.3	Elect Director Nakajima, Rie	Mgmt	For	For	For

Santen Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Kurihara, Ippei	Mgmt	For	For	For
2.5	Elect Director Kotani, Noboru	Mgmt	For	For	For
2.6	Elect Director Minami, Tamie	Mgmt	For	For	For
2.7	Elect Director Ikaga, Masahiko	Mgmt	For	For	For
2.8	Elect Director Kikuoka, Minoru	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Isaka, Hiroshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Munakata, Yuichiro	Mgmt	For	For	For
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

SECOM Co., Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 9735

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J69972107

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	For	For	For
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For
3.1	Elect Director Yoshida, Yasuyuki	Mgmt	For	For	For
3.2	Elect Director Fuse, Tatsuro	Mgmt	For	For	For
3.3	Elect Director Yamanaka, Yoshinori	Mgmt	For	For	For
3.4	Elect Director Nagao, Seiya	Mgmt	For	For	For
3.5	Elect Director Nakada, Takashi	Mgmt	For	For	For
3.6	Elect Director Inaba, Makoto	Mgmt	For	For	For
3.7	Elect Director Hirose, Takaharu	Mgmt	For	For	For
3.8	Elect Director Watanabe, Hajime	Mgmt	For	For	For
3.9	Elect Director Hara, Miri	Mgmt	For	For	For
3.10	Elect Director Matsuzaki, Kosuke	Mgmt	For	For	For
3.11	Elect Director Suzuki, Yukari	Mgmt	For	For	For
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Seiko Epson Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6724

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7030F105

Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Ogawa, Yasunori	Mgmt	For	For	For
3.2	Elect Director Abe, Eiichi	Mgmt	For	For	For
3.3	Elect Director Yoshida, Junkichi	Mgmt	For	For	For
3.4	Elect Director Yoshino, Yasunori	Mgmt	For	For	For
3.5	Elect Director Shimamoto, Tadashi	Mgmt	For	For	For
3.6	Elect Director Yamauchi, Masaki	Mgmt	For	For	For
3.7	Elect Director Miyake, Kahori	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Kawana, Masayuki	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Murakoshi, Susumu	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Otsuka, Michiko	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Marumoto, Akira	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For

Sony Group Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6758

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J76379106

Shares Voted: 2,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For

Sony Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
1.4	Elect Director Wendy Becker	Mgmt	For	For	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.6	Elect Director Kishigami, Keiko	Mgmt	For	For	For
1.7	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.8	Elect Director Neil Hunt	Mgmt	For	For	For
1.9	Elect Director William Morrow	Mgmt	For	For	For
1.10	Elect Director Konomoto, Shingo	Mgmt	For	For	For

Eckert & Ziegler SE

Meeting Date: 06/26/2024

Country: Germany

Ticker: EUZ

Record Date: 06/04/2024

Meeting Type: Annual

Primary Security ID: D2371P107

Shares Voted: 5,890

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.05 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Mazars GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Discuss Remuneration Report (Non-Voting)	Mgmt			
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
9	Elect Paola Eckert-Palvarini to the Supervisory Board	Mgmt	For	Against	Against

Eckert & Ziegler SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Elect Susanne Becker as Alternate Supervisory Board Member	Mgmt	For	Against	Against
10.2	Elect Elke Middelstaedt as Alternate Supervisory Board Member	Mgmt	For	Against	Against
11	Approve Spin-Off and Takeover Agreement with Pentixapharm Holding AG	Mgmt	For	For	For
12	Approve Creation of EUR 10.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against

JEOL Ltd.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 6951
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J23317100

Shares Voted: 11,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 69	Mgmt	For	For	For
2.1	Elect Director Oi, Izumi	Mgmt	For	For	For
2.2	Elect Director Tazawa, Toyohiko	Mgmt	For	For	For
2.3	Elect Director Yaguchi, Katsumoto	Mgmt	For	For	For
2.4	Elect Director Seki, Atsushi	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Akihiro	Mgmt	For	For	For
2.6	Elect Director Kanno, Ryuji	Mgmt	For	For	For
2.7	Elect Director Terashima, Kaoru	Mgmt	For	For	For
2.8	Elect Director Yomo, Yukari	Mgmt	For	For	For
2.9	Elect Director Kanayama, Toshihiko	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Nakanishi, Kazuyuki	Mgmt	For	For	For

NVIDIA Corporation

Meeting Date: 06/26/2024 **Country:** USA **Ticker:** NVDA
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: 67066G104

NVIDIA Corporation

Shares Voted: 23,149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxo	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1k	Elect Director Aarti Shah	Mgmt	For	For	For
1l	Elect Director Mark A. Stevens	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	Adopt Simple Majority Vote	SH	None	For	For

T&D Holdings, Inc.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 8795

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J86796109

Shares Voted: 25,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For
2.1	Elect Director Uehara, Hirohisa	Mgmt	For	For	For
2.2	Elect Director Moriyama, Masahiko	Mgmt	For	For	For
2.3	Elect Director Nagai, Hotaka	Mgmt	For	For	For
2.4	Elect Director Futami, Yoko	Mgmt	For	For	For
2.5	Elect Director Watanabe, Kensaku	Mgmt	For	For	For

T&D Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Kato, Masazumi	Mgmt	For	For	For
2.7	Elect Director Fuma, Kenji	Mgmt	For	For	For
2.8	Elect Director Soejima, Naoki	Mgmt	For	For	For
2.9	Elect Director Kitahara, Mutsuro	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Ikawa, Takashi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Tojo, Takashi	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Yamada, Shinnosuke	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Taishido, Atsuko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Nitto, Koji	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Shimma, Yuichiro	Mgmt	For	For	For

Terumo Corp.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 4543

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J83173104

Shares Voted: 5,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2.1	Elect Director Takagi, Toshiaki	Mgmt	For	For	For
2.2	Elect Director Samejima, Hikaru	Mgmt	For	For	For
2.3	Elect Director Osada, Toshihiko	Mgmt	For	For	For
2.4	Elect Director Hirose, Kazunori	Mgmt	For	For	For
2.5	Elect Director Kunimoto, Norimasa	Mgmt	For	For	For
2.6	Elect Director Nishi, Hidenori	Mgmt	For	For	For
2.7	Elect Director Ozawa, Keiya	Mgmt	For	For	For
2.8	Elect Director Kogiso, Mari	Mgmt	For	For	For

Terumo Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Alternate Director and Audit Committee Member Sakaguchi, Koichi	Mgmt	For	For	For
3.2	Elect Alternate Director and Audit Committee Member Kosugi, Hiroaki	Mgmt	For	For	For

United Therapeutics Corporation

Meeting Date: 06/26/2024 **Country:** USA **Ticker:** UTHR
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: 91307C102

Shares Voted: 1,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher Causey	Mgmt	For	For	For
1b	Elect Director Raymond Dwek	Mgmt	For	For	For
1c	Elect Director Richard Giltner	Mgmt	For	For	For
1d	Elect Director Ray Kurzweil	Mgmt	For	For	For
1e	Elect Director Jan Malcolm	Mgmt	For	For	For
1f	Elect Director Linda Maxwell	Mgmt	For	For	For
1g	Elect Director Nilda Mesa	Mgmt	For	For	For
1h	Elect Director Judy Olian	Mgmt	For	For	For
1i	Elect Director Christopher Patusky	Mgmt	For	For	For
1j	Elect Director Martine Rothblatt	Mgmt	For	For	For
1k	Elect Director Louis Sullivan	Mgmt	For	For	For
1l	Elect Director Tommy Thompson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Internet Initiative Japan, Inc.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 3774
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J24210106

Internet Initiative Japan, Inc.

Shares Voted: 19,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17.18	Mgmt	For	For	For
2.1	Elect Director Suzuki, Koichi	Mgmt	For	For	For
2.2	Elect Director Katsu, Eijiro	Mgmt	For	For	For
2.3	Elect Director Murabayashi, Satoshi	Mgmt	For	For	For
2.4	Elect Director Taniwaki, Yasuhiko	Mgmt	For	For	For
2.5	Elect Director Kitamura, Koichi	Mgmt	For	For	For
2.6	Elect Director Watai, Akihisa	Mgmt	For	For	For
2.7	Elect Director Shimagami, Junichi	Mgmt	For	For	For
2.8	Elect Director Tsukamoto, Takashi	Mgmt	For	For	For
2.9	Elect Director Tsukuda, Kazuo	Mgmt	For	For	For
2.10	Elect Director Iwama, Yoichiro	Mgmt	For	For	For
2.11	Elect Director Okamoto, Atsushi	Mgmt	For	For	For
2.12	Elect Director Tonosu, Kaori	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Tobita, Masayoshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Michishita, Takashi	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Aso, Kumiko	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 8306

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J44497105

Shares Voted: 78,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20.5	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Fujii, Mariko	Mgmt	For	For	For
2.2	Elect Director Honda, Keiko	Mgmt	For	For	For
2.3	Elect Director Kato, Kaoru	Mgmt	For	For	For
2.4	Elect Director Kuwabara, Satoko	Mgmt	For	For	For
2.5	Elect Director Nomoto, Hirofumi	Mgmt	For	Against	Against
2.6	Elect Director Mari Elka Pangestu	Mgmt	For	For	For
2.7	Elect Director Shimizu, Hiroshi	Mgmt	For	Against	Against
2.8	Elect Director David Sneider	Mgmt	For	For	For
2.9	Elect Director Tsuji, Koichi	Mgmt	For	For	For
2.10	Elect Director Miyanaga, Kenichi	Mgmt	For	For	For
2.11	Elect Director Shinke, Ryoichi	Mgmt	For	For	For
2.12	Elect Director Mike, Kanetsugu	Mgmt	For	Against	Against
2.13	Elect Director Kamezawa, Hironori	Mgmt	For	Against	Against
2.14	Elect Director Nagashima, Iwao	Mgmt	For	For	For
2.15	Elect Director Hanzawa, Junichi	Mgmt	For	For	For
2.16	Elect Director Kobayashi, Makoto	Mgmt	For	For	For
3	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	For
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For	For

Nippon Shinyaku Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 4516

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J55784102

Shares Voted: 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62	Mgmt	For	For	For

Nippon Shinyaku Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Maekawa, Shigenobu	Mgmt	For	For	For
2.2	Elect Director Nakai, Toru	Mgmt	For	For	For
2.3	Elect Director Sano, Shozo	Mgmt	For	For	For
2.4	Elect Director Takaya, Takashi	Mgmt	For	For	For
2.5	Elect Director Edamitsu, Takanori	Mgmt	For	For	For
2.6	Elect Director Takagaki, Kazuchika	Mgmt	For	For	For
2.7	Elect Director Ishizawa, Hitoshi	Mgmt	For	For	For
2.8	Elect Director Kimura, Hitomi	Mgmt	For	For	For
2.9	Elect Director Sakurai, Miyuki	Mgmt	For	For	For
2.10	Elect Director Wada, Yoshinao	Mgmt	For	For	For
2.11	Elect Director Kobayashi, Yukari	Mgmt	For	For	For
2.12	Elect Director Nishi, Mayumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Doi, Eriko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Chaki, Mariko	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

OBIC Co. Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 4684

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J5946V107

Shares Voted: 3,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 170	Mgmt	For	For	For
2.1	Elect Director Noda, Masahiro	Mgmt	For	For	For
2.2	Elect Director Tachibana, Shoichi	Mgmt	For	For	For
2.3	Elect Director Fujimoto, Takao	Mgmt	For	For	For
2.4	Elect Director Okada, Takeshi	Mgmt	For	For	For
2.5	Elect Director Gomi, Yasumasa	Mgmt	For	For	For
2.6	Elect Director Ejiri, Takashi	Mgmt	For	For	For

OBIC Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Egami, Mime	Mgmt	For	For	For

Rohto Pharmaceutical Co., Ltd.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 4527
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J65371106

Shares Voted: 17,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yamada, Kunio	Mgmt	For	For	For
1.2	Elect Director Sugimoto, Masashi	Mgmt	For	For	For
1.3	Elect Director Saito, Masaya	Mgmt	For	For	For
1.4	Elect Director Kunisaki, Shinichi	Mgmt	For	For	For
1.5	Elect Director Segi, Hidetoshi	Mgmt	For	For	For
1.6	Elect Director Kawasaki, Yasunori	Mgmt	For	For	For
1.7	Elect Director Yamanaka, Masae	Mgmt	For	For	For
1.8	Elect Director Homma, Yoichi	Mgmt	For	For	For
1.9	Elect Director Iriyama, Akie	Mgmt	For	For	For
1.10	Elect Director Mera, Haruka	Mgmt	For	For	For
1.11	Elect Director Uemura, Tatsuo	Mgmt	For	For	For
1.12	Elect Director Hayashi, Eriko	Mgmt	For	For	For
1.13	Elect Director Katadae, Maiko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Kimura, Masanori	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Uemura, Hideto	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Tani, Yasuhiro	Mgmt	For	For	For
2.4	Appoint Statutory Auditor Sugiyama, Eri	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Terada, Asuka	Mgmt	For	For	For

Salesforce, Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: CRM

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 39,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
6	Require Independent Board Chair	SH	Against	For	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Report on Viewpoint Discrimination	SH	Against	Against	Against

Avantest Corp.

Meeting Date: 06/28/2024

Country: Japan

Ticker: 6857

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J00210104

Shares Voted: 12,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas Lefever	Mgmt	For	For	For
1.2	Elect Director Tsukui, Koichi	Mgmt	For	For	For
1.3	Elect Director Yoshida, Yoshiaki	Mgmt	For	For	For
1.4	Elect Director Urabe, Toshimitsu	Mgmt	For	For	For
1.5	Elect Director Nicholas Benes	Mgmt	For	For	For
1.6	Elect Director Nishida, Naoto	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Sumida, Sayaka	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Nishida, Naoto	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For	For
6	Approve Performance Share Plan	Mgmt	For	For	For
7	Approve Restricted Stock Plan	Mgmt	For	For	For
8	Approve Restricted Stock Plan	Mgmt	For	For	For

Hellenic Telecommunications Organization SA

Meeting Date: 06/28/2024

Country: Greece

Ticker: HTO

Record Date: 06/21/2024

Meeting Type: Annual

Primary Security ID: X3258B102

Shares Voted: 7,094

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Financial Statements, Statutory Reports and Income Allocation	Mgmt	For	For	For
2	Receive Audit Committee's Activity Report	Mgmt			
3	Approve Management of Company and Grant Discharge to Auditors	Mgmt	For	For	For
4	Ratify Auditors	Mgmt	For	For	For

Hellenic Telecommunications Organization SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration of Directors and Members of Committees	Mgmt	For	For	For
6	Approve Remuneration of Executive Board Members	Mgmt	For	Against	Against
7	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
8	Approve Remuneration Policy	Mgmt	For	Against	Against
9	Approve Director/Officer Liability and Indemnification	Mgmt	For	For	For
10	Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
	Shareholder Proposals Submitted by Deutsche Telecom	Mgmt			
11.1	Elect Konstantinos Nebis as Director	SH	For	Against	Against
11.2	Elect Charalampos Mazarakis as Director	SH	For	Against	Against
11.3	Elect Dominique Yvette M. Leroy as Director	SH	For	Against	Against
11.4	Elect Kyra Elen Sibylle Orth as Director	SH	For	Against	Against
11.5	Elect Daniel Daub as Director	SH	For	Against	Against
11.6	Elect Elvira Gonzalez Sevilla as Director	SH	For	Against	Against
11.7	Elect Eelco Blok as Director	SH	For	For	For
11.8	Elect Konstantinos Gkravas as Director	SH	For	For	For
	Shareholder Proposals Submitted by Greek State	Mgmt			
11.9	Elect Alexandros Athanassiou as Director	SH	For	For	For
11.10	Elect Christina Bousoulega as Director	SH	For	Against	Against
12	Approve Type, Composition, and Term of the Audit Committee	Mgmt	For	For	For
13	Receive Information on Related Party Transactions	Mgmt			
14	Receive Report of Independent Non-Executive Directors	Mgmt			
15	Various Announcements	Mgmt			

Meeting Date: 07/02/2024

Country: Austria

Ticker: FAA

Record Date: 06/22/2024

Meeting Type: Annual

Primary Security ID: A20247101

Shares Voted: 42,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8	Receive Report on Share Repurchase Program (Non-Voting)	Mgmt			
9	Elect Ingrid Schamueller-Bichl as Supervisory Board Member	Mgmt	For	Against	Against
10	Ratify Ernst & Young as Auditors and Auditor for the Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
11	Approve Creation of EUR 16.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Key Employees	Mgmt	For	Against	Against
13	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	Against	Against

Manz AG

Meeting Date: 07/02/2024

Country: Germany

Ticker: M5Z

Record Date: 06/10/2024

Meeting Type: Annual

Primary Security ID: D5110E101

Shares Voted: 30,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Creation of EUR 4.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million; Approve Creation of EUR 3.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against

Nynomic AG

Meeting Date: 07/02/2024

Country: Germany

Ticker: M7U

Record Date: 06/10/2024

Meeting Type: Annual

Primary Security ID: D56249101

Shares Voted: 49,054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For

Nynomic AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Clauss Paal & Partner mbB as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 1.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 90 Million; Approve Creation of EUR 1.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 07/04/2024

Country: Spain

Ticker: BBVA

Record Date: 06/30/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: E11805103

Shares Voted: 21,807

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	Mgmt	For	For	For
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Industria de Diseno Textil SA

Meeting Date: 07/09/2024

Country: Spain

Ticker: ITX

Record Date: 07/04/2024

Meeting Type: Annual

Primary Security ID: E6282J125

Industria de Diseno Textil SA

Shares Voted: 26,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve Standalone Financial Statements	Mgmt	For	For	For
1.b	Approve 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
5.a	Amend Article 9 Re: Transfer of Shares	Mgmt	For	For	For
5.b	Amend Articles Re: General Meetings	Mgmt	For	For	For
5.c	Amend Articles Re: Board of Directors	Mgmt	For	For	For
5.d	Amend Article 36 Re: Approval of Accounts and Allocation of Income	Mgmt	For	For	For
5.e	Amend Article 40 Re: Liquidation	Mgmt	For	For	For
6	Amend Articles of General Meeting Regulations	Mgmt	For	For	For
7.a	Elect Flora Perez Marcote as Director	Mgmt	For	For	For
7.b	Elect Belen Romana Garcia as Director	Mgmt	For	For	For
7.c	Reelect Denise Patricia Kingsmill as Director	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Sampo Oyj

Meeting Date: 07/09/2024

Country: Finland

Ticker: SAMPO

Record Date: 06/27/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: X75653232

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Approve Issuance of 57.5 Million Shares in Connection with Acquisition of Topdanmark A/S	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Koninklijke Ahold Delhaize NV

Meeting Date: 07/10/2024

Country: Netherlands

Ticker: AD

Record Date: 06/12/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: N0074E105

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Claude Sarrailh to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Renewi Plc

Meeting Date: 07/11/2024

Country: United Kingdom

Ticker: RWI

Record Date: 07/09/2024

Meeting Type: Annual

Primary Security ID: G7492H113

Shares Voted: 54,930

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

Renewi Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Ben Verwaayen as Director	Mgmt	For	Against	For
5	Re-elect Allard Castelein as Director	Mgmt	For	For	For
6	Re-elect Katleen Vandeweyer as Director	Mgmt	For	For	For
7	Re-elect Jolande Sap as Director	Mgmt	For	For	For
8	Re-elect Luc Sterckx as Director	Mgmt	For	For	For
9	Re-elect Neil Hartley as Director	Mgmt	For	For	For
10	Re-elect Otto de Bont as Director	Mgmt	For	For	For
11	Re-elect Annemieke den Otter as Director	Mgmt	For	For	For
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	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 Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

clearwise AG

Meeting Date: 07/12/2024

Country: Germany

Ticker: ABO

Record Date: 06/20/2024

Meeting Type: Annual

Primary Security ID: D0058N106

Shares Voted: 567,612

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Mazars GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Elect Gebhard Littich to the Supervisory Board	Mgmt	For	Against	Against

QinetiQ Group plc

Meeting Date: 07/18/2024 Country: United Kingdom Ticker: QQ
 Record Date: 07/16/2024 Meeting Type: Annual
 Primary Security ID: G7303P106

Shares Voted: 92,000

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 Final Dividend	Mgmt	For	For	For
4	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
5	Elect Dina Knight as Director	Mgmt	For	For	For
6	Elect Ross McEwan as Director	Mgmt	For	For	For
7	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
8	Re-elect Neil Johnson as Director	Mgmt	For	For	For
9	Re-elect Sir Gordon Messenger as Director	Mgmt	For	For	For
10	Re-elect Steve Mogford as Director	Mgmt	For	For	For
11	Re-elect Susan Searle as Director	Mgmt	For	For	For
12	Re-elect Steve Wadey as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

QinetiQ Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise the Audit Committee 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
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

Remy Cointreau SA

Meeting Date: 07/18/2024

Country: France

Ticker: RCO

Record Date: 07/16/2024

Meeting Type: Annual/Special

Primary Security ID: F7725A100

Shares Voted: 1,800

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 2 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 Bruno Pavlovsky as Director	Mgmt	For	For	For
7	Reelect Marc Verspyck as Director	Mgmt	For	For	For
8	Reelect Caroline Bois Heriard Dubreuil as Director	Mgmt	For	Against	Against

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Elie Heriard Dubreuil as Director	Mgmt	For	Against	Against
10	Elect Pierre Bidart as Director	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Marie-Amelie de Leusse, Chairwoman of the Board	Mgmt	For	For	For
13	Approve Compensation of Eric Vallat, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Renew Appointment of Price Waterhouse Coopers Audit as Auditor	Mgmt	For	For	For
18	Appoint ACA NEXIA as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	Against	Against
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
25	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

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Increase of Up to EUR 15 Million for Future Exchange Offers	Mgmt	For	Against	Against
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Halma Plc

Meeting Date: 07/25/2024

Country: United Kingdom

Ticker: HLMA

Record Date: 07/23/2024

Meeting Type: Annual

Primary Security ID: G42504103

Shares Voted: 8,580

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	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Elect Liam Condon as Director	Mgmt	For	For	For
6	Elect Giles Kerr as Director	Mgmt	For	For	For
7	Re-elect Dame Louise Makin as Director	Mgmt	For	For	For
8	Re-elect Marc Ronchetti as Director	Mgmt	For	For	For
9	Re-elect Steve Gunning as Director	Mgmt	For	For	For
10	Re-elect Jennifer Ward as Director	Mgmt	For	For	For
11	Re-elect Carole Cran as Director	Mgmt	For	For	For
12	Re-elect Jo Harlow as Director	Mgmt	For	For	For

Halma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
14	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	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

Tate & Lyle Plc

Meeting Date: 07/25/2024 **Country:** United Kingdom **Ticker:** TATE
Record Date: 07/23/2024 **Meeting Type:** Annual
Primary Security ID: G86838151

Shares Voted: 80,000

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 Final Dividend	Mgmt	For	For	For
4	Elect David Hearn as Director	Mgmt	For	For	For
5	Re-elect Nick Hampton as Director	Mgmt	For	For	For
6	Re-elect Dawn Allen as Director	Mgmt	For	For	For
7	Elect Jeffrey Carr as Director	Mgmt	For	For	For
8	Re-elect John Cheung as Director	Mgmt	For	For	For

Tate & Lyle Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Patricia Corsi as Director	Mgmt	For	For	For
10	Re-elect Isabelle Esser as Director	Mgmt	For	For	For
11	Re-elect Lars Frederiksen as Director	Mgmt	For	For	For
12	Re-elect Kimberly Nelson as Director	Mgmt	For	For	For
13	Re-elect Sybella Stanley as Director	Mgmt	For	For	For
14	Re-elect Warren Tucker as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young 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	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
23	Amend Articles of Association	Mgmt	For	For	For

PSI Software SE

Meeting Date: 07/26/2024

Country: Germany

Ticker: PSAN

Record Date: 07/19/2024

Meeting Type: Annual

Primary Security ID: D6S2HZ103

Shares Voted: 25,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

PSI Software SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Approve Discharge of Management Board Member Robert Klaffus for Fiscal Year 2023	Mgmt	For	For	For
2.2	Approve Discharge of Management Board Member Gunnar Gloeckner for Fiscal Year 2023	Mgmt	For	For	For
2.3	Postpone Discharge of Management Board Member Harald Schrimpf (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
4.2	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Elect Karsten Trippel to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Ulrich Jaroni to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Uwe Hack to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Patrick Wittenberg to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 1.5 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Linde Plc

Meeting Date: 07/30/2024

Country: Ireland

Ticker: LIN

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 33,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Hugh Grant	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	Against	Against
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Paula Rosput Reynolds	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	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Vodafone Group Plc

Meeting Date: 07/30/2024 **Country:** United Kingdom **Ticker:** VOD
Record Date: 07/26/2024 **Meeting Type:** Annual
Primary Security ID: G93882192

Shares Voted: 938,060

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	For	For
3	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
4	Elect Luka Mucic as Director	Mgmt	For	For	For
5	Re-elect Stephen Carter as Director	Mgmt	For	For	For
6	Re-elect Michel Demare as Director	Mgmt	For	For	For
7	Elect Hatem Dowidar as Director	Mgmt	For	For	For

Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For
9	Re-elect Deborah Kerr as Director	Mgmt	For	For	For
10	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
11	Re-elect David Nish as Director	Mgmt	For	For	For
12	Re-elect Christine Ramon as Director	Mgmt	For	For	For
13	Re-elect Simon Segars as Director	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk 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 UK Political Donations and Expenditure	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Electronic Arts Inc.

Meeting Date: 08/01/2024

Country: USA

Ticker: EA

Record Date: 06/06/2024

Meeting Type: Annual

Primary Security ID: 285512109

Shares Voted: 4,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For

Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For
1h	Elect Director Andrew Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Flex Ltd.

Meeting Date: 08/08/2024 **Country:** Singapore **Ticker:** FLEX
Record Date: 06/10/2024 **Meeting Type:** Annual
Primary Security ID: Y2573F102

Shares Voted: 8,525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Revathi Advaiti	Mgmt	For	For	For
1b	Elect Director John D. Harris, II	Mgmt	For	For	For
1c	Elect Director Michael E. Hurlston	Mgmt	For	For	For
1d	Elect Director Erin L. McSweeney	Mgmt	For	For	For
1e	Elect Director Charles K. Stevens, III	Mgmt	For	For	For
1f	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
1g	Elect Director Lay Koon Tan	Mgmt	For	For	For
1h	Elect Director Patrick J. Ward	Mgmt	For	For	For
1i	Elect Director William D. Watkins	Mgmt	For	For	For
2	Approve Deloitte & Touche 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	Approve Issuance of Shares without Preemptive Rights	Mgmt	For	For	For

Flex Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorize Share Repurchase Program	Mgmt	For	For	For

Telecom Plus Plc

Meeting Date: 08/13/2024

Country: United Kingdom

Ticker: TEP

Record Date: 08/09/2024

Meeting Type: Annual

Primary Security ID: G8729H108

Shares Voted: 14,000

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 Final Dividend	Mgmt	For	For	For
4	Re-elect Charles Wigoder as Director	Mgmt	For	For	For
5	Re-elect Stuart Burnett as Director	Mgmt	For	For	For
6	Re-elect Nicholas Schoenfeld as Director	Mgmt	For	For	For
7	Re-elect Beatrice Hollond as Director	Mgmt	For	For	For
8	Re-elect Andrew Blowers as Director	Mgmt	For	For	For
9	Re-elect Suzanne Williams as Director	Mgmt	For	For	For
10	Re-elect Carla Stent as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The J. M. Smucker Company

Meeting Date: 08/14/2024

Country: USA

Ticker: SJM

Record Date: 06/17/2024

Meeting Type: Annual

Primary Security ID: 832696405

Shares Voted: 2,780

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mercedes Abramo	Mgmt	For	For	For
1b	Elect Director Tarang Amin	Mgmt	For	For	For
1c	Elect Director Susan Chapman-Hughes	Mgmt	For	For	For
1d	Elect Director Jay Henderson	Mgmt	For	For	For
1e	Elect Director Jonathan Johnson, III	Mgmt	For	For	For
1f	Elect Director Kirk Perry	Mgmt	For	For	For
1g	Elect Director Alex Shumate	Mgmt	For	For	For
1h	Elect Director Mark Smucker	Mgmt	For	For	For
1i	Elect Director Jodi Taylor	Mgmt	For	For	For
1j	Elect Director Dawn Willoughby	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Prosus NV

Meeting Date: 08/21/2024

Country: Netherlands

Ticker: PRX

Record Date: 07/24/2024

Meeting Type: Annual

Primary Security ID: N7163R103

Shares Voted: 14,056

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Against	For
4	Adopt Financial Statements	Mgmt	For	For	For

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Allocation of Income	Mgmt	For	For	For
6	Approve Discharge of Executive Directors	Mgmt	For	For	For
7	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	For
8	Approve Remuneration Policy	Mgmt	For	Against	For
9	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
10	Elect Fabricio Bloisi to Executive Director and Chief Executive Director	Mgmt	For	For	For
11.1	Reelect Hendrik du Toit as Director	Mgmt	For	Against	For
11.2	Reelect Craig Enenstein as Director	Mgmt	For	Against	For
11.3	Reelect Angeliem Kemna as Director	Mgmt	For	For	For
11.4	Reelect Nolo Letele as Director	Mgmt	For	For	For
11.5	Reelect Roberto Oliveira de Lima as Director	Mgmt	For	Against	For
12	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
13	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
14	Authorize Repurchase of Shares	Mgmt	For	Against	For
15	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
16	Discuss Voting Results	Mgmt			
17	Close Meeting	Mgmt			

Addtech AB

Meeting Date: 08/22/2024

Country: Sweden

Ticker: ADDT.B

Record Date: 08/14/2024

Meeting Type: Annual

Primary Security ID: W4260L147

Shares Voted: 19,765

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 of SEK 2.80 Per Share	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
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 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 in the Amount of SEK 1.5 Million for Chair and SEK 550,000 for Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Henrik Hedelius as Director	Mgmt	For	Against	Against
13.2	Reelect Ulf Mattson as Director	Mgmt	For	Against	Against
13.3	Reelect Malin Nordesjo as Director	Mgmt	For	Against	Against

Addtech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.4	Reelect Annikki Schaeferdiek as Director	Mgmt	For	For	For
13.5	Reelect Niklas Stenberg as Director	Mgmt	For	For	For
13.6	Elect Fredrik Borjesson as New Director	Mgmt	For	Against	Against
13.7	Elect Malin Nordesjo as Board Chair	Mgmt	For	Against	Against
14	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Against	Against
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Share-Based Incentive Plan for Key Employees; Approve Call Options for Participants	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Approve Creation of 5 Percent of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
20	Amend Corporate Purpose	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Lagercrantz Group AB

Meeting Date: 08/26/2024

Country: Sweden

Ticker: LAGR.B

Record Date: 08/16/2024

Meeting Type: Annual

Primary Security ID: W5303A147

Shares Voted: 32,480

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			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			

Lagercrantz Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 1.90 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Board Chair Fredrik Borjesson	Mgmt	For	For	For
9.c2	Approve Discharge of Board Member Anna Almlöf	Mgmt	For	For	For
9.c3	Approve Discharge of Board Member Anna Marsell	Mgmt	For	For	For
9.c4	Approve Discharge of Board Member Anders Claesson	Mgmt	For	For	For
9.c5	Approve Discharge of Board Member Ulf Södergren	Mgmt	For	For	For
9.c6	Approve Discharge of Board Member and President Jørgen Wigh	Mgmt	For	For	For
10	Approve Nomination Committee Procedures	Mgmt	For	For	For
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 3.2 Million	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Fredrik Borjesson as Director	Mgmt	For	For	For
13.2	Reelect Anna Almlöf as Director	Mgmt	For	For	For
13.3	Reelect Anna Marsell as Director	Mgmt	For	For	For
13.4	Reelect Anders Claesson as Director	Mgmt	For	For	For
13.5	Reelect Jørgen Wigh as Director	Mgmt	For	For	For
13.6	Elect Malin Nordesjö as New Director	Mgmt	For	For	For
14	Elect Fredrik Borjesson as Board Chair	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against

Lagercrantz Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Approve Stock Option Plan	Mgmt	For	For	For
20	Approve Issuance of up to 10 Percent of Issued Number of Class B Shares without Preemptive Rights	Mgmt	For	For	For
21	Other Business	Mgmt			
22	Close Meeting	Mgmt			

PVA TePla AG

Meeting Date: 08/30/2024

Country: Germany

Ticker: TPE

Record Date: 08/08/2024

Meeting Type: Annual

Primary Security ID: D8313K106

Shares Voted: 86,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7.1	Elect Dieter May to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Gernot Hebestreit to the Supervisory Board	Mgmt	For	Against	Against
7.3	Elect Rudolf Weichert as Alternate Supervisory Board Member	Mgmt	For	For	For

PVA TePla AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4	Elect Christoph von Seidel to the Supervisory Board	Mgmt	For	Against	Against
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
11	Amend Articles Re: General Meeting Resolutions	Mgmt	For	Against	Against
12	Amend Articles Re: Allocation of Income	Mgmt	For	For	For
13	Approve Affiliation Agreement with PVA Technology Hub GmbH	Mgmt	For	For	For

Gen Digital Inc.

Meeting Date: 09/10/2024

Country: USA

Ticker: GEN

Record Date: 07/15/2024

Meeting Type: Annual

Primary Security ID: 668771108

Shares Voted: 5,947

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	For	For	For
1b	Elect Director Pavel Baudis	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
1d	Elect Director Frank E. Dangeard	Mgmt	For	For	For
1e	Elect Director Nora M. Denzel	Mgmt	For	For	For
1f	Elect Director Peter A. Feld	Mgmt	For	For	For
1g	Elect Director Emily Heath	Mgmt	For	For	For
1h	Elect Director Vincent Pilette	Mgmt	For	For	For
1i	Elect Director Sherrese M. Smith	Mgmt	For	For	For
1j	Elect Director Ondrej Vlcek	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

NIKE, Inc.

Meeting Date: 09/10/2024

Country: USA

Ticker: NKE

Record Date: 07/10/2024

Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 95,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For	For
1b	Elect Director John Rogers, Jr.	Mgmt	For	Withhold	Withhold
1c	Elect Director Robert Swan	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 Median Gender/Racial Pay Gaps	SH	Against	For	For
5	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	For	Against
6	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	SH	Against	For	Against
7	Report on Environmental Targets	SH	Against	For	For
8	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	SH	Against	Against	Against

Compagnie Financiere Richemont SA

Meeting Date: 09/11/2024

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 12,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.75 per Registered A Share and CHF 0.275 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	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	Against	Against
5.2	Reelect Josua Malherbe as Director	Mgmt	For	For	For
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 Fiona Druckenmiller as Director	Mgmt	For	For	For
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 Maria Ramos as Director	Mgmt	For	For	For
5.13	Reelect Anton Rupert as Director	Mgmt	For	Against	Against
5.14	Reelect Bram Schot 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
5.17	Elect Gary Saage as Director	Mgmt	For	Against	Against
5.18	Elect Nicolas Bos as Director	Mgmt	For	For	For
6.1	Reappoint Clay Brendish 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
6.2	Reappoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Reappoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Bram Schot as Member of the Compensation Committee	Mgmt	For	For	For
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 8.5 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 15.5 Million	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Ryanair Holdings Plc

Meeting Date: 09/12/2024

Country: Ireland

Ticker: RYA

Record Date: 09/08/2024

Meeting Type: Annual

Primary Security ID: G7727C186

Shares Voted: 22,110

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
4a	Elect Bertrand Grabowski as Director	Mgmt	For	For	For

Ryanair Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4b	Elect Jinane Laghrari Laabi as Director	Mgmt	For	For	For
4c	Elect Roberta Neri as Director	Mgmt	For	For	For
4d	Elect Amber Rudd as Director	Mgmt	For	For	For
4e	Re-elect Stan McCarthy as Director	Mgmt	For	For	For
4f	Re-elect Eamonn Brennan as Director	Mgmt	For	For	For
4g	Re-elect Roisin Brennan as Director	Mgmt	For	For	For
4h	Re-elect Emer Daly as Director	Mgmt	For	For	For
4i	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
4j	Re-elect Elisabeth Kostinger as Director	Mgmt	For	For	For
4k	Re-elect Howard Millar as Director	Mgmt	For	For	For
4l	Re-elect Anne Nolan as Director	Mgmt	For	For	For
4m	Re-elect Michael O'Brien as Director	Mgmt	For	For	For
4n	Re-elect Michael O'Leary as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For

Coca-Cola HBC AG

Meeting Date: 09/16/2024

Country: Switzerland

Ticker: CCH

Record Date: 09/06/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: H1512E100

Shares Voted: 22,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Elizabeth Bastoni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For

Begbies Traynor Group Plc

Meeting Date: 09/17/2024

Country: United Kingdom

Ticker: BEG

Record Date: 09/13/2024

Meeting Type: Annual

Primary Security ID: G1145D108

Shares Voted: 216,654

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	Re-elect Nick Taylor as Director	Mgmt	For	Against	Against
4	Re-elect Mark Fry as Director	Mgmt	For	Against	Against
5	Re-elect Graham McInnes as Director	Mgmt	For	Against	Against
6	Re-elect John May as Director	Mgmt	For	Against	Against
7	Reappoint Crowe U.K. LLP as Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Moonpig Group Plc

Meeting Date: 09/18/2024

Country: United Kingdom

Ticker: MOON

Record Date: 09/16/2024

Meeting Type: Annual

Primary Security ID: G6225S107

Shares Voted: 175,000

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	Re-elect Kate Swann as Director	Mgmt	For	For	For
4	Re-elect Nickyl Raitthatha as Director	Mgmt	For	For	For
5	Re-elect Andy MacKinnon as Director	Mgmt	For	For	For
6	Re-elect David Keens as Director	Mgmt	For	For	For

Moonpig Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Susan Hooper as Director	Mgmt	For	For	For
8	Re-elect ShanMae Teo as Director	Mgmt	For	For	For
9	Re-elect Niall Wass as Director	Mgmt	For	For	For
10	Reappoint PricewaterhouseCoopers 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
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Mercury NZ Limited

Meeting Date: 09/19/2024

Country: New Zealand

Ticker: MCY

Record Date: 09/17/2024

Meeting Type: Annual

Primary Security ID: Q5971Q108

Shares Voted: 25,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Mike Taitoko as Director	Mgmt	For	For	For
2	Approve Increase in the Annual Remuneration Payable to All Directors	Mgmt	For	For	For

FedEx Corporation

Meeting Date: 09/23/2024

Country: USA

Ticker: FDX

Record Date: 07/29/2024

Meeting Type: Annual

Primary Security ID: 31428X106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Silvia Davila	Mgmt	For	For	For
1b	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1c	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1d	Elect Director Susan Patricia Griffith	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 Paul S. Walsh	Mgmt	For	For	For
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 Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Remove Pass-Through Voting Provision	Mgmt	For	For	For
6	Report on "Just Transition"	SH	Against	For	For
7	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For

Meeting Date: 09/26/2024

Country: United Kingdom

Ticker: DGE

Record Date: 09/24/2024

Meeting Type: Annual

Primary Security ID: G42089113

Shares Voted: 8,200

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 Julie Brown as Director	Mgmt	For	For	For
5	Elect Nik Jhangiani as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Karen Blackett as Director	Mgmt	For	For	For
8	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
9	Re-elect Debra Crew as Director	Mgmt	For	For	For
10	Re-elect Javier Ferran as Director	Mgmt	For	For	For
11	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
12	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
13	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	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

TechnoPro Holdings, Inc.

Meeting Date: 09/27/2024

Country: Japan

Ticker: 6028

Record Date: 06/30/2024

Meeting Type: Annual

Primary Security ID: J82251109

Shares Voted: 10,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2.1	Elect Director Yagi, Takeshi	Mgmt	For	For	For
2.2	Elect Director Shimaoka, Gaku	Mgmt	For	For	For
2.3	Elect Director Asai, Koichiro	Mgmt	For	For	For
2.4	Elect Director Hagiwara, Toshihiro	Mgmt	For	For	For
2.5	Elect Director Takao, Mitsutoshi	Mgmt	For	For	For
2.6	Elect Director Yamada, Kazuhiko	Mgmt	For	For	For
2.7	Elect Director Takase, Shoko	Mgmt	For	For	For
2.8	Elect Director Ito, Masahiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Madarame, Hitoshi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Tanabe, Rumiko	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Kitaarai, Yoshio	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/08/2024

Country: USA

Ticker: PG

Record Date: 08/09/2024

Meeting Type: Annual

Primary Security ID: 742718109

Shares Voted: 28,818

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 Brett Biggs	Mgmt	For	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
1d	Elect Director Amy L. Chang	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For	For
1h	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1i	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1j	Elect Director Ashley McEvoy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Median Gender/Racial Pay Gap	SH	Against	For	For

International Paper Company

Meeting Date: 10/11/2024 **Country:** USA **Ticker:** IP
Record Date: 09/12/2024 **Meeting Type:** Special
Primary Security ID: 460146103

Shares Voted: 3,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Meridian Energy Limited

Meeting Date: 10/15/2024 **Country:** New Zealand **Ticker:** MEL
Record Date: 10/11/2024 **Meeting Type:** Annual
Primary Security ID: Q5997E121

Meridian Energy Limited

Shares Voted: 33,290

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Tania Simpson as Director	Mgmt	For	For	For

Adyen NV

Meeting Date: 10/23/2024

Country: Netherlands

Ticker: ADYEN

Record Date: 09/25/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: N3501V104

Shares Voted: 250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Tom Adams to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Parker-Hannifin Corporation

Meeting Date: 10/23/2024

Country: USA

Ticker: PH

Record Date: 09/06/2024

Meeting Type: Annual

Primary Security ID: 701094104

Shares Voted: 1,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Denise Russell Fleming	Mgmt	For	For	For
1b	Elect Director Lance M. Fritz	Mgmt	For	For	For
1c	Elect Director Linda A. Harty	Mgmt	For	For	For
1d	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1e	Elect Director Jennifer A. Parmentier	Mgmt	For	For	For
1f	Elect Director E. Jean Savage	Mgmt	For	For	For
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For
1h	Elect Director Laura K. Thompson	Mgmt	For	For	For

Parker-Hannifin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director James R. Verrier	Mgmt	For	For	For
1j	Elect Director James L. Wainscott	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

Brambles Limited

Meeting Date: 10/24/2024 **Country:** Australia **Ticker:** BXB
Record Date: 10/22/2024 **Meeting Type:** Annual
Primary Security ID: Q6634U106

Shares Voted: 14,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Elizabeth Fagan as Director	Mgmt	For	For	For
4	Approve Amendments to and Issue of Shares under the Brambles Limited Performance Share Plan	Mgmt	For	For	For
5	Approve Participation of Graham Chipchase in the Performance Share Plan or the Amended Performance Share Plan	Mgmt	For	For	For
6	Approve Issue of Shares under the Brambles Limited MyShare Plan	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 10/28/2024 **Country:** Netherlands **Ticker:** WKL
Record Date: 09/30/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N9643A197

Shares Voted: 1,800

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

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Anjana Harve to Supervisory Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Cintas Corporation

Meeting Date: 10/29/2024 **Country:** USA **Ticker:** CTAS
Record Date: 09/12/2024 **Meeting Type:** Annual
Primary Security ID: 172908105

Shares Voted: 908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melanie W. Barstad	Mgmt	For	For	For
1b	Elect Director Beverly K. Carmichael	Mgmt	For	For	For
1c	Elect Director Karen L. Carnahan	Mgmt	For	For	For
1d	Elect Director Robert E. Coletti	Mgmt	For	For	For
1e	Elect Director Scott D. Farmer	Mgmt	For	For	For
1f	Elect Director Martin Mucci	Mgmt	For	For	For
1g	Elect Director Joseph Scaminace	Mgmt	For	For	For
1h	Elect Director Todd M. Schneider	Mgmt	For	For	For
1i	Elect Director Ronald W. Tysoe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For	For
6	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
7	Report on Political Contributions	SH	Against	For	For

Check Point Software Technologies Ltd.

Meeting Date: 10/31/2024

Country: Israel

Ticker: CHKP

Record Date: 09/18/2024

Meeting Type: Annual

Primary Security ID: M22465104

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Size of the Board to Ten Directors	Mgmt	For	For	For
2a	Reelect Gil Shwed as Director	Mgmt	For	For	For
2b	Elect Nadav Zafrir as Director	Mgmt	For	For	For
2c	Reelect Tzipi Ozer-Armon as Director	Mgmt	For	For	For
2d	Reelect Tal Shavit as Director	Mgmt	For	For	For
2e	Reelect Jill D. Smith as Director	Mgmt	For	For	For
2f	Reelect Jerry Ungerman as Director	Mgmt	For	For	For
2g	Reelect Shai Weiss as Director	Mgmt	For	For	For
3a	Reelect Yoav Z. Chelouche as External Director	Mgmt	For	For	For
3b	Elect Dafna Gruber as External Director	Mgmt	For	For	For
4	Ratify Appointment of Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Compensation of Nadav Zafrir, CEO	Mgmt	For	For	For
6	Approve Compensation of Gil Shwed, Chairman	Mgmt	For	For	For
7	Approve Compensation of Yoav Z. Chelouche, Lead Independent Director	Mgmt	For	For	For

KLA Corporation

Meeting Date: 11/06/2024

Country: USA

Ticker: KLAC

Record Date: 09/12/2024

Meeting Type: Annual

Primary Security ID: 482480100

Shares Voted: 6,416

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

KLA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
1.5	Elect Director Michael McMullen	Mgmt	For	For	For
1.6	Elect Director Gary Moore	Mgmt	For	For	For
1.7	Elect Director Victor Peng	Mgmt	For	For	For
1.8	Elect Director Robert Rango	Mgmt	For	For	For
1.9	Elect Director Richard P. 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

Pernod Ricard SA

Meeting Date: 11/08/2024 **Country:** France **Ticker:** RI
Record Date: 11/06/2024 **Meeting Type:** Annual/Special
Primary Security ID: F72027109

Shares Voted: 2,400

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 4.70 per Share	Mgmt	For	For	For
4	Reelect Virginie Fauvel as Director	Mgmt	For	For	For
5	Reelect Alexandre Ricard as Director	Mgmt	For	Against	Against
6	Reelect Cesar Giron as Director	Mgmt	For	For	For
7	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Appoint KPMG as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	Against	Against
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	For	For	For
16	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Estee Lauder Companies Inc.

Meeting Date: 11/08/2024 **Country:** USA **Ticker:** EL
Record Date: 09/09/2024 **Meeting Type:** Annual
Primary Security ID: 518439104

Shares Voted: 2,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul J. Fribourg	Mgmt	For	For	For
1b	Elect Director Jennifer Hyman	Mgmt	For	Withhold	Withhold
1c	Elect Director Arturo Nunez	Mgmt	For	For	For
1d	Elect Director Barry S. Sternlicht	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against

Broadridge Financial Solutions, Inc.

Meeting Date: 11/14/2024

Country: USA

Ticker: BR

Record Date: 09/18/2024

Meeting Type: Annual

Primary Security ID: 11133T103

Shares Voted: 2,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	Mgmt	For	For	For
1b	Elect Director Richard J. Daly	Mgmt	For	For	For
1c	Elect Director Robert N. Duels	Mgmt	For	For	For
1d	Elect Director Melvin L. Flowers	Mgmt	For	For	For
1e	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1f	Elect Director Brett A. Keller	Mgmt	For	For	For
1g	Elect Director Maura A. Markus	Mgmt	For	For	For
1h	Elect Director Eileen K. Murray	Mgmt	For	For	For
1i	Elect Director Annette L. Nazareth	Mgmt	For	For	For
1j	Elect Director Amit K. Zavery	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

Kier Group Plc

Meeting Date: 11/14/2024

Country: United Kingdom

Ticker: KIE

Record Date: 11/12/2024

Meeting Type: Annual

Primary Security ID: G52549105

Shares Voted: 80,000

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	Re-elect Matthew Lester as Director	Mgmt	For	For	For
4	Re-elect Andrew Davies as Director	Mgmt	For	For	For
5	Re-elect Simon Kesterton as Director	Mgmt	For	For	For
6	Elect Stuart Togwell as Director	Mgmt	For	For	For

Kier Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Alison Atkinson as Director	Mgmt	For	For	For
8	Re-elect Chris Browne as Director	Mgmt	For	For	For
9	Re-elect Margaret Hassall as Director	Mgmt	For	For	For
10	Elect Mohammed Saddiq as Director	Mgmt	For	For	For
11	Re-elect Clive Watson as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Risk Management and Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Approve Sharesave Scheme 2024	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
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
21	Approve Final Dividend	Mgmt	For	For	For

Oracle Corporation

Meeting Date: 11/14/2024

Country: USA

Ticker: ORCL

Record Date: 09/16/2024

Meeting Type: Annual

Primary Security ID: 68389X105

Shares Voted: 27,660

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	For	For

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Safra A. Catz	Mgmt	For	For	For
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	For	For
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	For	For
1.8	Elect Director Rona A. Fairhead	Mgmt	For	For	For
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For	For
1.10	Elect Director Charles W. Moorman	Mgmt	For	For	For
1.11	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold
1.12	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
1.13	Elect Director Naomi O. Seligman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

The Trade Desk, Inc.

Meeting Date: 11/14/2024

Country: USA

Ticker: TTD

Record Date: 09/26/2024

Meeting Type: Special

Primary Security ID: 88339J105

Shares Voted: 2,610

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change State of Incorporation from Delaware to Nevada	Mgmt	For	Against	For
2	Adjourn Meeting	Mgmt	For	Against	For

ResMed Inc.

Meeting Date: 11/20/2024

Country: USA

Ticker: RMD

Record Date: 09/24/2024

Meeting Type: Annual

Primary Security ID: 761152107

Shares Voted: 36,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
1b	Elect Director Christopher DeLorefice	Mgmt	For	For	For
1c	Elect Director Jan De Witte	Mgmt	For	For	For
1d	Elect Director Karen Drexler	Mgmt	For	For	For
1e	Elect Director Michael "Mick" Farrell	Mgmt	For	For	For
1f	Elect Director Peter Farrell	Mgmt	For	For	For
1g	Elect Director Harjit Gill	Mgmt	For	For	For
1h	Elect Director John Hernandez	Mgmt	For	For	For
1i	Elect Director Richard "Rich" Sulpizio	Mgmt	For	For	For
1j	Elect Director Desney Tan	Mgmt	For	For	For
1k	Elect Director Ronald "Ron" Taylor	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Orange Polska SA

Meeting Date: 11/21/2024

Country: Poland

Ticker: OPL

Record Date: 11/05/2024

Meeting Type: Special

Primary Security ID: X5984X100

Shares Voted: 65,110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Amend Statute Re: Supervisory Board	Mgmt	For	For	For
5	Approve Consolidated Text of Statute	Mgmt	For	For	For
6	Elect Etienne Vincens de Tapol as Supervisory Board Member	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Fasadgruppen Group AB

Meeting Date: 12/03/2024

Country: Sweden

Ticker: FG

Record Date: 11/25/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: W2950P105

Shares Voted: 126,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Barry Callebaut AG

Meeting Date: 12/04/2024

Country: Switzerland

Ticker: BARN

Record Date:

Meeting Type: Annual

Primary Security ID: H05072105

Shares Voted: 66

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	Against	Against
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
1.4	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 29.00 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	For	For
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	Against	Against

Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.4	Reelect Nicolas Jacobs as Director	Mgmt	For	For	For
4.1.5	Reelect Thomas Intrator as Director	Mgmt	For	For	For
4.1.6	Reelect Mauricio Graber as Director	Mgmt	For	For	For
4.2.1	Elect Aruna Jayanthi as Director	Mgmt	For	For	For
4.2.2	Elect Barbara Richmond 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	Against	Against
4.4.2	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Aruna Jayanthi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Designate Keller AG 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 5 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 12.7 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Claranova SE

Meeting Date: 12/04/2024

Country: France

Ticker: CLA

Record Date: 12/02/2024

Meeting Type: Annual/Special

Primary Security ID: F2R32L106

Shares Voted: 150,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Christine Hedouis as Director	Mgmt	For	For	For
6	Appoint Emmanuel Mouchoux, representing Cheyne Capital as Censor	Mgmt	For	Against	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Pierre Cesarini, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Marc Goldberg, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Francis Meston, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Xavier Rojo, Vice-CEO	Mgmt	For	For	For
12	Approve Compensation of Pierre Cesarini, CEO	Mgmt	For	Against	Against
13	Approve Compensation of Eric Gareau, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of Non-Executive Corporate Officers	Mgmt	For	For	For
17	Approve Remuneration of Directors in the Aggregate Amount of EUR 605,000	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Claranova SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Employees and Corporate Officers, up to Aggregate Nominal Amount of EUR 2 Million	Mgmt	For	Against	Against
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Amend Article 18 of Bylaws Re: Censors	Mgmt	For	For	For
24	Amend Article 15 of Bylaws Re: Board Deliberations Ordinary Business	Mgmt Mgmt	For	For	For
25	Appoint BDO Paris as Auditor	Mgmt	For	For	For
26	Acknowledge End of Mandate of Pierre Larroze as Alternate Auditor and Decision Not to Renew	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coloplast A/S

Meeting Date: 12/05/2024 **Country:** Denmark **Ticker:** COLO.B
Record Date: 11/28/2024 **Meeting Type:** Annual
Primary Security ID: K16018192

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chairman, DKK 875,000 for Deputy Chairman and DKK 500,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Other Proposals from Board or Shareholders (None Submitted)	Mgmt			
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	For
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Abstain	For
7.3	Reelect Annette Bruls as Director	Mgmt	For	For	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
7.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

KWS SAAT SE & Co. KGaA

Meeting Date: 12/05/2024

Country: Germany

Ticker: KWS

Record Date: 11/13/2024

Meeting Type: Annual

Primary Security ID: D39062100

Shares Voted: 21,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023/24	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2023/24	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For
5	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
6	Elect Hagen Duenbostel to the Supervisory Board	Mgmt	For	Against	Against

KWS SAAT SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Viatis Inc.

Meeting Date: 12/06/2024 **Country:** USA **Ticker:** VTRS
Record Date: 10/11/2024 **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 JoEllen Lyons Dillon	Mgmt	For	For	For
1C	Elect Director Elisha Finney	Mgmt	For	For	For
1D	Elect Director Leo Groothuis	Mgmt	For	For	For
1E	Elect Director Melina Higgins	Mgmt	For	For	For
1F	Elect Director James M. Kilts	Mgmt	For	For	For
1G	Elect Director Harry Korman	Mgmt	For	For	For
1H	Elect Director Rajiv Malik	Mgmt	For	For	For
1I	Elect Director Richard Mark	Mgmt	For	For	For
1J	Elect Director Mark Parrish	Mgmt	For	For	For
1K	Elect Director Scott A. Smith	Mgmt	For	For	For
1L	Elect Director Rogerio Vivaldi Coelho	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/09/2024 **Country:** USA **Ticker:** CSCO
Record Date: 10/10/2024 **Meeting Type:** Annual
Primary Security ID: 17275R102

Shares Voted: 12,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
1c	Elect Director Mark Garrett	Mgmt	For	For	For
1d	Elect Director John D. Harris, II	Mgmt	For	For	For
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1i	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

Vivendi SE

Meeting Date: 12/09/2024

Country: France

Ticker: VIV

Record Date: 12/05/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: F97982106

Shares Voted: 28,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Approve Contribution in Kind of 991,811,494 Shares from Canal+ SA, its Valuation and Remuneration	Mgmt	For	For	For
2	Approve Contribution in Kind of 991,811,494 Shares from Louis Hachette Group SA, its Valuation and Remuneration	Mgmt	For	For	For
	Ordinary Business	Mgmt			
3	Distribution in kind of Shares of Havas N.V.	Mgmt	For	For	For
4	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Microsoft Corporation

Meeting Date: 12/10/2024

Country: USA

Ticker: MSFT

Record Date: 09/30/2024

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 56,121

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 Catherine MacGregor	Mgmt	For	For	For
1.5	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.6	Elect Director Satya Nadella	Mgmt	For	For	For
1.7	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.8	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.9	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	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 Risks of Weapons Development	SH	Against	For	For
5	Assess and Report on Investing in Bitcoin	SH	Against	Against	Against
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	For	For
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For	For
9	Report on AI Data Sourcing Accountability	SH	Against	For	For

Palo Alto Networks, Inc.

Meeting Date: 12/10/2024

Country: USA

Ticker: PANW

Record Date: 10/18/2024

Meeting Type: Annual

Primary Security ID: 697435105

Shares Voted: 1,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John Key	Mgmt	For	For	For
1b	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1c	Elect Director Nir Zuk	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	Against

FactSet Research Systems Inc.

Meeting Date: 12/19/2024

Country: USA

Ticker: FDS

Record Date: 10/21/2024

Meeting Type: Annual

Primary Security ID: 303075105

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Siew Kai Choy	Mgmt	For	For	For
1b	Elect Director Laurie G. Hylton	Mgmt	For	For	For
1c	Elect Director Lee Shavel	Mgmt	For	For	For
1d	Elect Director Elisha Wiesel	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For