

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2024 to 05/13/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

NICE Ltd. (Israel)

Meeting Date: 07/03/2024 **Country:** Israel **Ticker:** NICE
Record Date: 05/31/2024 **Meeting Type:** Annual
Primary Security ID: M7494X101

Shares Voted: 330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Reelect David Kostman as Director	Mgmt	For	For	For
1.b	Reelect Rimon Ben-Shaoul as Director	Mgmt	For	For	For
1.c	Reelect Yehoshua (Shuki) Ehrlich as Director	Mgmt	For	For	For
1.d	Reelect Leo Apotheker as Director	Mgmt	For	For	For
1.e	Reelect Joseph (Joe) Cowan as Director	Mgmt	For	For	For
2	Reelect Zehava Simon as External Director	Mgmt	For	For	For
3	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
4	Approve CEO Equity Award	Mgmt	For	Against	Against
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Discuss Financial Statements and the Report of the Board	Mgmt			
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against

NICE Ltd. (Israel)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 07/04/2024

Record Date: 06/30/2024

Primary Security ID: E11805103

Country: Spain

Meeting Type: Extraordinary Shareholders

Ticker: BBVA

Shares Voted: 24,880

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

Record Date: 07/04/2024

Primary Security ID: E6282J125

Country: Spain

Meeting Type: Annual

Ticker: ITX

Shares Voted: 4,789

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

Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 2,497

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			

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 4,816

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			

National Grid Plc

Meeting Date: 07/10/2024	Country: United Kingdom	Ticker: NG
Record Date: 07/08/2024	Meeting Type: Annual	
Primary Security ID: G6S9A7120		

Shares Voted: 20,587

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 Paula Reynolds as Director	Mgmt	For	For	For
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Elect Jacqui Ferguson as Director	Mgmt	For	For	For
7	Re-elect Ian Livingston as Director	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Iain Mackay as Director	Mgmt	For	For	For
9	Re-elect Anne Robinson as Director	Mgmt	For	For	For
10	Re-elect Earl Shipp as Director	Mgmt	For	For	For
11	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
12	Re-elect Tony Wood as Director	Mgmt	For	For	For
13	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Climate Transition Plan	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ICL Group Ltd.

Meeting Date: 07/17/2024

Record Date: 06/10/2024

Primary Security ID: M53213100

Country: Israel

Meeting Type: Annual

Ticker: ICL

Shares Voted: 3,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Yoav Doppelt as Director	Mgmt	For	For	For
1.2	Reelect Aviad Kaufman as Director	Mgmt	For	For	For

ICL Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Reelect Avisar Paz as Director	Mgmt	For	For	For
1.4	Reelect Sagi Kabla as Director	Mgmt	For	For	For
1.5	Reelect Reem Aminoach as Director	Mgmt	For	For	For
1.6	Reelect Lior Reitblatt as Director	Mgmt	For	For	For
1.7	Reelect Tzipi Ozer Armon as Director	Mgmt	For	For	For
1.8	Reelect Gadi Lesin as Director	Mgmt	For	For	For
1.9	Reelect Michal Silverberg as Director	Mgmt	For	For	For
1.10	Reelect Shalom Shlomo as Director	Mgmt	For	For	For
2	Reelect Miriam Haran as External Director	Mgmt	For	For	For
3	Amend Articles Re: Indemnification and Insurance of the Company's Directors and Officers	Mgmt	For	For	For
4	Approve Amendment to Issued Exemption, Insurance and Indemnification Letters to Each Directors/Officers	Mgmt	For	For	For
5	Reappoint Somekh Chaikin, a Member Firm of KPMG International as Auditors	Mgmt	For	For	For

Powszechny Zakład Ubezpieczeń SA

Meeting Date: 07/18/2024

Record Date: 06/02/2024

Primary Security ID: X6919T107

Country: Poland

Meeting Type: Annual

Ticker: PZU

Shares Voted: 2,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Discharge of Ernest Bejda (Management Board Member)	Mgmt	None	Against	Against
1.2	Approve Discharge of Malgorzata Kot (Management Board Member)	Mgmt	None	Against	Against
1.3	Approve Discharge of Beata Kozłowska-Chyla (CEO)	Mgmt	None	Against	Against
1.4	Approve Discharge of Krzysztof Kozłowski (Management Board Member)	Mgmt	None	Against	Against

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Approve Discharge of Tomasz Kulik (Management Board Member)	Mgmt	None	Against	Against
1.6	Approve Discharge of Piotr Nowak (Management Board Member)	Mgmt	None	Against	Against
1.7	Approve Discharge of Maciej Rapkiewicz (Management Board Member)	Mgmt	None	Against	Against
1.8	Approve Discharge of Malgorzata Sadurska (Management Board Member)	Mgmt	None	Against	Against
2.1	Approve Discharge of Marcin Chludzinski (Supervisory Board Member)	Mgmt	For	For	For
2.2	Approve Discharge of Pawel Gorecki (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
2.3	Approve Discharge of Agata Gornicka (Supervisory Board Secretary and Member)	Mgmt	For	For	For
2.4	Approve Discharge of Robert Jastrzebski (Supervisory Board Chairman)	Mgmt	For	For	For
2.5	Approve Discharge of Marcin Kubicza (Supervisory Board Member)	Mgmt	For	For	For
2.6	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	Mgmt	For	For	For
2.7	Approve Discharge of Krzysztof Opolski (Supervisory Board Member)	Mgmt	For	For	For
2.8	Approve Discharge of Radoslaw Sierpinski (Supervisory Board Member)	Mgmt	For	For	For
2.9	Approve Discharge of Robert Snitko (Supervisory Board Member and Secretary)	Mgmt	For	For	For
2.10	Approve Discharge of Piotr Wachowiak (Supervisory Board Member)	Mgmt	For	For	For
2.11	Approve Discharge of Jozef Wierzbowski (Supervisory Board Member)	Mgmt	For	For	For
2.12	Approve Discharge of Maciej Zaborowski (Supervisory Board Member)	Mgmt	For	For	For
3.1	Approve Discharge of Przemyslaw Dabrowski (Management Board Member)	Mgmt	For	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Rafal Grodzicki (Management Board Member)	Mgmt	For	For	For
3.3	Approve Discharge of Witold Jaworski (Management Board Member)	Mgmt	For	For	For
3.4	Approve Discharge of Andrzej Klesyk (CEO)	Mgmt	For	For	For
3.5	Approve Discharge of Dariusz Krzewina (CEO and Management Board Member)	Mgmt	For	For	For
3.6	Approve Discharge of Tomasz Tarkowski (Management Board Member)	Mgmt	For	For	For
3.7	Approve Discharge of Ryszard Trepczynski (Management Board Member)	Mgmt	For	For	For
3.8	Approve Discharge of Zbigniew Cwiakalski (Supervisory Board Chairman and Deputy Chairman)	Mgmt	For	For	For
3.9	Approve Discharge of Zbigniew Derdziuk (Supervisory Board Member)	Mgmt	For	For	For
3.10	Approve Discharge of Dariusz Filar (Supervisory Board Member and Secretary)	Mgmt	For	For	For
3.11	Approve Discharge of Dariusz Kacprzyk (Supervisory Board Member)	Mgmt	For	For	For
3.12	Approve Discharge of Jakub Karnowski (Supervisory Board Member)	Mgmt	For	For	For
3.13	Approve Discharge of Aleksandra Magaczewska (Supervisory Board Chairwoman and Member)	Mgmt	For	For	For
3.14	Approve Discharge of Tomasz Zganiacz (Supervisory Board Member and Secretary)	Mgmt	For	For	For
4.1	Approve Individual Suitability of Anita Elzanowska (Supervisory Board Member)	Mgmt	For	For	For
4.2	Approve Individual Suitability of Andrzej Kaleta (Supervisory Board Member)	Mgmt	For	For	For
4.3	Approve Individual Suitability of Anna Machnikowska (Supervisory Board Secretary)	Mgmt	For	For	For
4.4	Approve Individual Suitability of Adam Uszpolewicz (Supervisory Board Member)	Mgmt	For	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Individual Suitability of Filip Gorczyca (Supervisory Board Member)	Mgmt	For	For	For
4.6	Approve Individual Suitability of Marcin Kubicza (Supervisory Board Chairman)	Mgmt	For	For	For
4.7	Approve Individual Suitability of Malgorzata Kurzynoga (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
4.8	Approve Individual Suitability of Michal Bernaczyk (Supervisory Board Member)	Mgmt	For	For	For
4.9	Approve Individual Suitability of Michal Jonczynski (Supervisory Board Member)	Mgmt	For	For	For
4.10	Approve Individual Suitability of Wojciech Olejniczak (Supervisory Board Member)	Mgmt	For	For	For
4.11	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	For	For
5	Amend Policy of Suitability of Supervisory Board and Audit Committee Members	Mgmt	For	For	For
6.1	Recall Supervisory Board Member	Mgmt	For	Against	Against
6.2	Elect Supervisory Board Member	Mgmt	For	Against	Against
7	Approve Assessment of Supervisory Board Suitability	Mgmt	For	Against	Against
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Close Meeting	Mgmt			

SSE Plc

Meeting Date: 07/18/2024

Record Date: 07/16/2024

Primary Security ID: G8842P102

Country: United Kingdom

Meeting Type: Annual

Ticker: SSE

Shares Voted: 4,722

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 Lady Elish Angiolini as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect John Bason as Director	Mgmt	For	For	For
6	Re-elect Tony Cocker as Director	Mgmt	For	For	For
7	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For
8	Re-elect Helen Mahy as Director	Mgmt	For	For	For
9	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
10	Elect Barry O'Regan as Director	Mgmt	For	For	For
11	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
12	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
13	Re-elect Melanie Smith as Director	Mgmt	For	For	For
14	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
15	Elect Maarten Wetselaar as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Net Zero Transition Report	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Approve Scrip Dividend Scheme	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Macquarie Group Limited

Macquarie Group Limited

Shares Voted: 1,669

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Rebecca J McGrath as Director	Mgmt	For	For	For
2b	Elect Mike Roche as Director	Mgmt	For	For	For
2c	Elect Glenn R Stevens as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	Mgmt	For	For	For

Singapore Airlines Limited

Meeting Date: 07/29/2024Country: SingaporeTicker: C6L

Record Date:Meeting Type: Annual

Primary Security ID: Y7992P128

Shares Voted: 5,972

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
3a	Elect Gautam Banerjee as Director	Mgmt	For	For	For
3b	Elect Simon Cheong Sae Peng as Director	Mgmt	For	For	For
3c	Elect Goh Swee Chen as Director	Mgmt	For	For	For
3d	Elect Jeanette Wong Kai Yuan as Director	Mgmt	For	For	For
4	Approve Directors' Emoluments	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For

Singapore Airlines Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Issuance of ASA Shares	Mgmt	For	For	For
10	Adopt SIA Performance Share Plan 2024	Mgmt	For	For	For
11	Adopt SIA Restricted Share Plan 2024	Mgmt	For	For	For

Singapore Telecommunications Limited

Meeting Date: 07/30/2024Country: SingaporeTicker: Z74

Record Date:Meeting Type: Annual

Primary Security ID: Y79985209

Shares Voted: 33,794

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	Elect Gautam Banerjee as Director	Mgmt	For	For	For
4	Elect Lim Swee Say as Director	Mgmt	For	For	For
5	Elect Rajeev Suri as Director	Mgmt	For	For	For
6	Elect Wee Siew Kim as Director	Mgmt	For	For	For
7	Elect Yuen Kuan Moon as Director	Mgmt	For	For	For
8	Approve Directors' Fees	Mgmt	For	For	For
9	Approve 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 Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For

Vodafone Group Plc

Meeting Date: 07/30/2024Country: United KingdomTicker: VOD

Record Date: 07/26/2024Meeting Type: Annual

Primary Security ID: G93882192

Shares Voted: 90,449

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
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

Link Real Estate Investment Trust

Meeting Date: 07/31/2024

Record Date: 07/25/2024

Primary Security ID: Y5281M111

Country: Hong Kong

Meeting Type: Annual

Ticker: 823

Shares Voted: 11,063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Ian Keith Griffiths as Director	Mgmt	For	For	For
3.2	Elect Ed Chan Yiu Cheong as Director	Mgmt	For	For	For
3.3	Elect Jenny Gu Jialin as Director	Mgmt	For	For	For
3.4	Elect Blair Chilton Pickerell as Director	Mgmt	For	For	For
4.1	Elect Barry David Brakey as Director	Mgmt	For	For	For
4.2	Elect Duncan Gareth Owen as Director	Mgmt	For	For	For
5	Authorize Repurchase of Issued Units	Mgmt	For	For	For

EMS-Chemie Holding AG

Meeting Date: 08/10/2024

Record Date:

Primary Security ID: H22206199

Country: Switzerland

Meeting Type: Annual

Ticker: EMSN

Shares Voted: 29

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Acknowledge Proper Convening of Meeting	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.2	Approve Non-Financial Report	Mgmt	For	For	For
3.3.1	Approve Remuneration of Directors in the Amount of CHF 763,647	Mgmt	For	For	For
3.3.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For	Against	Against
4	Approve Allocation of Income and Ordinary Dividends of CHF 12.75 per Share and a Special Dividend of CHF 3.25 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

EMS-Chemie Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.1	Reelect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For	Against	Against
6.1.2	Reelect Magdalena Martullo as Director	Mgmt	For	For	For
6.1.3	Reelect Rainer Roten as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.1.4	Elect Kaspar Kelterborn as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.2	Ratify BDO AG as Auditors	Mgmt	For	For	For
6.3	Designate Robert Daeppen as Independent Proxy	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Prosus NV

Meeting Date: 08/21/2024

Record Date: 07/24/2024

Primary Security ID: N7163R103

Country: Netherlands

Meeting Type: Annual

Ticker: PRX

Shares Voted: 6,093

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	Against
4	Adopt Financial Statements	Mgmt	For	For	For
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	Against
8	Approve Remuneration Policy	Mgmt	For	Against	Against
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

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Reelect Hendrik du Toit as Director	Mgmt	For	Against	Against
11.2	Reelect Craig Enenstein as Director	Mgmt	For	Against	Against
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	Against
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	Against
15	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
16	Discuss Voting Results	Mgmt			
17	Close Meeting	Mgmt			

Oracle Corp Japan

Meeting Date: 08/23/2024

Record Date: 05/31/2024

Primary Security ID: J6165M109

Country: Japan

Meeting Type: Annual

Ticker: 4716

Shares Voted: 178					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Misawa, Toshimitsu	Mgmt	For	For	For
1.2	Elect Director S. Krishna Kumar	Mgmt	For	For	For
1.3	Elect Director Garrett Ilg	Mgmt	For	For	For
1.4	Elect Director Vincent S. Grelli	Mgmt	For	For	For
1.5	Elect Director Kimberly Woolley	Mgmt	For	For	For
1.6	Elect Director Fujimori, Yoshiaki	Mgmt	For	For	For
1.7	Elect Director John L. Hall	Mgmt	For	Against	Against
1.8	Elect Director Natsuno, Takeshi	Mgmt	For	For	For
1.9	Elect Director Kuroda, Yukiko	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 08/27/2024

Record Date: 07/28/2024

Primary Security ID: M7031A135

Country: Israel

Meeting Type: Special

Ticker: MZTF

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Employment Terms of Avraham Zeldman, Chairman	Mgmt	For	For	
2	Reelect Hannah Feuer as External Director	Mgmt	For	For	
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	

Fisher & Paykel Healthcare Corporation Limited

Meeting Date: 08/28/2024

Record Date: 08/26/2024

Primary Security ID: Q38992105

Country: New Zealand

Meeting Type: Annual

Ticker: FPH

Fisher & Paykel Healthcare Corporation Limited

Shares Voted: 2,352

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Michael Daniell as Director	Mgmt	For	For	For
2	Elect Graham McLean as Director	Mgmt	For	Against	Against
3	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
4	Approve Issuance of Performance Share Rights to Lewis Gradon	Mgmt	For	For	For
5	Approve Issuance of Options to Lewis Gradon	Mgmt	For	For	For

Ashtead Group Plc

Meeting Date: 09/04/2024Country: United KingdomTicker: AHT

Record Date: 09/02/2024Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 1,888

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	Against	Against
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Paul Walker as Director	Mgmt	For	For	For
6	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
7	Re-elect Michael Pratt as Director	Mgmt	For	For	For
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
9	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
10	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
13	Elect Roy Twite as Director	Mgmt	For	For	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Amend Long-Term Incentive Plan	Mgmt	For	Against	Against
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

BANK POLSKA KASA OPIEKI SA

Meeting Date: 09/06/2024

Record Date: 08/21/2024

Primary Security ID: X0R77T117

Country: Poland

Meeting Type: Special

Ticker: PEO

Shares Voted: 907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
5.1	Recall Supervisory Board Member	SH	None	Against	Against
5.2	Elect Supervisory Board Member	SH	None	Against	Against
	Management Proposal	Mgmt			
6	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
	Management Proposal	Mgmt			
8	Close Meeting	Mgmt			

Compagnie Financiere Richemont SA

Meeting Date: 09/11/2024Country: SwitzerlandTicker: CFR

Record Date:Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 2,306					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Management Proposals for All Shareholders	Mgmt			
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Non-Financial Report	Mgmt	For	For	For
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
4	Management Proposal for Holders of A Registered Shares	Mgmt			
	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

Compagnie Financiere Richemont SA

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

Compagnie Financiere Richemont SA

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

Elbit Systems Ltd.

Meeting Date: 09/19/2024

Record Date: 08/20/2024

Primary Security ID: M3760D101

Country: Israel

Meeting Type: Annual

Ticker: ESLT

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect David Federmann as Director	Mgmt	For	For	
1.2	Reelect Ehud (Udi) Adam as Director	Mgmt	For	For	
1.3	Reelect Rina Baum as Director	Mgmt	For	For	
1.4	Reelect Michael Federmann as Director	Mgmt	For	For	
1.5	Reelect Tzipi Livni as Director	Mgmt	For	For	
1.6	Reelect Dov Ninveh as Director	Mgmt	For	For	
1.7	Reelect Ehoud (Udi) Nisan as Director	Mgmt	For	For	
2	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	
3	Approve Amended Employment Terms of Bezahel Machlis, Company's President and Chief Executive Officer	Mgmt	For	For	
4	Reappoint Kost, Forer, Gabbay & Kasierer as Auditors	Mgmt	For	For	
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	Refer	

Var Energi ASA

Meeting Date: 09/25/2024	Country: Norway	Ticker: VAR
Record Date: 09/18/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: R9796N109		

Shares Voted: 3,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Elect Ole Johan Gillebo as New Director	Mgmt	For	For	For

Diageo Plc

Meeting Date: 09/26/2024	Country: United Kingdom	Ticker: DGE
Record Date: 09/24/2024	Meeting Type: Annual	
Primary Security ID: G42089113		

Shares Voted: 9,905

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

Diageo Plc

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

Lasertec Corp.

Meeting Date: 09/26/2024	Country: Japan	Ticker: 6920
Record Date: 06/30/2024	Meeting Type: Annual	
Primary Security ID: J38702106		

Shares Voted: 427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 157	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For
3.1	Elect Director Okabayashi, Osamu	Mgmt	For	For	For
3.2	Elect Director Kusunose, Haruhiko	Mgmt	For	For	For
3.3	Elect Director Sendoda, Tetsuya	Mgmt	For	For	For
3.4	Elect Director Tajima, Atsushi	Mgmt	For	For	For
3.5	Elect Director Mihara, Koji	Mgmt	For	For	For
3.6	Elect Director Iwata, Yoshiko	Mgmt	For	For	For
3.7	Elect Director Ishiguro, Miyuki	Mgmt	For	For	For
3.8	Elect Director Yuri, Takashi	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Asami, Koichi	Mgmt	For	For	For

Lasertec Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Appoint Statutory Auditor Asano, Masakatsu	Mgmt	For	For	For
4.3	Appoint Statutory Auditor Izumo, Eiichi	Mgmt	For	For	For
4.4	Appoint Statutory Auditor Michi, Ayumi	Mgmt	For	For	For
5	Appoint Alternate Statutory Auditor Yamamoto, Ken	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
7	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For
8	Approve Annual Bonus	Mgmt	For	For	For

Pan Pacific International Holdings Corp.

Meeting Date: 09/27/2024Country: JapanTicker: 7532

Record Date: 06/30/2024Meeting Type: Annual

Primary Security ID: J6352W100

Shares Voted: 2,832

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	Amend Articles to Change Location of Head Office	Mgmt	For	For	For
3.1	Elect Director Yoshida, Naoki	Mgmt	For	For	For
3.2	Elect Director Moriya, Hideki	Mgmt	For	For	For
3.3	Elect Director Suzuki, Kosuke	Mgmt	For	For	For
3.4	Elect Director Sakakibara, Ken	Mgmt	For	For	For
3.5	Elect Director Matsumoto, Kazuhiro	Mgmt	For	For	For
3.6	Elect Director Ishii, Yuji	Mgmt	For	For	For
3.7	Elect Director Ninomiya, Hitomi	Mgmt	For	For	For
3.8	Elect Director Kubo, Isao	Mgmt	For	For	For
3.9	Elect Director Yasuda, Takao	Mgmt	For	For	For
3.10	Elect Director Yasuda, Yusaku	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Yoshimura, Yasunori	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Kamo, Masaharu	Mgmt	For	For	For

Pan Pacific International Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Elect Director and Audit Committee Member Ono, Takaki	Mgmt	For	Against	Against
4.4	Elect Director and Audit Committee Member Kishimoto, Naoko	Mgmt	For	For	For

Bank Leumi Le-Israel B.M.

Meeting Date: 10/08/2024

Record Date: 09/08/2024

Primary Security ID: M16043107

Country: Israel

Meeting Type: Annual

Ticker: LUMI

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Brightman Almagor Zohar and Co. (Deloitte) as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	
	Regarding Items 3-5: Elect Two External Directors Out of a Pool of Three Nominees	Mgmt			
3	Elect Sasson Elya as External Director	Mgmt	For	For	
4	Elect Ira Sobel as External Director	Mgmt	For	For	
5	Elect Lea Shwartz as External Director	Mgmt	For	Abstain	
	Elect Two External Directors as defined in Directive 301 of the Proper Conduct of Banking Business Regulations Out of a Pool of Three Nominees	Mgmt			
6	Elect Ram Belinkov as External Director as defined in Directive 301	Mgmt	For	Abstain	
7	Elect Baruch Lederman as External Director as defined in Directive 301	Mgmt	For	For	
8	Elect Dan Alexander Koller as External Director as defined in Directive 301	Mgmt	For	For	

Bank Leumi Le-Israel B.M.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None		Refer
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None		Refer
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None		Refer
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None		Refer

REA Group Ltd

Meeting Date: 10/09/2024Country: AustraliaTicker: REA

Record Date: 10/07/2024Meeting Type: Annual

Primary Security ID: Q8051B108

Shares Voted: 227					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Jennifer Lambert as Director	Mgmt	For	For	For
3b	Elect Hamish McLennan as Director	Mgmt	For	Against	Against
4	Approve Grant of Performance Rights to Owen Wilson	Mgmt	For	For	For

Meridian Energy Limited

Meeting Date: 10/15/2024

Record Date: 10/11/2024

Primary Security ID: Q5997E121

Country: New Zealand

Meeting Type: Annual

Ticker: MEL

Shares Voted: 5,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Tania Simpson as Director	Mgmt	For	For	For

Commonwealth Bank of Australia

Meeting Date: 10/16/2024

Record Date: 10/14/2024

Primary Security ID: Q26915100

Country: Australia

Meeting Type: Annual

Ticker: CBA

Shares Voted: 7,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Julie Galbo as Director	Mgmt	For	For	For
2b	Elect Peter Harmer as Director	Mgmt	For	For	For
2c	Elect Kate Howitt as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Share Units and Performance Rights to Matt Comyn	Mgmt	For	For	For

Origin Energy Limited

Meeting Date: 10/16/2024

Record Date: 10/14/2024

Primary Security ID: Q71610101

Country: Australia

Meeting Type: Annual

Ticker: ORG

Shares Voted: 7,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Ilana Atlas as Director	Mgmt	For	For	For
3	Elect Mick McCormack as Director	Mgmt	For	For	For
4	Elect Scott Perkins as Director	Mgmt	For	For	For
5	Elect Dame Joan Withers as Director	Mgmt	For	For	For
6	Elect Deion Campbell as Director	Mgmt	For	For	For

Origin Energy Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Grant of Performance Share Rights and Restricted Share Rights to Frank Calabria	Mgmt	For	Against	Against
9	Approve Renewal of Potential Termination Benefits	Mgmt	None	For	For

Suncorp Group Limited

Meeting Date: 10/22/2024

Record Date: 10/20/2024

Primary Security ID: Q88040110

Country: Australia

Meeting Type: Annual

Ticker: SUN

Shares Voted: 5,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Return of Capital to Ordinary Shareholders	Mgmt	For	For	For
2	Approve Consolidation of Ordinary Shares	Mgmt	For	For	For
3	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For
4a	Elect Gillian Brown as Director	Mgmt	For	For	For
4b	Elect Sylvia Falzon as Director	Mgmt	For	For	For
4c	Elect Christine McLoughlin as Director	Mgmt	For	For	For
4d	Elect Lindsay Tanner as Director	Mgmt	For	For	For
4e	Elect Duncan West as Director	Mgmt	For	For	For
5	Approve Increase in Non-Executive Director Fee Pool	Mgmt	None	For	For
6	Approve Renewal of Proportional Takeover Provisions in the Constitution	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Grant of Performance Rights to Steven Johnston	Mgmt	For	For	For

Transurban Group

Meeting Date: 10/22/2024

Record Date: 10/20/2024

Primary Security ID: Q9194A106

Country: Australia

Meeting Type: Annual

Ticker: TCL

Transurban Group

Shares Voted: 13,759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for Transurban Holdings Limited (THL) and Transurban International Limited (TIL)	Mgmt			
2a	Elect Gary Lennon as Director	Mgmt	For	For	For
2b	Elect Craig Drummond as Director	Mgmt	For	For	For
2c	Elect Timothy Reed as Director	Mgmt	For	For	For
2d	Elect Robert Whitfield as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
	Resolutions for Transurban Holdings Limited (THL), Transurban International Limited (TIL) and Transurban Holding Trust (THT)	Mgmt			
4	Approve Grant of Performance Awards to Michelle Jablko	Mgmt	For	For	For

Adyen NV

Meeting Date: 10/23/2024Country: NetherlandsTicker: ADYEN

Record Date: 09/25/2024Meeting Type: Extraordinary Shareholders

Primary Security ID: N3501V104

Shares Voted: 136

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			

Brambles Limited

Meeting Date: 10/24/2024Country: AustraliaTicker: BXB

Record Date: 10/22/2024Meeting Type: Annual

Primary Security ID: Q6634U106

Brambles Limited

Shares Voted: 6,200

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

Insurance Australia Group Limited

Meeting Date: 10/24/2024Country: AustraliaTicker: IAG

Record Date: 10/22/2024Meeting Type: Annual

Primary Security ID: Q49361100

Shares Voted: 10,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect David Armstrong as Director	Mgmt	For	For	For
2b	Elect George Sartorel as Director	Mgmt	For	For	For
2c	Elect Michelle Tredenick as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Deferred Award Rights and Executive Performance Rights to Nick Hawkins	Mgmt	For	For	For

Reece Limited

Meeting Date: 10/24/2024Country: AustraliaTicker: REH

Record Date: 10/22/2024Meeting Type: Annual

Primary Security ID: Q80528138

Reece Limited

Shares Voted: 1,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Sasha Nikolic as Director	Mgmt	For	Against	Against
3	Elect Ross McEwan as Director	Mgmt	For	For	For
4	Elect Andrew Wilson as Director	Mgmt	For	Against	Against
5	Approve Grant of Rights to Sasha Nikolic	Mgmt	For	Against	Against
6	Approve Grant of Rights to Peter Wilson	Mgmt	For	Against	Against
7	Approve North American Employee Share Purchase Plan	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against

South32 Ltd.

Meeting Date: 10/24/2024Country: AustraliaTicker: S32

Record Date: 10/22/2024Meeting Type: Annual

Primary Security ID: Q86668102

Shares Voted: 20,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Wayne Osborn as Director	Mgmt	For	Against	Against
3	Elect Sharon Warburton as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Rights to Graham Kerr	Mgmt	For	For	For
6	Approve Leaving Entitlements	Mgmt	For	For	For

Cochlear Limited

Meeting Date: 10/25/2024Country: AustraliaTicker: COH

Record Date: 10/23/2024Meeting Type: Annual

Primary Security ID: Q25953102

Shares Voted: 277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Financial Statements and Reports of the Directors and Auditors	Mgmt	For	For	For
2.1	Approve Remuneration Report	Mgmt	For	For	For
3.1	Elect Alison Deans as Director	Mgmt	For	For	For
3.2	Elect Glen Boreham as Director	Mgmt	For	For	For
3.3	Elect Christine McLoughlin as Director	Mgmt	For	For	For
3.4	Elect Caroline Clarke as Director	Mgmt	For	For	For
4.1	Approve Grant of Long-Term Incentives to Dig Howitt	Mgmt	For	For	For

Mediobanca Banca di Credito Finanziario SpA

Meeting Date: 10/28/2024Country: ItalyTicker: MB

Record Date: 10/17/2024Meeting Type: Annual/Special

Primary Security ID: T10584117

Shares Voted: 2,614

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
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
3a	Approve Remuneration Policy	Mgmt	For	For	For
3b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3c	Approve Annual Performance Share Scheme	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 4	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 10/28/2024

Record Date: 09/30/2024

Primary Security ID: N9643A197

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: WKL

Shares Voted: 1,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Anjana Harve to Supervisory Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

CSL Limited

Meeting Date: 10/29/2024

Record Date: 10/27/2024

Primary Security ID: Q3018U109

Country: Australia

Meeting Type: Annual

Ticker: CSL

Shares Voted: 2,152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Brian McNamee as Director	Mgmt	For	For	For
2b	Elect Andrew Cuthbertson as Director	Mgmt	For	For	For
2c	Elect Alison Watkins as Director	Mgmt	For	For	For
2d	Elect Samantha Lewis as Director	Mgmt	For	For	For
2e	Elect Elaine Sorg as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Share Units to Paul McKenzie	Mgmt	For	For	For
5	Approve Re-insertion of Proportional Takeover Approval Provisions in Constitution	Mgmt	For	For	For
6	Approve Potential Leaving Entitlements for Directors of CSL Subsidiary Entities, Excluding KMP and GLG Members	Mgmt	For	For	For
7	Approve Increase to Non-Executive Director Fee Cap	Mgmt	None	For	For

BHP Group Limited

Meeting Date: 10/30/2024

Record Date: 10/28/2024

Primary Security ID: Q1498M100

Country: Australia

Meeting Type: Annual

Ticker: BHP

Shares Voted: 22,563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Don Lindsay as Director	Mgmt	For	For	For
3	Elect Ross McEwan as Director	Mgmt	For	For	For
4	Elect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
5	Elect Gary Goldberg as Director	Mgmt	For	For	For
6	Elect Michelle Hinchliffe as Director	Mgmt	For	For	For
7	Elect Ken MacKenzie as Director	Mgmt	For	Against	Against
8	Elect Christine O'Reilly as Director	Mgmt	For	For	For
9	Elect Catherine Tanna as Director	Mgmt	For	For	For
10	Elect Dion Weisler as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Grant of Awards to Mike Henry	Mgmt	For	For	For
13	Approve Climate Transition Action Plan	Mgmt	For	Against	Against

Wesfarmers Limited

Meeting Date: 10/31/2024

Record Date: 10/29/2024

Primary Security ID: Q95870103

Country: Australia

Meeting Type: Annual

Ticker: WES

Shares Voted: 5,056

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Alison Mary Watkins as Director	Mgmt	For	For	For
2b	Elect Kathryn Marian Munnings as Director	Mgmt	For	For	For
2c	Elect Friedrich (Tom) von Oertzen as Director	Mgmt	For	For	For
3	Approve Increase in Remuneration Pool for Non-Executive Directors	Mgmt	None	For	For
4	Approve Remuneration Report	Mgmt	For	For	For

Wesfarmers Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Grant of KEEPP Deferred Shares and KEEPP Performance Shares to Robert Scott	Mgmt	For	For	For

Woolworths Group Limited

Meeting Date: 10/31/2024	Country: Australia	Ticker: WOW
Record Date: 10/29/2024	Meeting Type: Annual	
Primary Security ID: Q98418108		

Shares Voted: 5,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Maxine Brenner as Director	Mgmt	For	Against	Against
3b	Elect Philip Chronican as Director	Mgmt	For	For	For
4	Approve Grant of Performance Share Rights to Amanda Bardwell	Mgmt	For	For	For
5	Approve Conditional Spill Resolution	Mgmt	Against	Against	Against
6a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
6b	Approve Farmed Seafood Reporting	SH	Against	For	For
6c	Approve Farmed Salmon Sourcing	SH	Against	Against	Against

Fortescue Ltd.

Meeting Date: 11/06/2024	Country: Australia	Ticker: FMG
Record Date: 11/04/2024	Meeting Type: Annual	
Primary Security ID: Q39360104		

Shares Voted: 7,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Lord Sebastian Coe as Director	Mgmt	For	For	For
3	Elect Jean Baderschneider as Director	Mgmt	For	For	For

Fortescue Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Usha Rao-Monari as Director	Mgmt	For	For	For
5	Elect Noel Pearson as Director	Mgmt	For	For	For
6	Approve Fortescue Ltd Performance Rights Plan	Mgmt	For	For	For
7	Approve Issuance of Performance Rights to Dino Otranto	Mgmt	For	Against	Against
8	Approve Issuance of Performance Rights to Mark Hutchinson	Mgmt	For	Against	Against
9	Approve Conditional Spill Resolution	Mgmt	Against	Against	Against

Sun Hung Kai Properties Limited

Meeting Date: 11/07/2024

Record Date: 11/01/2024

Primary Security ID: Y82594121

Country: Hong Kong

Meeting Type: Annual

Ticker: 16

Shares Voted: 8,380

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
3.1a	Elect Yip Dicky Peter as Director	Mgmt	For	For	For
3.1b	Elect Wong Yue-chim, Richard as Director	Mgmt	For	For	For
3.1c	Elect Kwan Cheuk-yin, William as Director	Mgmt	For	For	For
3.1d	Elect Kwok Kai-fai, Adam as Director	Mgmt	For	For	For
3.1e	Elect Tung Chi-ho, Eric as Director	Mgmt	For	For	For
3.1f	Elect Lau Tak-yeung, Albert as Director	Mgmt	For	For	For
3.1g	Elect Fung Sau-yim, Maureen as Director	Mgmt	For	For	For
3.2	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Sun Hung Kai Properties Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

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: 1,778					
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
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

Pernod Ricard SA

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

Coles Group Limited

Meeting Date: 11/12/2024

Record Date: 11/10/2024

Primary Security ID: Q26203408

Country: Australia

Meeting Type: Annual

Ticker: COL

Shares Voted: 5,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Peter Allen as Director	Mgmt	For	For	For
2.2	Elect Andrew Penn as Director	Mgmt	For	For	For
2.3	Elect Abi Cleland as Director	Mgmt	For	For	For
2.4	Elect Richard Freudenstein as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Short-term Incentive Grant of STI Shares to Leah Weckert	Mgmt	For	For	For
5	Approve Long-term Incentive Grant of Performance Rights to Leah Weckert	Mgmt	For	For	For
6	Approve Renewal of Proportional Takeover Provisions in Constitution	Mgmt	For	For	For
7.1	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
7.2	Approve Contingent Resolution - Nature-Related Disclosure	SH	Against	For	For
7.3	Approve Contingent Resolution - Farmed Salmon Sourcing	SH	Against	Against	Against

Computershare Limited

Meeting Date: 11/14/2024

Record Date: 11/12/2024

Primary Security ID: Q2721E105

Country: Australia

Meeting Type: Annual

Ticker: CPU

Shares Voted: 2,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Paul Reynolds as Director	Mgmt	For	For	For
3	Elect Lisa Gay as Director	Mgmt	For	For	For
4	Elect John Nendick as Director	Mgmt	For	For	For
5	Elect Gerrard Schmid as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Grant of Performance Rights to Stuart Irving	Mgmt	For	For	For

Goodman Group

Meeting Date: 11/14/2024

Record Date: 11/12/2024

Primary Security ID: Q4229W132

Country: Australia

Meeting Type: Annual

Ticker: GMG

Shares Voted: 7,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	For	For	For
2a	Elect Danny Peeters as Director of Goodman Limited	Mgmt	For	Against	Against
2b	Elect Danny Peeters as Director of Goodman Logistics (HK) Limited	Mgmt	For	Against	Against
3	Elect David Collins as Director of Goodman Logistics (HK) Limited	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Against	Against
5	Approve Issuance of Performance Rights to Gregory Goodman	Mgmt	For	Against	Against
6	Approve Issuance of Performance Rights to Danny Peeters	Mgmt	For	Against	Against
7	Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	For	Against	Against

Seven Group Holdings Limited

Meeting Date: 11/14/2024

Record Date: 11/12/2024

Primary Security ID: Q84384108

Country: Australia

Meeting Type: Annual

Ticker: SWW

Shares Voted: 889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect David McEvoy as Director	Mgmt	For	For	For
3	Elect Mark Johnson as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Deferred Share Rights to Ryan Stokes	Mgmt	For	For	For
6	Approve Termination Benefits to Zlatko Todorcevski	Mgmt	For	Against	Against
7	Approve the Change of Company Name to SGH Limited and Amend Constitution	Mgmt	For	For	For

LPP SA

Meeting Date: 11/15/2024

Record Date: 10/30/2024

Primary Security ID: X5053G103

Country: Poland

Meeting Type: Special

Ticker: LPP

Shares Voted: 5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Meeting Chairman	Mgmt	For	For	For
2	Acknowledge Proper Convening of Meeting; Prepare List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Receive Supervisory Board Opinion on General Meeting Agenda	Mgmt			
5	Elect Deputy CEO	Mgmt	For	Against	Against
6	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
7	Amend Statute	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Mowi ASA

Meeting Date: 11/19/2024

Record Date: 11/12/2024

Primary Security ID: R4S04H101

Country: Norway

Meeting Type: Extraordinary Shareholders

Ticker: MOWI

Shares Voted: 1,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Elect Chairman of Meeting	Mgmt	For	For	For
1.b	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3.a	Elect Orjan Svanevik (Chair) as New Director	Mgmt	For	For	For

Sonic Healthcare Limited

Meeting Date: 11/19/2024

Record Date: 11/17/2024

Primary Security ID: Q8563C107

Country: Australia

Meeting Type: Annual

Ticker: SHL

Shares Voted: 2,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Kate Spargo as Director	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Increase in Non-Executive Director Fee Pool	Mgmt	For	For	For
4	Approve the Issuance of LTI Options and Performance Rights to Colin Goldschmidt	Mgmt	For	For	For
5	Approve the Issuance of LTI Options and Performance Rights to Chris Wilks	Mgmt	For	For	For

Bank Hapoalim BM

Meeting Date: 11/20/2024

Record Date: 10/22/2024

Primary Security ID: M1586M115

Country: Israel

Meeting Type: Annual

Ticker: POLI

Shares Voted: 5,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Ziv Haft (BDO) as Joint Auditors	Mgmt	For	For	For
	OUT OF THREE CANDIDATES TWO WILL BE ELECTED AS EXTERNAL DIRECTORS AS DEFINED IN DIRECTIVE 301 OF THE PROPER CONDUCT OF BANKING BUSINESS REGULATION	Mgmt			
3	Reelect Yoel Mintz as External Director as Defined in Directive 301	Mgmt	For	For	For
4	Elect Eran Yaacov as External Director as Defined in Directive 301	Mgmt	For	Abstain	Abstain
5	Elect Yair Avidan as External Director as Defined in Directive 301	Mgmt	For	For	For
	OUT OF TWO CANDIDATES, ONE WILL BE ELECTED AS DIRECTOR	Mgmt			
6	Reelect Ronit Schwartz as Director	Mgmt	For	For	For
7	Elect Amir Kushilevitz as Director	Mgmt	For	Abstain	Abstain
8	Approve Employment Terms of Yadin Antebi, CEO	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against

Bank Hapoalim BM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For

Northern Star Resources Limited

Meeting Date: 11/20/2024	Country: Australia	Ticker: NST
Record Date: 11/18/2024	Meeting Type: Annual	
Primary Security ID: Q6951U101		

Shares Voted: 5,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Issuance of LTI Performance Rights to Stuart Tonkin	Mgmt	For	Against	Against
3	Approve Issuance of STI Performance Rights to Stuart Tonkin	Mgmt	For	For	For
4	Elect Michael Ashforth as Director	Mgmt	For	For	For
5	Elect Sharon Warburton as Director	Mgmt	For	For	For
6	Elect Marnie Finlayson as Director	Mgmt	For	For	For

Mineral Resources Limited

Meeting Date: 11/21/2024	Country: Australia	Ticker: MIN
Record Date: 11/19/2024	Meeting Type: Annual	
Primary Security ID: Q60976109		

Shares Voted: 785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	None	Against	Against
2	Elect Denise McComish as Director	Mgmt	For	For	For
3	Elect Jacqueline McGill as Director	Mgmt	For	For	For

Mineral Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	***Withdrawn Resolution*** Approve Grant of Share Rights and Deferred Share Rights to Chris Ellison	Mgmt			
5	Approve Reinsertion of the Proportional Takeover Provisions for a Further Three Years	Mgmt	For	For	For

WiseTech Global Limited

Meeting Date: 11/22/2024Country: AustraliaTicker: WTC

Record Date: 11/20/2024Meeting Type: Annual

Primary Security ID: Q98056106

Shares Voted: 791					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Lisa Brock as Director	Mgmt	For	For	For
4	Elect Fiona Pak-Poy as Director	Mgmt	For	For	For
5	Approve Grant of Share Rights to Maree Isaacs under the Equity Incentives Plan	Mgmt	For	For	For
6	Approve Grant of Share Rights to Non-Executive Directors under the Non-Executive Director Fee Sacrifice Share Acquisition Plan	Mgmt	For	For	For
7	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Meeting Date: 11/28/2024Country: PolandTicker: PEO

Record Date: 11/12/2024Meeting Type: Special

Primary Security ID: X0R77T117

Shares Voted: 935					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Shareholder Proposals Submitted by PZU SA	Mgmt			
5.1	Recall Supervisory Board Member	SH	None	Against	Against
5.2	Elect Supervisory Board Member	SH	None	Against	Against
6	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Against	Against
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
	Management Proposals	Mgmt			
8	Close Meeting	Mgmt			

FAST RETAILING CO., LTD.

Meeting Date: 11/28/2024

Country: Japan

Ticker: 9983

Record Date: 08/31/2024

Meeting Type: Annual

Primary Security ID: J1346E100

Shares Voted: 751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Yanai, Tadashi	Mgmt	For	For	For
2.2	Elect Director Hattori, Nobumichi	Mgmt	For	For	For
2.3	Elect Director Shintaku, Masaaki	Mgmt	For	For	For
2.4	Elect Director Ono, Naotake	Mgmt	For	For	For
2.5	Elect Director Kathy Mitsuko Koll	Mgmt	For	For	For
2.6	Elect Director Kurumado, Joji	Mgmt	For	For	For
2.7	Elect Director Kyoya, Yutaka	Mgmt	For	For	For
2.8	Elect Director Okazaki, Takeshi	Mgmt	For	For	For
2.9	Elect Director Yanai, Kazumi	Mgmt	For	For	For
2.10	Elect Director Yanai, Koji	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kaneko, Keiko	Mgmt	For	For	For

FAST RETAILING CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Appoint Statutory Auditor Mori, Masakatsu	Mgmt	For	For	For

ORLEN SA

Meeting Date: 12/02/2024	Country: Poland	Ticker: PKN
Record Date: 11/16/2024	Meeting Type: Special	
Primary Security ID: X6922W204		

Shares Voted: 2,591

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	Approve Agenda of Meeting	Mgmt	For	For	For
5	Elect Members of Vote Counting Commission	Mgmt	For	For	For
6	Assert Compensation Claims Against Former Management Board Members in Connection with the Misconduct	Mgmt	For	For	For
7	Amend Statute Re: Supervisory Board	Mgmt	For	Against	Against
8	Approve Consolidated Text of Statute	Mgmt	For	Against	Against
9	Approve Disposal of Organized Part of Enterprise	Mgmt	For	For	For
10	Close Meeting	Mgmt			

Mizrahi Tefahot Bank Ltd.

Meeting Date: 12/03/2024	Country: Israel	Ticker: MZTF
Record Date: 11/12/2024	Meeting Type: Annual	
Primary Security ID: M7031A135		

Shares Voted: 672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			

Mizrahi Tefahot Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Reappoint Brightman, Almagor, Zohar & Co. as Auditors and Report on Fees Paid to the Auditor	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: 660

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
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	Abstain
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			

Associated British Foods Plc

Meeting Date: 12/06/2024

Record Date: 12/04/2024

Primary Security ID: G05600138

Country: United Kingdom

Meeting Type: Annual

Ticker: ABF

Shares Voted: 904

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 Emma Adamo as Director	Mgmt	For	For	For
5	Re-elect Graham Allan as Director	Mgmt	For	For	For
6	Re-elect Kumsal Bayazit as Director	Mgmt	For	For	For
7	Re-elect Michael McLintock as Director	Mgmt	For	For	For
8	Re-elect Annie Murphy as Director	Mgmt	For	For	For
9	Re-elect Dame Heather Rabbatts as Director	Mgmt	For	For	For
10	Re-elect Richard Reid as Director	Mgmt	For	For	For
11	Re-elect Eoin Tonge as Director	Mgmt	For	For	For
12	Re-elect George Weston as Director	Mgmt	For	For	For
13	Elect Loraine Woodhouse 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 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

D'Ieteren Group

Meeting Date: 12/06/2024	Country: Belgium	Ticker: DIE
Record Date: 11/22/2024	Meeting Type: Special	
Primary Security ID: B49343187		

Shares Voted: 93

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Dividends	Mgmt	For	Against	Against
2	Receive Directors' Reports in Accordance with Article 7:151/1 of the CSA (Non-Voting)	Mgmt			
3.1	Approve Change-of-Control Clause Re: Senior Facilities Agreement	Mgmt	For	Against	Against
3.2	Approve Change-of-Control Clause Re: Potential Transfer of Pledged Assets	Mgmt	For	Against	Against
4	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	Against	Against

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 12/09/2024	Country: Poland	Ticker: PKO
Record Date: 11/23/2024	Meeting Type: Special	
Primary Security ID: X6919X108		

Shares Voted: 3,931

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Shareholder Proposals Submitted by OFE PZU Zlota Jesien, Nationale-Nederlanden OFE, and Generali OFE	Mgmt			
5	Amend Statute Re: Supervisory Board	SH	For	Against	Against
6.1	Recall Supervisory Board Member	SH	None	Against	Against

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Supervisory Board Member	SH	None	Against	Against
7	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Against	Against
8	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
	Management Proposals	Mgmt			
9	Close Meeting	Mgmt			

Swedish Orphan Biovitrum AB

Meeting Date: 12/11/2024

Record Date: 12/03/2024

Primary Security ID: W95637117

Country: Sweden

Meeting Type: Extraordinary Shareholders

Ticker: SOBI

Shares Voted: 442

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	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
8.a	Elect David Meek as New Director	Mgmt	For	For	For
8.b	Elect David Meek as Board Chair	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Westpac Banking Corporation

Meeting Date: 12/13/2024

Record Date: 12/11/2024

Primary Security ID: Q97417101

Country: Australia

Meeting Type: Annual

Ticker: WBC

Westpac Banking Corporation

Shares Voted: 9,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Appoint KPMG as Auditor of the Company	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Share Rights and Performance Share Rights to Anthony Miller	Mgmt	For	For	For
5a	Elect Nerida Caesar as Director	Mgmt	For	For	For
5b	Elect Margaret Seale as Director	Mgmt	For	Against	Against
5c	Elect Andy Maguire as Director	Mgmt	For	For	For
6a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
6b	Approve Transition Plan Assessments	SH	Against	For	For

National Australia Bank Limited

Meeting Date: 12/18/2024Country: AustraliaTicker: NAB

Record Date: 12/16/2024Meeting Type: Annual

Primary Security ID: Q65336119

Shares Voted: 8,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Warwick Hunt as Director	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Approve Grant of Deferred Rights to Andrew Irvine	Mgmt	For	For	For
3b	Approve Grant of Performance Rights to Andrew Irvine	Mgmt	For	For	For
4	Consideration of Financial Report, Directors' Report and Auditor's Report	Mgmt			
5a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
5b	Approve Transition Plan Assessments	SH	Against	For	For

ANZ Group Holdings Limited

Meeting Date: 12/19/2024Country: AustraliaTicker: ANZ

Record Date: 12/17/2024Meeting Type: Annual

Primary Security ID: Q0429F119

ANZ Group Holdings Limited

Shares Voted: 8,238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Scott Andrew St John as Director	Mgmt	For	For	For
2b	Elect Richard Boyce Massey Gibb as Director	Mgmt	For	For	For
2c	Elect Christine Elizabeth O'Reilly as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Rights and Performance Rights to Shayne Elliott	Mgmt	For	For	For
5	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
6	Approve Transition Plan Assessments	SH	Against	For	For

BANK POLSKA KASA OPIEKI SA

Meeting Date: 12/19/2024Country: PolandTicker: PEO

Record Date: 11/12/2024Meeting Type: Special

Primary Security ID: X0R77T117

Shares Voted: 578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by PZU SA	Mgmt			
1	Recall Supervisory Board Member	SH	None	Against	Against
2	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Against	Against
3	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
	Management Proposals	Mgmt			
4	Close Meeting	Mgmt			

Kerry Group Plc

Meeting Date: 12/19/2024Country: IrelandTicker: KRZ

Record Date: 12/15/2024Meeting Type: Special

Primary Security ID: G52416107

Kerry Group Plc

Shares Voted: 422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Disposal of Kerry Dairy Holdings (Ireland) Limited to Kerry Co-Operative Creameries Limited	Mgmt	For	For	For
2	Authorise Issue of A Ordinary Shares in Connection with the Proposed Transaction	Mgmt	For	For	For
3	Amend Articles of Association	Mgmt	For	For	For
4	Approve Capital Reduction of the Share Premium Increase	Mgmt	For	For	For

KGHM Polska Miedz SA

Meeting Date: 01/08/2025Country: PolandTicker: KGH

Record Date: 12/23/2024Meeting Type: Special

Primary Security ID: X45213109

Shares Voted: 375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
5.1	Recall Supervisory Board Member	SH	None	Against	Against
5.2	Elect Supervisory Board Member	SH	None	Against	Against
6	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
	Management Proposal	Mgmt			
7	Close Meeting	Mgmt			

Powszechny Zakład Ubezpieczen SA

Meeting Date: 01/10/2025Country: PolandTicker: PZU

Record Date: 12/25/2024Meeting Type: Special

Primary Security ID: X6919T107

Powszechny Zaklad Ubezpieczen SA

Shares Voted: 1,564

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Shareholder Proposals Submitted by State Treasury	Mgmt			
5.1	Recall Supervisory Board Member	SH	None	Against	Against
5.2	Elect Supervisory Board Member	SH	None	Against	Against
6	Approve Collective Suitability of Supervisory Board Members	SH	None	Against	Against
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
	Management Proposal	Mgmt			
8	Close Meeting	Mgmt			

Boliden AB

Meeting Date: 01/23/2025

Record Date: 01/15/2025

Primary Security ID: W17218210

Country: Sweden

Meeting Type: Extraordinary Shareholders

Ticker: BOL

Shares Voted: 755

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	Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For

Boliden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Close Meeting	Mgmt			

Vonovia SE

Meeting Date: 01/24/2025	Country: Germany	Ticker: VNA
Record Date: 01/17/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: D9581T100		

Shares Voted: 2,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Affiliation Agreement with Deutsche Wohnen SE; Approve Creation of EUR 55 Million Pool of Share Capital for Private Placement	Mgmt	For	For	For

Imperial Brands Plc

Meeting Date: 01/29/2025	Country: United Kingdom	Ticker: IMB
Record Date: 01/27/2025	Meeting Type: Annual	
Primary Security ID: G4720C107		

Shares Voted: 2,320

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 Therese Esperdy as Director	Mgmt	For	For	For
5	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
6	Re-elect Susan Clark as Director	Mgmt	For	For	For
7	Re-elect Ngozi Edozien as Director	Mgmt	For	For	For
8	Re-elect Andrew Gilchrist as Director	Mgmt	For	For	For
9	Re-elect Alan Johnson as Director	Mgmt	For	For	For
10	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Lukas Paravicini as Director	Mgmt	For	For	For
12	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For
13	Elect Julie Hamilton 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 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

Compass Group Plc

Meeting Date: 02/06/2025	Country: United Kingdom	Ticker: CPG
Record Date: 02/04/2025	Meeting Type: Annual	
Primary Security ID: G23296208		

Shares Voted: 4,717

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 Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Liat Ben-Zur as Director	Mgmt	For	For	For
6	Elect Juliana Chugg as Director	Mgmt	For	For	For
7	Re-elect Ian Meakins as Director	Mgmt	For	For	For
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
9	Re-elect Petros Parras as Director	Mgmt	For	For	For
10	Re-elect Palmer Brown as Director	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
12	Re-elect John Bryant as Director	Mgmt	For	For	For
13	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
15	Re-elect Sundar Raman as Director	Mgmt	For	For	For
16	Re-elect Leanne Wood as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Amend Long Term Incentive Plan	Mgmt	For	For	For
21	Approve Restricted Share Award Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

Siemens AG

Meeting Date: 02/13/2025

Record Date: 02/06/2025

Primary Security ID: D69671218

Country: Germany

Meeting Type: Annual

Ticker: SIE

Shares Voted: 2,030

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Jim Snabe to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Ulf Schneider to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	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 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Siemens Healthineers AG

Meeting Date: 02/18/2025

Record Date: 02/11/2025

Primary Security ID: D6T479107

Country: Germany

Meeting Type: Annual

Ticker: SHL

Shares Voted: 745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Dorothea Simon (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Vanessa Barth (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Veronika Bienert (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Harry Blunk (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Stephan Buettner (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Lars-Christian Dinglinger (from April 24, 2024) for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Andrea Fehrmann (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Nick Heindl (from August 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Peter Koerte (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sarena Lin for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Axel Patze (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Astrid Ploss (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Jens Prietzel (from April 24, 2024 until July 31, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Harald Tretter (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Dow Wilson for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Approve Affiliation Agreement with Khnoton I GmbH	Mgmt	For	For	For

Aristocrat Leisure Limited

Meeting Date: 02/20/2025	Country: Australia	Ticker: ALL
Record Date: 02/18/2025	Meeting Type: Annual	
Primary Security ID: Q0521T108		

Shares Voted: 1,746					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Arlene Tansey as Director	Mgmt	For	For	For
2	Elect Sylvia Summers Couder as Director	Mgmt	For	For	For
3	Elect Kathleen Conlon as Director	Mgmt	For	For	For
4	Elect Natasha Chand as Director	Mgmt	For	For	For
5	Approve Grant of Performance Share Rights to Trevor Croker Under the Long-Term Incentive Plan	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/20/2025	Country: Germany	Ticker: IFX
Record Date: 02/13/2025	Meeting Type: Annual	
Primary Security ID: D35415104		

Shares Voted: 3,490					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (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 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Elke Reichart (from Nov. 1, 2023) for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Constanze Hufenbecher (until Oct. 31, 2023) for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Hermann Eul (from Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2024	Mgmt	For	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer (until Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7.1	Elect Xiaoqun Clever-Steg to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For	Against	Against
7.4	Elect Margret Suckale to the Supervisory Board	Mgmt	For	Against	Against
8	Approve Creation of EUR 30 Million Pool of Authorized Capital 2025/I for Employee Participation Plans	Mgmt	For	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	Against	Against
11	Approve Remuneration Report	Mgmt	For	For	For

Siemens Energy AG

Meeting Date: 02/20/2025

Record Date: 02/13/2025

Primary Security ID: D6T47E106

Country: Germany

Meeting Type: Annual

Ticker: ENR

Shares Voted: 1,417

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 Omission of Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2023/24	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2023/24	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2023/24	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2023/24	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard for Fiscal Year 2023/24	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2023/24	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2023/24	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2023/24	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2023/24	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2023/24	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2023/24	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2023/24	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2023/24	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2023/24	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2023/24	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Veronika Grimm (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Simone Menne (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2023/24	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2023/24	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2023/24	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Cornelia Schau (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Ralf Thomas (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2023/24	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Randy Zwirn (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Elect Anja-Isabel Dotzenrath to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Joe Kaeser to the Supervisory Board	Mgmt	For	Against	Against
8.4	Elect Hubert Lienhard to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Laurence Mulliez to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Matthias Rebellius to the Supervisory Board	Mgmt	For	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.7	Elect Geisha Williams to the Supervisory Board	Mgmt	For	For	For
8.8	Elect Feiyu Xu to the Supervisory Board	Mgmt	For	For	For
9	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 03/03/2025

Record Date: 02/02/2025

Primary Security ID: M7031A135

Country: Israel

Meeting Type: Special

Ticker: MZTF

Shares Voted: 416					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Gilad Rabinovich as External Director	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against

Meeting Date: 03/05/2025	Country: Finland	Ticker: KNEBV
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: X4551T105		

Shares Voted: 979

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 1.7975 per Class A Share and EUR 1.80 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	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
13.f	Reelect Iris Herlin as Director	Mgmt	For	For	For
13.g	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
13.h	Reelect Timo Ihamuotila as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Fix Number of Auditors at One	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
21	Close Meeting	Mgmt			

BANK POLSKA KASA OPIEKI SA

Meeting Date: 03/06/2025Country: PolandTicker: PEO

Record Date: 02/18/2025Meeting Type: Special

Primary Security ID: X0R77T117

Shares Voted: 580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Shareholder Proposals Submitted by PFR SA and PZU SA	Mgmt			
5.1	Recall Supervisory Board Member	SH	None	Against	Against
5.2	Elect Supervisory Board Member	SH	None	Against	Against
6	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Against	Against

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
	Management Proposals	Mgmt			
8	Close Meeting	Mgmt			

Novartis AG

Meeting Date: 03/07/2025Country: SwitzerlandTicker: NOVN

Record Date:Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 7,819					
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 3.50 per Share	Mgmt	For	For	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Giovanni Caforio as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect John Young as Director	Mgmt	For	For	For
8.12	Elect Elizabeth McNally as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Appoint John Young as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bank Leumi Le-Israel B.M.

Meeting Date: 03/13/2025

Record Date: 02/05/2025

Primary Security ID: M16043107

Country: Israel

Meeting Type: Special

Ticker: LUMI

Shares Voted: 4,203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Employment Terms of Uri Alon, Chairman	Mgmt	For	For	For

Bank Leumi Le-Israel B.M.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against

Wartsila Oyj Abp

Meeting Date: 03/13/2025Country: FinlandTicker: WRT1V

Record Date: 03/03/2025Meeting Type: Annual

Primary Security ID: X98155116

Shares Voted: 1,981

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.44 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 200,000 for Chair, EUR 105,000 for Vice Chair and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For
14	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors; Elect Henrik Ehrnrooth as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

A.P. Moller-Maersk A/S

Meeting Date: 03/18/2025Country: DenmarkTicker: MAERSK.B

Record Date: 03/11/2025Meeting Type: Annual

Primary Security ID: K0514G101

Shares Voted: 10					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Receive Report of Board	Mgmt			
B	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
C	Approve Discharge of Management and Board	Mgmt	For	For	For
D	Approve Allocation of Income and Dividends of DKK 1.120 Per Share	Mgmt	For	For	For
E	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
F	Authorize Share Repurchase Program	Mgmt	For	Against	Against
G.1	Reelect Marc Engel as Director	Mgmt	For	Abstain	Abstain
G.2	Reelect Kasper Rorsted as Director	Mgmt	For	Abstain	Abstain
G.3	Reelect Bernard L. Bot as Director	Mgmt	For	For	For
G.4	Reelect Amparo Moraleda as Director	Mgmt	For	For	For
G.5	Elect Xavier Urbain as New Director	Mgmt	For	For	For
H	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
I.1	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
	Shareholder Proposals Submitted by Eko on Behalf of the Shareholder Zen Donen	Mgmt			
I.2	Proposal Regarding Disclosure of Human Rights Due Diligence Processes	SH	Against	For	For
	Shareholder Proposals Submitted by Frank Aaen on Behalf of the Shareholder Kritiske Aktionaerer	Mgmt			
I.3	Proposal Regarding Discontinuation of Transportation of Arms	SH	Against	Against	Against

Kyowa Kirin Co., Ltd.

Meeting Date: 03/19/2025

Record Date: 12/31/2024

Primary Security ID: J38296117

Country: Japan

Meeting Type: Annual

Ticker: 4151

Shares Voted: 687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
3.1	Elect Director Miyamoto, Masashi	Mgmt	For	For	For
3.2	Elect Director Abdul Mullick	Mgmt	For	For	For
3.3	Elect Director Yamashita, Takeyoshi	Mgmt	For	For	For
3.4	Elect Director Fujiwara, Daisuke	Mgmt	For	For	For
3.5	Elect Director Oyamada, Takashi	Mgmt	For	For	For
3.6	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
3.7	Elect Director Nakata, Rumiko	Mgmt	For	For	For
3.8	Elect Director Kanno, Hiroshi	Mgmt	For	For	For
3.9	Elect Director Ito, Yukiko	Mgmt	For	For	For
4	Appoint Statutory Auditor Wachi, Yoko	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Unicharm Corp.

Meeting Date: 03/19/2025

Record Date: 12/31/2024

Primary Security ID: J94104114

Country: Japan

Meeting Type: Annual

Ticker: 8113

Shares Voted: 1,068

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Takahara, Takahisa	Mgmt	For	For	For
1.2	Elect Director Takaku, Kenji	Mgmt	For	For	For
1.3	Elect Director Shite, Tetsuya	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Sugita, Hiroaki	Mgmt	For	For	For

Unicharm Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director and Audit Committee Member Noriko Rzonca	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Asada, Shigeru	Mgmt	For	For	For
3	Approve Donation of Treasury Shares to Shinagawa Joshi Gakuin School	Mgmt	For	Against	Against

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/20/2025

Record Date: 03/16/2025

Primary Security ID: E11805103

Country: Spain

Meeting Type: Annual

Ticker: BBVA

Shares Voted: 23,553

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 Carlos Torres Vila as Director	Mgmt	For	For	For
2.2	Reelect Onur Genc as Director	Mgmt	For	For	For
2.3	Reelect Connie Hedegaard Koksang as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
4	Renew Grant of Board Powers Re: Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	Mgmt	For	For	For
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Meeting Date: 03/20/2025

Record Date: 03/13/2025

Primary Security ID: K22272114

Country: Denmark

Meeting Type: Annual

Ticker: DANSKE

Shares Voted: 2,699

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 9.35 Per Share; Approve Extraordinary Dividends of DKK 5.35 per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	Against
6	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
7	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For
7.a	Reelect Martin Blessing as Director	Mgmt	For	For	For
7.b	Reelect Martin Norkjaer Larsen as Director	Mgmt	For	Abstain	Abstain
7.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	For	For
7.d	Reelect Jacob Dahl as Director	Mgmt	For	For	For
7.e	Reelect Lieve Mostrey as Director	Mgmt	For	For	For
7.f	Reelect Allan Polack as Director	Mgmt	For	For	For
7.g	Reelect Helle Valentin as Director	Mgmt	For	For	For
7.h	Elect Rafael Salinas as New Director	Mgmt	For	For	For
7.i	Elect Marianne Sorensen as New Director	Mgmt	For	For	For
8	Ratify Deloitte as Auditors	Mgmt	For	For	For
9.a	Approve DKK 271.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Approve Creation of DKK 1.66 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
9.c	Approve Creation of DKK 830 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9.d	Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
9.e	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
11.a	Shareholder Proposals Submitted by Henrik Rosengaard Jensen	Mgmt			
	Change Dividend Policy	SH	Against	Against	Against
12	Management Proposals	Mgmt			
	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

DSV A/S

Meeting Date: 03/20/2025

Record Date: 03/13/2025

Primary Security ID: K31864117

Country: Denmark

Meeting Type: Annual

Ticker: DSV

Shares Voted: 782					
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 7 Per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	For
6.3	Reelect Beat Walti as Director	Mgmt	For	For	For
6.4	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain	Abstain
6.5	Reelect Benedikte Leroy as Director	Mgmt	For	For	For
6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	Mgmt	For	For	For
6.7	Elect Sabine Bendiek as New Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	Mgmt	For	Against	Against
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
9	Other Business	Mgmt			

Givaudan SA

Meeting Date: 03/20/2025Country: SwitzerlandTicker: GIVN

Record Date:Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 38					
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 Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.4	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.5	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	For	For
6.2.1	Elect Melanie Maas-Brunner as Director	Mgmt	For	For	For
6.2.2	Elect Louie D'Amico as Director	Mgmt	For	For	For
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Gjensidige Forsikring ASA

Meeting Date: 03/20/2025	Country: Norway	Ticker: GJF
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: R2763X101		

Shares Voted: 681

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	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share; Approve Extraordinary Dividends of NOK 1.00 Per Share	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration Statement	Mgmt	For	Against	Against
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
10.a	Authorize Board to Distribute Dividends	Mgmt	For	For	For
10.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
10.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
10.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For
11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	Mgmt	For	Against	Against
11.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For
11.b2	Reelect Hans Seierstad as Member of Nominating Committee	Mgmt	For	For	For

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For
11.b4	Reelect Inger Grogard Stensaker as Member of Nominating Committee	Mgmt	For	For	For
11.b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For
11.c	Ratify Deloitte as Auditors	Mgmt	For	For	For
12	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Moncler SpA

Meeting Date: 03/20/2025	Country: Italy	Ticker: MONC
Record Date: 03/11/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: T6730E110		

Shares Voted: 1,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	Mgmt	For	For	For

Stora Enso Oyj

Meeting Date: 03/20/2025	Country: Finland	Ticker: STERV
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: X8T9CM113		

Shares Voted: 2,415

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 0.25 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	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 221,728 for Chair, EUR 125,186 for Vice Chair and EUR 85,933 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 Hakan Buskhe (Vice Chair), Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne, Richard Nilsson and Reima Rytsola as Directors; Elect Elena Scaltritti and Antti Vasara as New Directors	Mgmt	For	Abstain	Abstain
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
21	Amend Articles	Mgmt	For	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Decision on Making Order	Mgmt			
23	Close Meeting	Mgmt			

Kao Corp.

Meeting Date: 03/21/2025	Country: Japan	Ticker: 4452
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J30642169		

Shares Voted: 1,282

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 76	Mgmt	For	For	For
2.1	Elect Director Hasebe, Yoshihiro	Mgmt	For	For	For
2.2	Elect Director Negoro, Masakazu	Mgmt	For	For	For
2.3	Elect Director Nishiguchi, Toru	Mgmt	For	For	For
2.4	Elect Director Lisa MacCallum	Mgmt	For	For	For
2.5	Elect Director Shinobe, Osamu	Mgmt	For	For	For
2.6	Elect Director Sakurai, Eriko	Mgmt	For	For	For
2.7	Elect Director Nishii, Takaaki	Mgmt	For	For	For
2.8	Elect Director Takashima, Makoto	Mgmt	For	For	For
2.9	Elect Director Sarah L. Casanova	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Murata, Mami	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Naito, Junya	Mgmt	For	For	For
4.1	Appoint Shareholder Director Nominee Yannis Skoufalos	SH	Against	For	For
4.2	Appoint Shareholder Director Nominee Martha Velando	SH	Against	For	For
4.3	Appoint Shareholder Director Nominee Lanchi Venator	SH	Against	For	For
4.4	Appoint Shareholder Director Nominee Hugh G. Dineen	SH	Against	Against	Against
4.5	Appoint Shareholder Director Nominee Anja Lagodny	SH	Against	Against	Against
5	Approve Compensation Ceiling for Outside Directors	SH	Against	For	For
6	Approve Restricted Stock Plan for Outside Directors	SH	Against	For	For

Kao Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Performance Share Plan and Restricted Stock Plan	SH	Against	For	For

Kubota Corp.

Meeting Date: 03/21/2025	Country: Japan	Ticker: 6326
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J36662138		

Shares Voted: 3,151					
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 Hanada, Shingo	Mgmt	For	For	For
1.3	Elect Director Kimura, Hiroto	Mgmt	For	For	For
1.4	Elect Director Yoshikawa, Masato	Mgmt	For	For	For
1.5	Elect Director Watanabe, Dai	Mgmt	For	For	For
1.6	Elect Director Yoshioka, Eiji	Mgmt	For	For	For
1.7	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.8	Elect Director Arakane, Kumi	Mgmt	For	For	For
1.9	Elect Director Kawana, Koichi	Mgmt	For	For	For
1.10	Elect Director Furusawa, Yuri	Mgmt	For	For	For
1.11	Elect Director Yamashita, Yoshinori	Mgmt	For	For	For
2	Appoint Statutory Auditor Ino, Setsuko	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Kesko Oyj

Meeting Date: 03/24/2025	Country: Finland	Ticker: KESKOB
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: X44874109		

Shares Voted: 1,480					
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 CEO's Review	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of EUR 0.90 Per Share	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Seven	Mgmt	For	For	For
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
21	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Close Meeting	Mgmt			

Bridgestone Corp.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 5108
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J04578126		

Shares Voted: 1,618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For	For
2.2	Elect Director Banno, Masato	Mgmt	For	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.4	Elect Director Masuda, Kenichi	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
2.6	Elect Director Suzuki, Yoko	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Yukari	Mgmt	For	For	For
2.8	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For
2.9	Elect Director Morikawa, Noriko	Mgmt	For	For	For
2.10	Elect Director Itagaki, Toshiaki	Mgmt	For	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For	For

Naturgy Energy Group SA

Meeting Date: 03/25/2025	Country: Spain	Ticker: NTGY
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: E7S90S109		

Shares Voted: 516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Consolidated Non-Financial Information Statement	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	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Ratify Amendment of Long-Term Incentive Plan for CEO	Mgmt	For	For	For
8	Approve Long-Term Incentive Plan	Mgmt	For	Against	Against
9	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
10	Amend Article 7 Re: Increase in Board Size	Mgmt	For	Against	Against
11	Fix Number of Directors at 16	Mgmt	For	Against	Against
12.1	Reelect Helena Herrero Starkie as Director	Mgmt	For	For	For
12.2	Reelect Isabel Estape Tous as Director	Mgmt	For	Against	Against
12.3	Reelect Rajaram Rao as Director	Mgmt	For	Against	Against
12.4	Reelect Lucy Chadwick as Director	Mgmt	For	Against	Against
12.5	Elect Javier de Jaime Guijarro as Director	Mgmt	For	Against	Against
12.6	Elect Nicolas Villen as Director	Mgmt	For	Against	Against
12.7	Elect Marta Martinez Alonso as Director	Mgmt	For	Against	Against
12.8	Elect Isabel Gabarro Miquel as Director	Mgmt	For	Against	Against
12.9	Elect Martin Catchpole as Director	Mgmt	For	Against	Against
13	Renew Appointment of KPMG Auditores as Auditors	Mgmt	For	For	For
14	Authorize Share Repurchase Program	Mgmt	For	For	For

Naturgy Energy Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against
16	Approve Public Offer to Repurchase Shares	Mgmt	For	For	For
17	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
18	Receive Amendments to Board of Directors Regulations	Mgmt			
19.1	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
19.2	Authorize Board Chairman and Secretary to Sign as Many Private Documents as May Be and Execute Before a Notary of His Choice as Many Public Documents as May Be Necessary	Mgmt	For	For	For

Neste Corp.

Meeting Date: 03/25/2025

Record Date: 03/13/2025

Primary Security ID: X5688A109

Country: Finland

Meeting Type: Annual

Ticker: NESTE

Shares Voted: 1,750

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 0.20 Per Share	Mgmt	For	For	For

Neste Corp.

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 of Directors in the Amount of EUR 165,000 for Chair, EUR 90,000 for Vice Chair, and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect John Abbott (Vice Chair), Nick Elmslie, Just Jansz, Conrad Keijzer, Pasi Laine (Chair) and Sari Mannonen as Directors; Elect Anna Hyvonen and Essimari Kairisto as New Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Roche Holding AG

Meeting Date: 03/25/2025

Record Date:

Primary Security ID: H69293217

Country: Switzerland

Meeting Type: Annual

Ticker: ROG

Shares Voted: 119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Remuneration Report	Mgmt	For	Against	Against
2.2	Approve Sustainability Report	Mgmt	For	For	For

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve CHF 10.2 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2024	Mgmt	For	Against	Against
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 9.70 per Share	Mgmt	For	For	For
6.1	Reelect Severin Schwan as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	Against	Against
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	Against	Against
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	For
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	For
6.6	Reelect Akiko Iwasaki as Director	Mgmt	For	For	For
6.7	Reelect Richard Lifton as Director	Mgmt	For	For	For
6.8	Reelect Jemilah Mahmood as Director	Mgmt	For	For	For
6.9	Reelect Mark Schneider as Director	Mgmt	For	For	For
6.10	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	For
6.11	Reappoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Against
6.12	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	For
6.13	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	Against	Against
8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	Against	Against
9	Designate Testaris AG 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

Roche Holding AG

Meeting Date: 03/25/2025

Country: Switzerland

Ticker: ROG

Record Date:

Meeting Type: Annual

Primary Security ID: H69293217

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Broadridge Only Meeting Vote For If You Intend On Participating In This Meeting. This Is To Enable The Sub-custodian To Create A Blocking Certificate On Your Behalf.	Mgmt	None	Refer	Do Not Vote

Sartorius Stedim Biotech SA

Meeting Date: 03/25/2025

Country: France

Ticker: DIM

Record Date: 03/21/2025

Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Business	Mgmt			
1	Amend Article 15.3 of Bylaws Re: Directors Length of Term	Mgmt	For	Against	Against
2	Amend Article 17.5 of Bylaws Re: Virtual Participation	Mgmt	For	For	For
3	Ordinary Business	Mgmt			
3	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 640,000	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
8	Approve Compensation of Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of CEO	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
12	Reelect Joachim Kreuzburg as Director	Mgmt	For	Against	Against
13	Reelect Rene Faber as Director	Mgmt	For	For	For
14	Reelect Pascale Boissel as Director	Mgmt	For	For	For
15	Reelect Lothar Kappich as Director	Mgmt	For	Against	Against
16	Elect Christopher Nowers as Director	Mgmt	For	For	For
17	Elect Cecile Dussart as Director	Mgmt	For	For	For
18	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	Mgmt	For	Against	Against
19	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 163,464.4	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	Against	Against
24	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
27	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Schindler Holding AG

Meeting Date: 03/25/2025

Country: Switzerland

Ticker: SCHP

Record Date:

Meeting Type: Annual

Primary Security ID: H7258G209

Shares Voted: 85					
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 6.00 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Mgmt	For	Against	Against
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	Against	Against
5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 8.3 Million	Mgmt	For	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	Against	Against
6.1	Elect Josef Ming as Director and Board Chair	Mgmt	For	Against	Against
6.2.1	Reelect Alfred Schindler as Director	Mgmt	For	Against	Against
6.2.2	Reelect Patrice Bula as Director	Mgmt	For	For	For

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.3	Reelect Monika Buetler as Director	Mgmt	For	Against	Against
6.2.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For
6.2.5	Reelect Guenter Schaeuble as Director	Mgmt	For	Against	Against
6.2.6	Reelect Tobias Staehelin as Director	Mgmt	For	Against	Against
6.2.7	Reelect Carole Vischer as Director	Mgmt	For	Against	Against
6.2.8	Reelect Petra Winkler as Director	Mgmt	For	Against	Against
6.2.9	Reelect Thomas Zurbuchen as Director	Mgmt	For	For	For
6.3	Elect Marion Bonnard as Director	Mgmt	For	Against	Against
6.4	Elect Cyrill Bucher as Director	Mgmt	For	Against	Against
6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.5.3	Reappoint Petra Winkler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.6	Appoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
6.7	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
6.8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sika AG

Meeting Date: 03/25/2025	Country: Switzerland	Ticker: SIKA
Record Date:	Meeting Type: Annual	
Primary Security ID: H7631K273		

Shares Voted: 656

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
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For	For	For
4.2	Elect Kwok Wang Ng as Director	Mgmt	For	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	For	For	For
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/25/2025	Country: Sweden	Ticker: ERIC.B
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: W26049119		

Shares Voted: 10,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair 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
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 Jacob Wallenberg	Mgmt	For	For	For
8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	For
8.3.d	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.e	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For	For
8.3.f	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For	For
8.3.g	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
8.3.i	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.j	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For	For
8.3.k	Approve Discharge of Board Member Karl Aberg	Mgmt	For	For	For
8.3.l	Approve Discharge of Employee Representative Ulf Rosberg	Mgmt	For	For	For
8.3.m	Approve Discharge of Employee Representative Annika Salomonsson	Mgmt	For	For	For
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	For
8.3.o	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For	For
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	For	For
8.4	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For	For
9	Determine Number Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
11.3	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.4	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.5	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.6	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
11.7	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
11.8	Reelect Christy Wyatt as Director	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.9	Reelect Karl Aberg as Director	Mgmt	For	Against	Against
11.10	Elect Christian Cederholm as New Director	Mgmt	For	Against	Against
11.11	Elect Marachel Knight as New Director	Mgmt	For	For	For
12	Reelect Jan Carlson as Board Chair	Mgmt	For	Against	Against
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	Mgmt	For	For	For
16.2	Approve Equity Plan Financing LTV 2025	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	Mgmt	For	For	For
17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For	For
18	Approve Equity Plan Financing of LTV 2024	Mgmt	For	For	For
19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
20	Shareholder Proposals Submitted by Christopher Neitzert	Mgmt			
	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	SH	Against	Against	Against

Yamaha Motor Co., Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 7272
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J95776126		

Yamaha Motor Co., Ltd.

Shares Voted: 2,506

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	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	Mgmt	For	For	For
3.1	Elect Director Watanabe, Katsuaki	Mgmt	For	For	For
3.2	Elect Director Shitara, Motofumi	Mgmt	For	For	For
3.3	Elect Director Maruyama, Heiji	Mgmt	For	For	For
3.4	Elect Director Matsuyama, Satohiko	Mgmt	For	For	For
3.5	Elect Director Tashiro, Yuko	Mgmt	For	For	For
3.6	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
3.7	Elect Director Jin Song Montesano	Mgmt	For	For	For
3.8	Elect Director Masui, Keiji	Mgmt	For	For	For
3.9	Elect Director Sarah L. Casanova	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Noda, Takeo	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Kawai, Eriko	Mgmt	For	For	For

Asahi Group Holdings Ltd.

Meeting Date: 03/26/2025Country: JapanTicker: 2502

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J02100113

Shares Voted: 4,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For

Asahi Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings	Mgmt	For	For	For
3.1	Elect Director Katsuki, Atsushi	Mgmt	For	For	For
3.2	Elect Director Tanimura, Keizo	Mgmt	For	For	For
3.3	Elect Director Sakita, Kaoru	Mgmt	For	For	For
3.4	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
3.5	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
3.6	Elect Director Matsunaga, Mari	Mgmt	For	For	For
3.7	Elect Director Sato, Chika	Mgmt	For	For	For
3.8	Elect Director Melanie Brock	Mgmt	For	For	For
3.9	Elect Director Fukuda, Yukitaka	Mgmt	For	For	For
3.10	Elect Director Oshima, Akiko	Mgmt	For	For	For
3.11	Elect Director Oyagi, Shigeo	Mgmt	For	For	For
3.12	Elect Director Tanaka, Sanae	Mgmt	For	For	For
3.13	Elect Director Miyakawa, Akiko	Mgmt	For	For	For

Japan Tobacco, Inc.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J27869106

Country: Japan

Meeting Type: Annual

Ticker: 2914

Shares Voted: 3,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 97	Mgmt	For	For	For
2.1	Elect Director Iwai, Mutsuo	Mgmt	For	For	For
2.2	Elect Director Okamoto, Shigeaki	Mgmt	For	For	For
2.3	Elect Director Terabatake, Masamichi	Mgmt	For	For	For
2.4	Elect Director Shimayoshi, Koji	Mgmt	For	For	For
2.5	Elect Director Nakano, Kei	Mgmt	For	For	For
2.6	Elect Director Nagashima, Yukiko	Mgmt	For	For	For

Japan Tobacco, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Kitera, Masato	Mgmt	For	For	For
2.8	Elect Director Shoji, Tetsuya	Mgmt	For	For	For
2.9	Elect Director Yamashina, Hiroko	Mgmt	For	For	For
2.10	Elect Director Asakura, Kenji	Mgmt	For	For	For

NEXON Co., Ltd.

Meeting Date: 03/26/2025Country: JapanTicker: 3659

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J4914X104

Shares Voted: 1,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Junghun Lee	Mgmt	For	Against	Against
1.2	Elect Director Uemura, Shiro	Mgmt	For	Against	Against
1.3	Elect Director Patrick Soderlund	Mgmt	For	For	For
1.4	Elect Director Daehyun Kang	Mgmt	For	For	For
1.5	Elect Director Turumi, Naoya	Mgmt	For	For	For
2	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against

Renesas Electronics Corp.

Meeting Date: 03/26/2025Country: JapanTicker: 6723

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J4881V107

Shares Voted: 4,075

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For
2.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For	For
2.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	For
2.3	Elect Director Selena Loh Lacroix	Mgmt	For	For	For
2.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	For

Renesas Electronics Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Hirano, Takuya	Mgmt	For	For	For
2.6	Elect Director Mizuno, Tomoko	Mgmt	For	For	For

SGS SA

Meeting Date: 03/26/2025Country: SwitzerlandTicker: SGSN

Record Date:Meeting Type: Annual

Primary Security ID: H63838116

Shares Voted: 624					
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
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	For
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.7	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.8	Elect Patrick Kron as Director	Mgmt	For	For	For
4.1.9	Elect Geraldine Picaud as Director	Mgmt	For	For	For
4.2.1	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Mgmt	For	For	For
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Shiseido Co., Ltd.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 4911
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J74358144		

Shares Voted: 1,102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For
2.1	Elect Director Fujiwara, Kentaro	Mgmt	For	Against	Against
2.2	Elect Director Hirofuji, Ayako	Mgmt	For	For	For
2.3	Elect Director Anno, Hiromi	Mgmt	For	For	For
2.4	Elect Director Yoshida, Takeshi	Mgmt	For	For	For

Shiseido Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Oishi, Kanoko	Mgmt	For	For	For
2.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
2.7	Elect Director Tokuno, Mariko	Mgmt	For	For	For
2.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
2.9	Elect Director Goto, Yasuko	Mgmt	For	For	For
2.10	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	For
2.11	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For

Suntory Beverage & Food Ltd.

Meeting Date: 03/26/2025Country: JapanTicker: 2587

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J78186103

Shares Voted: 345

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 Ono, Makiko	Mgmt	For	For	For
2.2	Elect Director Naiki, Hachiro	Mgmt	For	For	For
2.3	Elect Director Peter Harding	Mgmt	For	For	For
2.4	Elect Director Miyanaga, Toru	Mgmt	For	For	For
2.5	Elect Director Nakamura, Maki	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Masuyama, Mika	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Mimura, Mariko	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For

Svenska Handelsbanken AB

Meeting Date: 03/26/2025Country: SwedenTicker: SHB.A

Record Date: 03/18/2025Meeting Type: Annual

Primary Security ID: W9112U104

Shares Voted: 5,816

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			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 15 Per Share	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Approve Discharge of Par Boman	Mgmt	For	For	For
11.2	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
11.3	Approve Discharge of Mikael Almvret	Mgmt	For	For	For
11.4	Approve Discharge of Jon Fredrik Baksaas	Mgmt	For	For	For
11.5	Approve Discharge of Helene Barnekow	Mgmt	For	For	For
11.6	Approve Discharge of Stina Bergfors	Mgmt	For	For	For
11.7	Approve Discharge of Hans Biorck	Mgmt	For	For	For
11.8	Approve Discharge of Stefan Henricson	Mgmt	For	For	For
11.9	Approve Discharge of Kerstin Hessius	Mgmt	For	For	For
11.10	Approve Discharge of Anna Hjelmberg	Mgmt	For	For	For
11.11	Approve Discharge of Louise Lindh	Mgmt	For	For	For
11.12	Approve Discharge of Lena Renstrom	Mgmt	For	For	For
11.13	Approve Discharge of Ulf Riese	Mgmt	For	For	For
11.14	Approve Discharge of Arja Taaveniku	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.15	Approve Discharge of CEO Michael Green	Mgmt	For	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	For
15	Determine Number of Directors (9)	Mgmt	For	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For	For
17	Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
18.1	Reelect Helene Barnekow as Director	Mgmt	For	For	For
18.2	Reelect Stina Bergfors as Director	Mgmt	For	For	For
18.3	Reelect Hans Biorck as Director	Mgmt	For	For	For
18.4	Reelect Par Boman as Director	Mgmt	For	Against	Against
18.5	Reelect Kerstin Hessius as Director	Mgmt	For	For	For
18.6	Elect Anders Jernhall as New Director	Mgmt	For	For	For
18.7	Reelect Louise Lindh as Director	Mgmt	For	For	For
18.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
18.9	Reelect Ulf Riese as Director	Mgmt	For	Against	Against
19	Elect Par Borman as Board Chair	Mgmt	For	Against	Against
20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	For
21	Ratify KPMG AB as Auditors In Foundations with Associated Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Proposal Regarding Improving Procedures for Issuing BankID	SH	Against	Against	Against
23	Approve Proposal Regarding Improving the BankID Security	SH	Against	Against	Against
	Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson	Mgmt			
24	Change Dividend Policy	SH	Against	Against	Against
25	Close Meeting	Mgmt			

Swedbank AB

Meeting Date: 03/26/2025	Country: Sweden	Ticker: SWED.A
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: W94232100		

Shares Voted: 4,040

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			
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.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 21.70 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Goran Bengtson	Mgmt	For	For	For
10.b	Approve Discharge of Annika Creutzer	Mgmt	For	For	For
10.c	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
10.d	Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.e	Approve Discharge of Helena Liljedahl	Mgmt	For	For	For
10.f	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For	For
10.g	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
10.h	Approve Discharge of Per Olof Nyman	Mgmt	For	For	For
10.i	Approve Discharge of Biljana Pehrsson	Mgmt	For	For	For
10.j	Approve Discharge of Goran Persson	Mgmt	For	For	For
10.k	Approve Discharge of Biorn Riese	Mgmt	For	For	For
10.l	Approve Discharge of Jens Henriksson	Mgmt	For	For	For
10.m	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.n	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.o	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
10.p	Approve Discharge of Camilla Linder	Mgmt	For	For	For
11	Determine Number of Members (11) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For	For
13.b	Reelect Annika Creutzer as Director	Mgmt	For	For	For
13.c	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
13.d	Reelect Kerstin Hermansson as Director	Mgmt	For	For	For
13.e	Reelect Helena Liljedahl as Director	Mgmt	For	For	For
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For	For

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.i	Reelect Goran Persson as Director	Mgmt	For	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For	For
13.k	Elect Rasmus Roos as New Director	Mgmt	For	For	For
14	Elect Goran Persson as Board Chair	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2025)	Mgmt	For	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2025)	Mgmt	For	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For	For
21	Approve Remuneration Report	Mgmt	For	For	For
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	SH	None	Against	Against
23	Approve Proposal Regarding Improving the Security of BankID Usage	SH	None	Against	Against
24	Close Meeting	Mgmt			

Swisscom AG

Meeting Date: 03/26/2025	Country: Switzerland	Ticker: SCMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8398N104		

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	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin as Director	Mgmt	For	For	For
4.4	Elect Laura Cioli as Director	Mgmt	For	For	For
4.5	Reelect Guus Dekkers as Director	Mgmt	For	For	For
4.6	Reelect Frank Esser as Director	Mgmt	For	For	For
4.7	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	For	For
4.8	Reelect Anna Mossberg as Director	Mgmt	For	For	For
4.9	Reelect Daniel Muenger as Director	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	For	For
5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	Mgmt	For	For	For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	For	For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	Mgmt	For	For	For
7	Reelect Reber Rechtsanwalte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

ABB Ltd.

Meeting Date: 03/27/2025Country: SwitzerlandTicker: ABBN

Record Date:Meeting Type: Annual

Primary Security ID: H0010V101

Shares Voted: 6,517

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 0.90 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 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 Johan Forssell as Director	Mgmt	For	For	For
7.4	Reelect Denise Johnson as Director	Mgmt	For	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.6	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.7	Reelect David Meline as Director	Mgmt	For	For	For
7.8	Elect Claudia Nemat as Director	Mgmt	For	For	For
7.9	Reelect Mats Rahmstrom as Director	Mgmt	For	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
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

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 4519

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J06930101

Shares Voted: 1,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For	For
2.1	Elect Director Okuda, Osamu	Mgmt	For	For	For
2.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For	For
2.3	Elect Director Iikura, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Momoi, Mariko	Mgmt	For	For	For
2.5	Elect Director Tateishi, Fumio	Mgmt	For	For	For
2.6	Elect Director Teramoto, Hideo	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Thomas Schinecker	Mgmt	For	For	For
2.8	Elect Director Teresa A. Graham	Mgmt	For	For	For
2.9	Elect Director Boris L. Zaitra	Mgmt	For	For	For
3	Appoint Statutory Auditor Higuchi, Masayoshi	Mgmt	For	For	For

Essity AB

Meeting Date: 03/27/2025

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/19/2025

Meeting Type: Annual

Primary Security ID: W3R06F100

Shares Voted: 2,569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair 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, Chair 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 8.25 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
8.c6	Approve Discharge of Jan Gurander	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
8.c8	Approve Discharge of Bert Nordberg	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 Sofia Lafqvist	Mgmt	For	For	For
8.c12	Approve Discharge of Andeas Larsson	Mgmt	For	For	For
8.c13	Approve Discharge of Suasanna 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 (President)	Mgmt	For	For	For
9	Determine Number of Directors (10) 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 2.9 Million for Chair and SEK 960,000 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 Maria Carell as Director	Mgmt	For	For	For
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.c	Reelect Magnus Groth as Director	Mgmt	For	For	For
12.d	Reelect Jan Gurander as Director	Mgmt	For	For	For
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	For	For
12.f	Reelect Bert Nordberg as Director	Mgmt	For	For	For
12.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	For
12.h	Reelect Karl Aberg as Director	Mgmt	For	Against	Against
12.i	Elect Alexander Lacik as New Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.j	Elect Katarina Martinson as New Director	Mgmt	For	Against	Against
13	Reelect 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 Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For	For
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	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

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: J55053128

Country: Japan

Meeting Type: Annual

Ticker: 4612

Shares Voted: 2,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For	For
2.1	Elect Director Goh Hup Jin	Mgmt	For	For	For
2.2	Elect Director Hara, Hisashi	Mgmt	For	For	For
2.3	Elect Director Andrew Larke	Mgmt	For	For	For
2.4	Elect Director Lim Hwee Hua	Mgmt	For	For	For
2.5	Elect Director Mitsuhashi, Masataka	Mgmt	For	For	For
2.6	Elect Director Morohoshi, Toshio	Mgmt	For	For	For
2.7	Elect Director Nakamura, Masayoshi	Mgmt	For	For	For
2.8	Elect Director Wakatsuki, Yuichiro	Mgmt	For	For	For
2.9	Elect Director Wee Siew Kim	Mgmt	For	For	For

Meeting Date: 03/27/2025

Record Date: 03/20/2025

Primary Security ID: K72807140

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 13,045

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 7.9 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For	For
5.2	Approve Remuneration Level of Directors for 2025	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 Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
8.2	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
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against	Against
	Management Proposals	Mgmt			
9	Other Business	Mgmt			

OTSUKA CORP.

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: J6243L115

Country: Japan

Meeting Type: Annual

Ticker: 4768

Shares Voted: 669

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 Otsuka, Yuji	Mgmt	For	For	For
2.2	Elect Director Katakura, Kazuyuki	Mgmt	For	For	For
2.3	Elect Director Tsurumi, Hironobu	Mgmt	For	For	For
2.4	Elect Director Saito, Hironobu	Mgmt	For	For	For
2.5	Elect Director Sakurai, Minoru	Mgmt	For	For	For
2.6	Elect Director Yamada, Koichiro	Mgmt	For	For	For
2.7	Elect Director Uneno, Kazuo	Mgmt	For	For	For
2.8	Elect Director Makino, Jiro	Mgmt	For	For	For
2.9	Elect Director Saito, Tetsuo	Mgmt	For	For	For
2.10	Elect Director Hamabe, Makiko	Mgmt	For	For	For
2.11	Elect Director Suzumura, Fuminori	Mgmt	For	For	For

Shimano, Inc.

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: J72262108

Country: Japan

Meeting Type: Annual

Ticker: 7309

Shares Voted: 227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 154.5	Mgmt	For	For	For
2.1	Elect Director Chia Chin Seng	Mgmt	For	For	For
2.2	Elect Director Ichijo, Kazuo	Mgmt	For	For	For
2.3	Elect Director Katsumaru, Mitsuhiro	Mgmt	For	For	For
2.4	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For
2.5	Elect Director Wada, Hiromi	Mgmt	For	For	For
2.6	Elect Director Eguchi, Atsumi	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

UniCredit SpA

Meeting Date: 03/27/2025Country: ItalyTicker: UCG

Record Date: 03/18/2025Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Shares Voted: 6,370

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	Elect Doris Honold as Director	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
8	Approve 2025 Group Incentive System	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
1	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	Mgmt	For	For	For
4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	For	For	For
5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	For	Against	Against
8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For

UPM-Kymmene Oyj

Meeting Date: 03/27/2025	Country: Finland	Ticker: UPM
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: X9518S108		

Shares Voted: 2,182					
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 1.50 Per Share	Mgmt	For	For	For

UPM-Kymmene Oyj

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	Mgmt	For	For	For
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	For
21	Authorize Charitable Donations	Mgmt	For	For	For
22	Close Meeting	Mgmt			

ASICS Corp.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 7936
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J03234150		

Shares Voted: 1,995

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Hirota, Yasuhito	Mgmt	For	For	For
3.2	Elect Director Tominaga, Mitsuyuki	Mgmt	For	For	For
3.3	Elect Director Murai, Mitsuru	Mgmt	For	For	For
3.4	Elect Director Suto, Miwa	Mgmt	For	For	For
3.5	Elect Director Kumanomido, Tomoko	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For	For
7	Approve Donation of Treasury Shares to ASICS Foundation	Mgmt	For	Against	Against

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J05124144

Country: Japan

Meeting Type: Annual

Ticker: 7751

Shares Voted: 2,604

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 Mitarai, Fujio	Mgmt	For	For	For
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	For	For
2.3	Elect Director Homma, Toshio	Mgmt	For	For	For
2.4	Elect Director Ogawa, Kazuto	Mgmt	For	For	For
2.5	Elect Director Takeishi, Hiroaki	Mgmt	For	For	For
2.6	Elect Director Asada, Minoru	Mgmt	For	For	For
2.7	Elect Director Kawamura, Yusuke	Mgmt	For	For	For

Canon, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Ikegami, Masayuki	Mgmt	For	For	For
2.9	Elect Director Suzuki, Masaki	Mgmt	For	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Morikawa, Takeshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Shigetomi, Yuka	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/28/2025

Record Date:

Primary Security ID: Y20246107

Country: Singapore

Meeting Type: Annual

Ticker: D05

Shares Voted: 8,507

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' Remuneration	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Olivier Lim Tse Ghow as Director	Mgmt	For	For	For
6	Elect Bonghan Cho as Director	Mgmt	For	For	For
7	Elect Tham Sai Choy as Director	Mgmt	For	For	For
8	Elect Tan Su Shan as Director	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

INPEX Corp.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J2467E101

Country: Japan

Meeting Type: Annual

Ticker: 1605

Shares Voted: 2,462

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17,200 for Class Ko Shares, and JPY 43 for Ordinary Shares	Mgmt	For	For	For
2.1	Elect Director Ueda, Takayuki	Mgmt	For	For	For
2.2	Elect Director Fujii, Hiroshi	Mgmt	For	For	For
2.3	Elect Director Okawa, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Yamada, Daisuke	Mgmt	For	For	For
2.5	Elect Director Takimoto, Toshiaki	Mgmt	For	For	For
2.6	Elect Director Yanai, Jun	Mgmt	For	For	For
2.7	Elect Director Iio, Norinao	Mgmt	For	For	For
2.8	Elect Director Nishimura, Atsuko	Mgmt	For	For	For
2.9	Elect Director Morimoto, Hideka	Mgmt	For	For	For
2.10	Elect Director Bruce Miller	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Kawasaki Kisen Kaisha, Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J31588148

Country: Japan

Meeting Type: Special

Ticker: 9107

Shares Voted: 1,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Three Committees - Limit Rights of Odd-Lot Holders - Clarify Director Authority on Shareholder Meetings - Authorize Board to Determine Income Allocation	Mgmt	For	For	For

Kawasaki Kisen Kaisha, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Myochin, Yukikazu	Mgmt	For	For	For
2.2	Elect Director Arai, Kunihiro	Mgmt	For	For	For
2.3	Elect Director Igarashi, Takenori	Mgmt	For	For	For
2.4	Elect Director Yamada, Keiji	Mgmt	For	For	For
2.5	Elect Director Uchida, Ryuhei	Mgmt	For	For	For
2.6	Elect Director Kotaka, Koji	Mgmt	For	For	For
2.7	Elect Director Maki, Hiroyuki	Mgmt	For	For	For
2.8	Elect Director Masai, Takako	Mgmt	For	For	For
2.9	Elect Director Harasawa, Atsumi	Mgmt	For	For	For
2.10	Elect Director Kubo, Shinsuke	Mgmt	For	For	For

Kirin Holdings Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 2503

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: 497350108

Shares Voted: 2,239

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35.5	Mgmt	For	For	For
2.1	Elect Director Isozaki, Yoshinori	Mgmt	For	For	For
2.2	Elect Director Minakata, Takeshi	Mgmt	For	For	For
2.3	Elect Director Tsuboi, Junko	Mgmt	For	For	For
2.4	Elect Director Yoshimura, Toru	Mgmt	For	For	For
2.5	Elect Director Akieda, Shinjiro	Mgmt	For	For	For
2.6	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.7	Elect Director Shiono, Noriko	Mgmt	For	For	For
2.8	Elect Director Rod Eddington	Mgmt	For	For	For
2.9	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
2.10	Elect Director Ando, Yoshiko	Mgmt	For	For	For
2.11	Elect Director Konomoto, Shingo	Mgmt	For	For	For

Kirin Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.12	Elect Director Mikami, Naoko	Mgmt	For	For	For
3	Approve Trust-Type Equity Compensation Plan and Phantom Stock Plan	Mgmt	For	For	For

Otsuka Holdings Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J63117105

Country: Japan

Meeting Type: Annual

Ticker: 4578

Shares Voted: 1,323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otsuka, Ichiro	Mgmt	For	For	For
1.2	Elect Director Inoue, Makoto	Mgmt	For	For	For
1.3	Elect Director Matsuo, Yoshiro	Mgmt	For	For	For
1.4	Elect Director Makino, Yuko	Mgmt	For	For	For
1.5	Elect Director Takagi, Shuichi	Mgmt	For	For	For
1.6	Elect Director Kobayashi, Masayuki	Mgmt	For	For	For
1.7	Elect Director Tojo, Noriko	Mgmt	For	For	For
1.8	Elect Director Higuchi, Tatsuo	Mgmt	For	For	For
1.9	Elect Director Matsutani, Yukio	Mgmt	For	For	For
1.10	Elect Director Aoki, Yoshihisa	Mgmt	For	For	For
1.11	Elect Director Mita, Mayo	Mgmt	For	For	For
1.12	Elect Director Kitachi, Tatsuaki	Mgmt	For	For	For
1.13	Elect Director Seguchi, Jiro	Mgmt	For	For	For

Rakuten Group, Inc.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J64264104

Country: Japan

Meeting Type: Annual

Ticker: 4755

Shares Voted: 4,068

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For

Rakuten Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	Against	Against
2.2	Elect Director Hyakuno, Kentaro	Mgmt	For	For	For
2.3	Elect Director Hirose, Kenji	Mgmt	For	For	For
2.4	Elect Director Ando, Takaharu	Mgmt	For	For	For
2.5	Elect Director Sarah J. M. Whitley	Mgmt	For	For	For
2.6	Elect Director Tsedal Neeley	Mgmt	For	For	For
2.7	Elect Director Charles B. Baxter	Mgmt	For	For	For
2.8	Elect Director Habuka, Shigeki	Mgmt	For	For	For
2.9	Elect Director Mitachi, Takashi	Mgmt	For	For	For
3	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against

Fortum Oyj

Meeting Date: 04/01/2025

Record Date: 03/20/2025

Primary Security ID: X2978Z118

Country: Finland

Meeting Type: Annual

Ticker: FORTUM

Shares Voted: 1,788

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 1.40 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President and CEO	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 155,000 for Chair, EUR 85,000 for Deputy Chair and EUR 68,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson (Deputy Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstrom and Vesa-Pekka Takala as Directors; Elect Stefanie Kesting as New Director;	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Ratify Deloitte as Auditors for the Term of Office 2025; Appoint Deloitte as Auditor for Sustainability Reporting for the Term of Office 2025	Mgmt	For	For	For
17	Ratify KPMG as Auditors for the Term of Office 2026; Appoint KPMG as Auditor for Sustainability Reporting for the Term of Office 2026	Mgmt	For	For	For
18	Authorize Charitable Donations	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Skandinaviska Enskilda Banken AB

Meeting Date: 04/01/2025

Record Date: 03/24/2025

Primary Security ID: W25381141

Country: Sweden

Meeting Type: Annual

Ticker: SEB.A

Shares Voted: 5,560					
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

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5.1	Designate Anna Magnusson as Inspectors of Minutes of Meeting	Mgmt	For	For	For
5.2	Designate Emelie Westholm as Inspectors 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	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 8.50 Per A-share and C-share; Approve Special Dividend of SEK 3.00 Per A-share and C-share	Mgmt	For	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	For
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For	For
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	For
11.10	Approve Discharge of Goran Nettelblatt	Mgmt	For	For	For
11.11	Approve Discharge of Sven Nyman	Mgmt	For	For	For
11.12	Approve Discharge of Marika Ottander	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ottersgard	Mgmt	For	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.15	Approve Discharge of Lena Skullman	Mgmt	For	For	For
11.16	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	For
11.17	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.18	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	For
12.1	Determine Number of Directors (11) and Deputy Directors (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 4 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14a1	Reelect Jacob Aarup-Andersen as Director	Mgmt	For	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against	Against
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For
14a4	Reelect John Flint as Director	Mgmt	For	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	Against	Against
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For	For
14a7	Reelect Lars Ottersgard as Director	Mgmt	For	Against	Against
14a8	Reelect Johan Torgeby as Director	Mgmt	For	For	For
14a9	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14a10	Elect Jan Erik Back as New Director	Mgmt	For	For	For
14a11	Elect Eva Lindholm as New Director	Mgmt	For	For	For
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.a	Approve SEB All Employee Program 2025 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17.b	Approve SEB Share Deferral Program 2025 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For
17.c	Approve SEB Restricted Share Program 2025 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For
18.b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	For
18.c	Approve Transfer of Class A Shares to Participants in 2025 Long-Term Equity Programmes	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20.a	Approve SEK 597 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For	For
20.b	Approve Capitalization of Reserves of SEK 597 Million for a Bonus Issue	Mgmt	For	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	SH	None	Against	Against
23	Approve Proposal Regarding Improving the BankID Security	SH	None	Against	Against
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation	Mgmt			
24	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against	Against
25	Close Meeting	Mgmt			

Meeting Date: 04/01/2025	Country: Sweden	Ticker: SKF.B
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: W84237143		

Shares Voted: 1,515

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			
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 Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For	For
11.3	Approve Discharge of Board Member Geert Follens	Mgmt	For	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	For	For
11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	For	For
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	For	For
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	For	For
11.15	Approve Discharge of President Rickard Gustafsson	Mgmt	For	For	For
12	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.5 Million for Vice Chair and SEK 990,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.2	Reelect Hock Goh as Director	Mgmt	For	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against	Against
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.7	Reelect Beth Ferreira as Director	Mgmt	For	For	For
14.8	Reelect Therese Friberg as Director	Mgmt	For	For	For
14.9	Reelect Richard Nilsson as Director	Mgmt	For	Against	Against
14.10	Reelect Niko Pakalen as Director	Mgmt	For	For	For
14.11	Elect Mats Rahmstrom as New Director	Mgmt	For	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
16	Amend Articles	Mgmt	For	For	For
17	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
18	Approve Remuneration of Auditors	Mgmt	For	For	For
19	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
20	Approve Remuneration Report	Mgmt	For	For	For
21	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For

Meeting Date: 04/02/2025	Country: Sweden	Ticker: VOLV.B
Record Date: 03/25/2025	Meeting Type: Annual	
Primary Security ID: 928856301		

Shares Voted: 6,754

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			
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	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 8 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	For
11.3	Approve Discharge of Par Boman	Mgmt	For	For	For
11.4	Approve Discharge of Jan Carlson	Mgmt	For	For	For
11.5	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.6	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For
11.7	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.8	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.9	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.10	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Urban Spannar (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Therese Koggdal (Employee Representative)	Mgmt	For	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.3 Million for Chair and SEK 1.28 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.3	Reelect Par Boman as Director	Mgmt	For	Against	Against
14.4	Reelect Jan Carlson as Director	Mgmt	For	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For	For
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For	For
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For	For

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
15	Elect Par Boman as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
18.1	Elect Fredrik Persson as Member of Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson as Member of Nominating Committee	Mgmt	For	For	For
18.3	Elect Carina Silberg as Member of Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algotsson as Member of Nominating Committee	Mgmt	For	For	For
18.5	Elect Chair of the Board as Member of Nominating Committee	Mgmt	For	Against	Against
19	Approve Remuneration Report	Mgmt	For	For	For
20	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
	Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	SH	None	Against	Against

Banco Santander SA

Meeting Date: 04/03/2025

Record Date: 03/28/2025

Primary Security ID: E19790109

Country: Spain

Meeting Type: Annual

Ticker: SAN

Shares Voted: 61,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3A	Fix Number of Directors at 15	Mgmt	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3B	Reelect Luis Isasi Fernandez de Bobadilla as Director	Mgmt	For	For	For
3C	Reelect Hector Blas Grisi Checa as Director	Mgmt	For	For	For
3D	Reelect Glenn Hogan Hutchins as Director	Mgmt	For	For	For
3E	Reelect Pamela Ann Walkden as Director	Mgmt	For	For	For
3F	Reelect Ana Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	Mgmt	For	For	For
6A	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
6B	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
7A	Approve Remuneration Policy	Mgmt	For	For	For
7B	Approve Remuneration of Directors	Mgmt	For	For	For
7C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
7D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
7E	Approve Buy-out Policy	Mgmt	For	For	For
7F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Indutrade AB

Meeting Date: 04/03/2025

Record Date: 03/26/2025

Primary Security ID: W4939U106

Country: Sweden

Meeting Type: Annual

Ticker: INDТ

Shares Voted: 1,089

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	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			
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
10b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10d.1	Approve Discharge of Bo Annvik (President)	Mgmt	For	For	For
10d.2	Approve Discharge of Pia Brantgarde Linder	Mgmt	For	For	For
10d.3	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
10d.4	Approve Discharge of Anders Jernhall	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
11.1	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Approve Remuneration of Directors in the Amount of SEK 960,000 for Chair and SEK 480,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
13.1b	Reelect Pia Brantgarde Linder as Director	Mgmt	For	For	For
13.1c	Reelect Anders Jernhall as Director	Mgmt	For	Against	Against
13.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For	For
13.1e	Reelect Ulf Lundahl as Director	Mgmt	For	Against	Against
13.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
13.1g	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
13.1h	Elect Martin Lindqvist as New Director	Mgmt	For	For	For
13.2	Reelect Katarina Martinson as Board Chair	Mgmt	For	Against	Against
14	Ratify KPMG AB as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Against	Against
16.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	Mgmt	For	For	For
16.b	Approve Equity Plan Financing	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Novonesis A/S

Meeting Date: 04/03/2025

Country: Denmark

Ticker: NSIS.B

Record Date: 03/27/2025

Meeting Type: Annual

Primary Security ID: K7317J133

Shares Voted: 1,436

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

Novonesis A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 4.2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.7 Million for Chairman, DKK 1.13 Million for Vice Chairman and DKK 564,800 for Other Directors; 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 Heine Dalsgaard (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
8.a	Reelect Lise Kaae as Director	Mgmt	For	For	For
8.b	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
8.c	Reelect Kevin Lane as Director	Mgmt	For	For	For
8.d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For
8.e	Reelect Kim Stratton as Director	Mgmt	For	For	For
8.f	Elect Monila Kothari as New Director	Mgmt	For	For	For
9.a	Ratify Ernst & Young as Auditors; Ratify Ernst & Young as Auditors for Sustainability Reporting	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
11	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
12	Other Business	Mgmt			

Meeting Date: 04/03/2025

Record Date: 03/27/2025

Primary Security ID: K7653Q105

Country: Denmark

Meeting Type: Annual

Ticker: ORSTED

Shares Voted: 767

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 Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For
5	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
6	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
7.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
7.2	Elect Lene Skole (Chair) as Director	Mgmt	For	For	For
7.3	Elect Andrew Brown (Vice Chair) as Director	Mgmt	For	For	For
7.4A	Reelect Julia King as Director	Mgmt	For	For	For
7.4B	Reelect Annica Bresky as Director	Mgmt	For	For	For
7.4C	Elect Judith Hartmann as New Director	Mgmt	For	For	For
7.4D	Elect Julian David Waldron as New Director	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Deputy Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers as Auditor; Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
10	Other Business	Mgmt			

Meeting Date: 04/03/2025	Country: United Kingdom	Ticker: RIO
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: G75754104		

Shares Voted: 4,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 1 to 19 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
4	Elect Sharon Thorne as Director	Mgmt	For	For	For
5	Re-elect Dominic Barton as Director	Mgmt	For	For	For
6	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
7	Re-elect Dean Dalla Valle as Director	Mgmt	For	Against	Against
8	Re-elect Simon Henry as Director	Mgmt	For	For	For
9	Re-elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
10	Re-elect Martina Merz as Director	Mgmt	For	For	For
11	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
12	Re-elect Joc O'Rourke as Director	Mgmt	For	For	For
13	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
14	Re-elect Ngaire Woods as Director	Mgmt	For	For	For
15	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Climate Action Plan	Mgmt	For	Against	Against

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 20 to 24 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt			
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
24	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	SH	Against	For	For

Svenska Cellulosa AB SCA

Meeting Date: 04/04/2025

Record Date: 03/27/2025

Primary Security ID: W90152120

Country: Sweden

Meeting Type: Annual

Ticker: SCA.B

Shares Voted: 2,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair 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'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 3.00 Per Share	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8c.1	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8c.2	Approve Discharge of Par Boman	Mgmt	For	For	For
8c.3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8c.4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8c.5	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8c.6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For	For
8c.7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
8c.9	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8c.10	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8c.11	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8c.12	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8c.13	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8c.14	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8c.15	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8c.16	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8c.17	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8c.18	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
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 740,000 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 Helena Stjernholm as Director	Mgmt	For	Against	Against
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	Against
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against	Against
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 2025-2027) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/08/2025

Record Date: 04/01/2025

Primary Security ID: K9773J201

Country: Denmark

Meeting Type: Annual

Ticker: VWS

Shares Voted: 4,085

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

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 0.55 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Erik 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
6.d	Reelect Henriette Hallberg Thygesen as Director	Mgmt	For	For	For
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.f	Reelect Lena Marie Olving as Director	Mgmt	For	For	For
6.g	Elect Bruno Stephane Emmanuel Bensasson as New Director	Mgmt	For	For	For
6.h	Elect Claudio Facchin as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Approve Creation of DKK 20.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 20.2 Million	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			

Aena S.M.E. SA

Meeting Date: 04/09/2025

Record Date: 04/04/2025

Primary Security ID: E526K0106

Country: Spain

Meeting Type: Annual

Ticker: AENA

Shares Voted: 299

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Reclassification of Capitalization Reserves to Voluntary Reserves	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Approve Discharge of Board	Mgmt	For	For	For
7.1	Elect Ramon Tremosa i Balcells as Director	Mgmt	For	For	For
7.2	Reelect Francisco Javier Marin San Andres as Director	Mgmt	For	For	For
7.3	Reelect Jaime Terceiro Lomba as Director	Mgmt	For	For	For
7.4	Reelect Amancio Lopez Seijas as Director	Mgmt	For	For	For
7.5	Reelect Juan Rio Cortes as Director	Mgmt	For	For	For
8	Approve Stock Split	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Remuneration of Directors	Mgmt	For	For	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For
12	Advisory Vote on Company's 2024 Updated Report on Climate Action Plan	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Deutsche Telekom AG

Meeting Date: 04/09/2025

Record Date: 04/04/2025

Primary Security ID: D2035M136

Country: Germany

Meeting Type: Annual

Ticker: DTE

Shares Voted: 14,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
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 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For	For
6	Appoint Deloitte GmbH as Auditor for Sustainability Reporting	Mgmt	For	For	For
7.a	Elect Stefan Ramge to the Supervisory Board	Mgmt	For	For	For
7.b	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For	For
7.c	Elect Natalie Knight the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/09/2025
Record Date: 03/12/2025
Primary Security ID: N0074E105

Country: Netherlands
Meeting Type: Annual

Ticker: AD

Shares Voted: 3,722

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	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.3	Adopt Financial Statements	Mgmt	For	For	For
2.4	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
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.1	Reelect Jan Zijderveld to Supervisory Board	Mgmt	For	For	For
5.2	Elect Per Bank to Supervisory Board	Mgmt	For	For	For
6.1	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
7.1	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7.2	Ratify KPMG Accountants N.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9.3	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
9.4	Approve Cancellation of Shares	Mgmt	For	For	For

Scentre Group

Meeting Date: 04/09/2025

Record Date: 04/07/2025

Primary Security ID: Q8351E109

Country: Australia

Meeting Type: Annual

Ticker: SCG

Shares Voted: 21,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Ilana Atlas as a Director as Director	Mgmt	For	For	For
3	Elect Catherine Brenner as Director	Mgmt	For	For	For
4	Elect Michael Ihlein as Director	Mgmt	For	For	For
5	Elect Craig Mitchell as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Grant of Performance Rights to Elliott Rusanow	Mgmt	For	For	For
8	Approve the Spill Resolution	Mgmt	Against	Against	Against

Telefonica SA

Meeting Date: 04/09/2025Country: SpainTicker: TEF

Record Date: 04/04/2025Meeting Type: Annual

Primary Security ID: 879382109

Shares Voted: 19,195

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	Ratify Appointment of and Elect Marc Thomas Murtra Millar as Director	Mgmt	For	Against	Against
4.2	Ratify Appointment of and Elect Emilio Gayo Rodriguez as Director	Mgmt	For	For	For
4.3	Ratify Appointment of and Elect Carlos Ocana Orbis as Director	Mgmt	For	For	For
4.4	Ratify Appointment of and Elect Olayan M. Alwetaid as Director	Mgmt	For	For	For

Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Ratify Appointment of and Elect Ana Maria Sala Andres as Director	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against
7	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 25 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against

Telia Co. AB

Meeting Date: 04/09/2025	Country: Sweden	Ticker: TELIA
Record Date: 04/01/2025	Meeting Type: Annual	
Primary Security ID: W95890104		

Shares Voted: 9,157

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			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	For	For	For
10.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
10.3	Approve Discharge of Luisa Delgado	Mgmt	For	For	For
10.4	Approve Discharge of Sarah Eccleston	Mgmt	For	For	For
10.5	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
10.6	Approve Discharge of Rickard Gustafson	Mgmt	For	For	For
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For	For
10.8	Approve Discharge of Jeanette Jager	Mgmt	For	For	For
10.9	Approve Discharge of Jimmy Maymann	Mgmt	For	For	For
10.10	Approve Discharge of Thomas Andersson	Mgmt	For	For	For
10.11	Approve Discharge of Par Axelsson	Mgmt	For	For	For
10.12	Approve Discharge of Stefan Carlsson	Mgmt	For	For	For
10.13	Approve Discharge of Martin Saaf	Mgmt	For	For	For
10.14	Approve Discharge of Rickard Wast	Mgmt	For	For	For
10.15	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For	For
10.16	Approve Discharge of Patrik Hofbauer (CEO)	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 705,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For	For
14.2	Reelect Luisa Delgado as Director	Mgmt	For	For	For
14.3	Reelect Sarah Eccleston as Director	Mgmt	For	For	For

Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.4	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
14.5	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.6	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For	For
14.7	Reelect Jeanette Jager as Director	Mgmt	For	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For	For
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify KPMG as Auditors	Mgmt	For	For	For
19	Approve Nomination Committee Procedures	Mgmt	For	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
21.a	Approve Performance Share Program 2025/2028 for Key Employees	Mgmt	For	For	For
21.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For	For
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
	Cease Delivery of SIM Cards with SMS Functionality for Retail Customers' Routers	SH	None	Against	Against
23	Remove the Advertisement About Mobile Coverage in Space and Replace Its Avertising Agency	SH	None	Against	Against
24	Close Meeting	Mgmt			

Zurich Insurance Group AG

Meeting Date: 04/09/2025

Record Date:

Primary Security ID: H9870Y105

Country: Switzerland

Meeting Type: Annual

Ticker: ZURN

Shares Voted: 585					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 28.00 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	Against	Against
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 Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.k	Reelect John Rafter 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 Thomas Jordan as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	Against	Against
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

Zurich Insurance Group AG

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

CaixaBank SA

Meeting Date: 04/10/2025	Country: Spain	Ticker: CABK
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: E2427M123		

Shares Voted: 14,707

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 and Dividends	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Reelect Koro Usarraga Unsain as Director	Mgmt	For	For	For
4.2	Reelect Fernando Maria Costa Duarte Ulrich as Director	Mgmt	For	For	For
4.3	Reelect Teresa Santero Quintilla as Director	Mgmt	For	For	For
4.4	Elect Rosa Maria Garcia Pineiro as Director	Mgmt	For	For	For
4.5	Elect Luis Alvarez Satorre as Director	Mgmt	For	For	For
4.6	Elect Bernardo Sanchez Incera as Director	Mgmt	For	For	For
4.7	Elect Pablo Arturo Forero Calderon as Director	Mgmt	For	For	For
4.8	Elect Jose Maria Mendez Alvarez-Cedron as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Authorize Share Repurchase Program	Mgmt	For	For	For
5.2	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
6.1	Approve Remuneration of Directors	Mgmt	For	For	For
6.2	Approve Remuneration Policy	Mgmt	For	For	For
6.3	Approve 2025 Variable Remuneration Scheme	Mgmt	For	For	For
6.4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.5	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8.1	Receive Amendments to Board of Directors Regulations	Mgmt			
8.2	Receive Board of Directors Report	Mgmt			

EDP SA

Meeting Date: 04/10/2025

Record Date: 04/03/2025

Primary Security ID: X67925119

Country: Portugal

Meeting Type: Annual

Ticker: EDP

Shares Voted: 11,534

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends	Mgmt	For	For	For
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	SH	None	For	For
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	SH	None	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	SH	None	For	For
4	Authorize Repurchase and Reissuance of Shares	Mgmt	For	For	For
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Mgmt	For	For	For

Industrivarden AB

Meeting Date: 04/10/2025	Country: Sweden	Ticker: INDU.A
Record Date: 04/02/2025	Meeting Type: Annual	
Primary Security ID: W45430100		

Shares Voted: 1,136

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			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.c	Receive Board's Proposal on Allocation of Income and Dividends	Mgmt			
8	Receive President'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 8.25 Per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
9c.2	Approve Discharge of Par Boman	Mgmt	For	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c.3	Approve Discharge of Christian Caspar	Mgmt	For	For	For
9c.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	For
9c.5	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
9c.6	Approve Discharge of Katarina Martinso	Mgmt	For	For	For
9c.7	Approve Discharge of Fredrik Persson	Mgmt	For	For	For
9c.8	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
9c.9	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
9c.10	Approve Discharge of CEO Helena Stjernholm	Mgmt	For	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair, SEK 1.5 Million for Vice Chair and SEK 740,000 for Other Directors	Mgmt	For	For	For
12.a	Reelect Par Boman as Director	Mgmt	For	Against	Against
12.b	Reelect Christian Caspar as Director	Mgmt	For	Against	Against
12.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
12.d	Reelect Bengt Kjell as Director	Mgmt	For	For	For
12.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
12.f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
12.g	Reelect Fredrik Persson as Director	Mgmt	For	For	For
12.h	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
12.i	Reelect Helena Stjernholm as Director	Mgmt	For	For	For
12.j	Reelect Fredrik Lundberg as Board Chair	Mgmt	For	Against	Against
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Performance Share Matching Plan	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Saab AB

Meeting Date: 04/10/2025

Record Date: 04/02/2025

Primary Security ID: W72838175

Country: Sweden

Meeting Type: Annual

Ticker: SAAB.B

Shares Voted: 1,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair 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			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
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 2.00 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Lena Erixon	Mgmt	For	For	For
8.c2	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
8.c3	Approve Discharge of Micael Johansson	Mgmt	For	For	For
8.c4	Approve Discharge of Danica Kragic Jensfelt	Mgmt	For	For	For
8.c5	Approve Discharge of Sara Mazur	Mgmt	For	For	For
8.c6	Approve Discharge of Johan Menckel	Mgmt	For	For	For
8.c7	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c8	Approve Discharge of Erika Soderberg Johnson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c9	Approve Discharge of Sebastian Tham	Mgmt	For	For	For
8.c10	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
8.c11	Approve Discharge of Joakim Westh	Mgmt	For	For	For
8.c12	Approve Discharge of Anders Ynnerman	Mgmt	For	For	For
8.c13	Approve Discharge of Goran Andersson	Mgmt	For	For	For
8.c14	Approve Discharge of Stefan Andersson	Mgmt	For	For	For
8.c15	Approve Discharge of Magnus Gustafsson	Mgmt	For	For	For
8.c16	Approve Discharge of Robert Hellgren	Mgmt	For	For	For
8.c17	Approve Discharge of Tina Mikkelsen	Mgmt	For	For	For
8.c18	Approve Discharge of Lars Svensson	Mgmt	For	For	For
8.c19	Approve Discharge of CEO Micael Johansson	Mgmt	For	For	For
9.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 2.45 Million to Chair, SEK 925,000 for Vice Chair and SEK 810,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Lena Erixon as Director	Mgmt	For	For	For
11.b	Reelect Henrik Henriksson as Director	Mgmt	For	For	For
11.c	Reelect Micael Johansson as Director	Mgmt	For	For	For
11.d	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
11.e	Reelect Johan Menckel as Director	Mgmt	For	Against	Against
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For	For
11.g	Reelect Erika Soderberg Johnson as Director	Mgmt	For	For	For

Saab AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.h	Reelect Sebastian Tham as Director	Mgmt	For	Against	Against
11.i	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
11.j	Reelect Joakim Westh as Director	Mgmt	For	Against	Against
11.k	Reelect Anders Ynnerman as Director	Mgmt	For	For	For
11.l	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15.a	Approve 2026 Share Matching Plan for All Employees; Approve 2026 Performance Share Program for Key Employees; Approve Special Projects 2026 Incentive Plan	Mgmt	For	Against	Against
15.b	Approve Equity Plan Financing	Mgmt	For	Against	Against
15.c	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Mgmt	For	Against	Against
16.a	Authorize Share Repurchase Program	Mgmt	For	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Santos Limited

Meeting Date: 04/10/2025

Record Date: 04/08/2025

Primary Security ID: Q82869118

Country: Australia

Meeting Type: Annual

Ticker: STO

Shares Voted: 12,527

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Michael Utsler as Director	Mgmt	For	Against	Against
2b	Elect Musje Werror as Director	Mgmt	For	Against	Against
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Advisory Vote on Climate Transition Approach	Mgmt	For	Against	Against

Santos Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Grant of Share Acquisition Rights to Kevin Gallagher	Mgmt	For	For	For

Straumann Holding AG

Meeting Date: 04/10/2025Country: SwitzerlandTicker: STMN

Record Date:Meeting Type: Annual

Primary Security ID: H8300N127

Shares Voted: 452

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
1.3	Approve Remuneration Report	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.57 per Share and CHF 0.38 per Share from Capital Contribution Reserves	Mgmt	For	For	For
2.2	Approve Transfer of Legal Capital Reserves and Legal Retained Earnings	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	Mgmt	For	For	For
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.4	Reelect Marco Gadola as Director	Mgmt	For	For	For

Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Reelect Stefan Meister as Director	Mgmt	For	For	For
6.6	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For
7.1	Reappoint Olivier Filliol as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Designate NEOVIUS AG as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

UBS Group AG

Meeting Date: 04/10/2025	Country: Switzerland	Ticker: UBSG
Record Date:	Meeting Type: Annual	
Primary Security ID: H42097107		

Shares Voted: 12,257

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 0.90 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lukas Gahwiler as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
6.4	Reelect William Dudley as Director	Mgmt	For	For	For
6.5	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
6.6	Reelect Fred Hu as Director	Mgmt	For	For	For
6.7	Reelect Mark Hughes as Director	Mgmt	For	For	For
6.8	Reelect Gail Kelly as Director	Mgmt	For	For	For
6.9	Reelect Julie Richardson as Director	Mgmt	For	For	For
6.10	Reelect Jeanette Wong as Director	Mgmt	For	For	For
6.11	Elect Renata Bruengger as Director	Mgmt	For	Against	Against
6.12	Elect Lila Tretikov as Director	Mgmt	For	For	For
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Appoint Gail Kelly as Member of the Compensation Committee	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	For	For	For
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	Mgmt	For	For	For
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Approve USD 12.1 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Transact Other Business (Voting)	Mgmt	None	Against	Against

AstraZeneca PLC

Meeting Date: 04/11/2025Country: United KingdomTicker: AZN

Record Date: 04/09/2025Meeting Type: Annual

Primary Security ID: G0593M107

Shares Voted: 6,310					
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 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	Elect Birgit Conix as Director	Mgmt	For	For	For
5g	Elect Rene Haas as Director	Mgmt	For	For	For
5h	Elect Karen Knudsen as Director	Mgmt	For	For	For
5i	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5j	Re-elect Anna Manz as Director	Mgmt	For	For	For
5k	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5l	Re-elect Tony Mok as Director	Mgmt	For	For	For
5m	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5n	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

AstraZeneca PLC

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

Swiss Re AG

Meeting Date: 04/11/2025	Country: Switzerland	Ticker: SREN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8431B109		

Shares Voted: 1,137

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	For	For
1.3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 7.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For
4.1.c	Reelect Vanessa Lau as Director	Mgmt	For	For	For
4.1.d	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.1.e	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
4.1.f	Reelect Deanna Ong as Director	Mgmt	For	For	For
4.1.g	Reelect Jay Ralph as Director	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.h	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
4.1.i	Reelect Pia Tischhauser as Director	Mgmt	For	For	For
4.1.j	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
4.1.k	Elect Morten Huebbe as Director	Mgmt	For	For	For
4.1.l	Elect George Quinn as Director	Mgmt	For	For	For
4.2.1	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Appoint Morten Huebbe as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For	For	For
5.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For
5.3	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million	Mgmt	For	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Santander Bank Polska SA

Meeting Date: 04/15/2025	Country: Poland	Ticker: SPL
Record Date: 03/30/2025	Meeting Type: Annual	
Primary Security ID: X0646L107		

Shares Voted: 136

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	Approve Agenda of Meeting	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Consolidated Financial Statements	Mgmt	For	For	For
7	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of PLN 46.37 per Share	Mgmt	For	For	For
9.1	Approve Discharge of Michal Gajewski (CEO)	Mgmt	For	For	For
9.2	Approve Discharge of Andrzej Burliga (Deputy CEO)	Mgmt	For	For	For
9.3	Approve Discharge of Lech Galkowski (Management Board Member)	Mgmt	For	For	For
9.4	Approve Discharge of Artur Glembocki (Management Board Member)	Mgmt	For	For	For
9.5	Approve Discharge of Patryk Nowakowski (Management Board Member)	Mgmt	For	For	For
9.6	Approve Discharge of Juan de Porras Aguirre (Deputy CEO)	Mgmt	For	For	For
9.7	Approve Discharge of Magdalena Proga-Stepien (Management Board Member)	Mgmt	For	For	For
9.8	Approve Discharge of Arkadiusz Przybyl (Deputy CEO)	Mgmt	For	For	For
9.9	Approve Discharge of Maciej Reluga (Management Board Member)	Mgmt	For	For	For
9.10	Approve Discharge of Wojciech Skalski (Management Board Member)	Mgmt	For	For	For
9.11	Approve Discharge of Dorota Strojewska (Management Board Member)	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Against	Against

Santander Bank Polska SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Supervisory Board Reports and Remuneration Policy Assessment	Mgmt	For	For	For
12	Approve Assessment of Supervisory Board Suitability	Mgmt	For	For	For
13.1	Approve Discharge of Antonio Escamez Torres (Supervisory Board Chairman)	Mgmt	For	For	For
13.2	Approve Discharge of Dominika Bettman (Supervisory Board Member)	Mgmt	For	For	For
13.3	Approve Discharge of Jose Garcia Cantera (Supervisory Board Member)	Mgmt	For	For	For
13.4	Approve Discharge of Adam Celinski (Supervisory Board Member)	Mgmt	For	For	For
13.5	Approve Discharge of Danuta Dabrowska (Supervisory Board Member)	Mgmt	For	For	For
13.6	Approve Discharge of Isabel Guerreiro (Supervisory Board Member)	Mgmt	For	For	For
13.7	Approve Discharge of David Hexter (Supervisory Board Member)	Mgmt	For	For	For
13.8	Approve Discharge of Jose Luis De Mora (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
13.9	Approve Discharge of Kamilla Marchewka-Bartkowiak (Supervisory Board Member)	Mgmt	For	For	For
13.10	Approve Discharge of Tomasz Sojka (Supervisory Board Member)	Mgmt	For	For	For
13.11	Approve Discharge of Jerzy Surma (Supervisory Board Member)	Mgmt	For	For	For
13.12	Approve Discharge of Marynika Woroszylska-Sapieha (Supervisory Board Member)	Mgmt	For	For	For
14	Amend Remuneration Policy	Mgmt	For	Against	Against
15	Approve Remuneration of Supervisory Board Chairman	Mgmt	For	For	For
16	Amend Statute	Mgmt	For	Against	Against
17	Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	Mgmt	For	Against	Against
18	Approve Gender Balance Policy	Mgmt	For	For	For

Santander Bank Polska SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Receive Report on Share Repurchase Program for Purposes of Performance Share Plan	Mgmt			
20	Close Meeting	Mgmt			

British American Tobacco plc

Meeting Date: 04/16/2025Country: United KingdomTicker: BATS

Record Date: 04/14/2025Meeting Type: Annual

Primary Security ID: G1510J102

Shares Voted: 11,915					
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 Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Luc Jobin as Director	Mgmt	For	For	For
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
8	Re-elect Kandy Anand as Director	Mgmt	For	For	For
9	Re-elect Karen Guerra as Director	Mgmt	For	For	For
10	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
11	Re-elect Veronique Laury as Director	Mgmt	For	For	For
12	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
13	Re-elect Serpil Timuray as Director	Mgmt	For	For	For
14	Elect Soraya Benchikh as Director	Mgmt	For	For	For
15	Elect Uta Kemmerich-Keil as Director	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Performance Share Plan	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	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

Geberit AG

Meeting Date: 04/16/2025

Record Date:

Primary Security ID: H2942E124

Country: Switzerland

Meeting Type: Annual

Ticker: GEBN

Shares Voted: 202					
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 12.80 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	Against	Against
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	For	For
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

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For	For
7	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	For	For
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 13.9 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Moncler SpA

Meeting Date: 04/16/2025

Record Date: 04/07/2025

Primary Security ID: T6730E110

Country: Italy

Meeting Type: Annual

Ticker: MONC

Shares Voted: 872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Shareholder Proposals Submitted by Double R Srl	Mgmt			
4.1	Fix Number of Directors	SH	None	For	For
4.2	Fix Board Terms for Directors	SH	None	For	For
	Management Proposal	Mgmt			
4.3	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Mgmt	For	Against	Against

Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.4.1	Slate 1 Submitted by Double R Srl	SH	None	Against	Against
4.4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Double R Srl	Mgmt			
4.5	Approve Remuneration of Directors	SH	None	For	For

Nestle SA

Meeting Date: 04/16/2025Country: SwitzerlandTicker: NESN

Record Date:Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 15,444

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 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 3.05 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 Pablo Isla as Director	Mgmt	For	Against	Against
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.e	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.i	Reelect Chris Leong as Director	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.j	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.k	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.2	Elect Laurent Freixe 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 70 Million	Mgmt	For	For	For
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Prysmian SpA

Meeting Date: 04/16/2025

Record Date: 04/07/2025

Primary Security ID: T7630L105

Country: Italy

Meeting Type: Annual/Special

Ticker: PRY

Shares Voted: 1,158

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

Prysmian SpA

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	Mgmt	For	For	For
3	Appoint Internal Statutory Auditors (Slate Election)	Mgmt			
	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Approve Internal Auditors' Remuneration	Mgmt	For	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
6	Approve Employee Share Purchase Plan	Mgmt	For	For	For
7	Approve Employee Share Grant Plan	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
1	Extraordinary Business	Mgmt			
	Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 6	Mgmt	For	For	For
2	Approve Capital Increase to Service Share-Based Plans	Mgmt	For	For	For

Beiersdorf AG

Meeting Date: 04/17/2025

Record Date: 03/26/2025

Primary Security ID: D08792109

Country: Germany

Meeting Type: Annual

Ticker: BEI

Shares Voted: 398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (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 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 40 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 25 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Creation of EUR 25 Million Pool of Authorized Capital III with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 30 Million Pool of 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	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

BP Plc

Meeting Date: 04/17/2025

Record Date: 04/15/2025

Primary Security ID: G12793108

Country: United Kingdom

Meeting Type: Annual

Ticker: BP

Shares Voted: 94,390					
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	Re-elect Helge Lund as Director	Mgmt	For	Against	Against
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
5	Re-elect Kate Thomson as Director	Mgmt	For	For	For
6	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
8	Re-elect Melody Meyer as Director	Mgmt	For	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For
10	Re-elect Karen Richardson as Director	Mgmt	For	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
12	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For	For
14	Elect Ian Tyler as Director	Mgmt	For	For	For
15	Reappoint Deloitte 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	Approve Share Award Plan	Mgmt	For	For	For
19	Approve Global Share Match	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Heineken Holding NV

Meeting Date: 04/17/2025

Record Date: 03/20/2025

Primary Security ID: N39338194

Country: Netherlands

Meeting Type: Annual

Ticker: HEIO

Shares Voted: 535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board Report (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	For	For
3	Adopt Financial Statements	Mgmt	For	For	For
4	Announce Appropriation of the Balance of the Income Statement Pursuant to the Provisions in Article 10, Paragraph 6, of the Articles of Association	Mgmt			
5	Approve Discharge of Directors	Mgmt	For	For	For
6.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
6.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6.d	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For
7.a	Reelect A.A.C. de Carvalho as Non-Executive Director	Mgmt	For	Against	Against
7.b	Elect R.J.M.S. Huet as Non-Executive Director	Mgmt	For	For	For
8.a	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
8.b	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For	For
8.c	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For

Heineken NV

Meeting Date: 04/17/2025

Record Date: 03/20/2025

Primary Security ID: N39427211

Country: Netherlands

Meeting Type: Annual

Ticker: HEIA

Shares Voted: 1,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1.b	Approve Remuneration Report	Mgmt	For	For	For
1.c	Adopt Financial Statements	Mgmt	For	For	For
1.d	Receive Explanation on Company's Dividend Policy	Mgmt			
1.e	Approve Dividends	Mgmt	For	For	For
1.f	Approve Discharge of Executive Board	Mgmt	For	For	For
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
2.d	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For
3	Reelect H.P.J. van den Broek to Executive Board	Mgmt	For	For	For
4.a	Reelect N. Paranjpe to Supervisory Board	Mgmt	For	For	For
4.b	Elect A.A.C. de Carvalho to Supervisory Board	Mgmt	For	For	For
5.a	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
5.b	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For	For
5.c	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/17/2025

Country: France

Ticker: MC

Record Date: 04/15/2025

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 1,047

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 13 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
5	Ratify Appointment of Wei Sun Christianson as Director	Mgmt	For	For	For
6	Reelect Bernard Arnault as Director	Mgmt	For	Against	Against
7	Reelect Sophie Chassat as Director	Mgmt	For	For	For
8	Reelect Clara Gaymard as Director	Mgmt	For	For	For
9	Reelect Hubert Védrine as Director	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	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 Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against	Against
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	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For	For
28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For	For
29	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	Against	Against

Oversea-Chinese Banking Corporation Limited

Meeting Date: 04/17/2025

Country: Singapore

Ticker: O39

Record Date:

Meeting Type: Annual

Primary Security ID: Y64248209

Shares Voted: 19,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2(a)	Elect Chong Chuan Neo as Director	Mgmt	For	For	For
2(b)	Elect Chua Kim Chiu as Director	Mgmt	For	For	For
2(c)	Elect Helen Wong Pik Kuen as Director	Mgmt	For	For	For
3	Elect Lian Wee Cheow as Director	Mgmt	For	For	For
4	Approve Final Dividend and Special Dividend	Mgmt	For	For	For
5(a)	Approve Directors' Remuneration	Mgmt	For	For	For
5(b)	Approve Allotment and Issuance of Remuneration Shares to the Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For

VINCI SA

Meeting Date: 04/17/2025

Country: France

Ticker: DG

Record Date: 04/15/2025

Meeting Type: Annual/Special

Primary Security ID: F5879X108

Shares Voted: 3,020

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 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 4.75 per Share	Mgmt	For	For	For
4	Reelect Yannick Assouad as Director	Mgmt	For	For	For
5	Elect Pierre Anjolras as Director	Mgmt	For	For	For
6	Elect Karla Bertocco Trindade as Director	Mgmt	For	For	For
7	Elect Maria Victoria Zingoni as Director	Mgmt	For	For	For
8	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
9	Elect Ernst & Young Audit as Auditor	Mgmt	For	For	For
10	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO for the Period between January 1, 2025 and the Dissociation of his Functions	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO from the Date of his Appointment	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board as from the Dissociation of Functions	Mgmt	For	For	For
16	Approve Compensation Report	Mgmt	For	For	For
17	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
18	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20, 21, and 22	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 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 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees with Performance Conditions Attached	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Keppel Ltd.

Meeting Date: 04/21/2025

Record Date:

Primary Security ID: Y4722Z120

Country: Singapore

Meeting Type: Annual

Ticker: BN4

Shares Voted: 8,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' Report	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Loh Chin Hua as Director	Mgmt	For	For	For
4	Elect Tham Sai Choy as Director	Mgmt	For	Against	Against
5	Elect Shirish Apte as Director	Mgmt	For	Against	Against
6	Approve Directors' Fees	Mgmt	For	For	For
7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For

United Overseas Bank Limited (Singapore)

Meeting Date: 04/21/2025Country: SingaporeTicker: U11
Record Date:Meeting Type: Annual
Primary Security ID: Y9T10P105

Shares Voted: 8,158

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 and Special Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Wee Ee Lim as Director	Mgmt	For	For	For

United Overseas Bank Limited (Singapore)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Tracey Woon Kim Hong as Director	Mgmt	For	For	For
7	Elect Teo Lay Lim as Director	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For

ING Groep NV

Meeting Date: 04/22/2025

Record Date: 03/25/2025

Primary Security ID: N4578E595

Country: Netherlands

Meeting Type: Annual

Ticker: INGA

Shares Voted: 12,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Approve Remuneration Report	Mgmt	For	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Company's Reserves and Dividend 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	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For	For
6A	Reelect Steven van Rijswijk to Executive Board	Mgmt	For	For	For
6B	Reelect Ljiljana Cortan to Executive Board	Mgmt	For	For	For

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7A	Reelect Margarete Haase to Supervisory Board	Mgmt	For	Against	Against
7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	For	Against	Against
7C	Elect Petri Hofste to Supervisory Board	Mgmt	For	For	For
7D	Elect Stuart Graham to Supervisory Board	Mgmt	For	For	For
8A	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

Wilmar International Limited

Meeting Date: 04/22/2025Country: SingaporeTicker: F34

Record Date:Meeting Type: Annual

Primary Security ID: Y9586L109

Shares Voted: 10,969

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 Khoon Ean as Director	Mgmt	For	For	For
5	Elect Soh Gim Teik as Director	Mgmt	For	For	For
6	Elect Chong Yoke Sin as Director	Mgmt	For	For	For
7	Elect George Yong-Boon Yeo as Director	Mgmt	For	For	For
8	Elect Gary Thomas McGuigan as Director	Mgmt	For	For	For
9	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Wilmar International Limited

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

ageas SA/NV

Meeting Date: 04/23/2025

Record Date: 04/09/2025

Primary Security ID: B0148L138

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: AGS

Shares Voted: 972					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt			
2.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
4	Close Meeting	Mgmt			

ASML Holding NV

Meeting Date: 04/23/2025

Record Date: 03/26/2025

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 1,602					
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	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	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
6	Amend Remuneration Policy of Executive Board	Mgmt	For	For	For
7	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	For	For	For
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
10a	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
10b	Authorize 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	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Meeting Date: 04/23/2025

Record Date: 04/11/2025

Primary Security ID: W0817X204

Country: Sweden

Meeting Type: Annual

Ticker: ASSA.B

Shares Voted: 6,332

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.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 5.90 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.a	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1.05 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Johan Hjertonsson (Chair), Carl Douglas (Vice Chair), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against	Against

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 2025 for Senior Executives and Key Employees	Mgmt	For	Against	Against
17	Close Meeting	Mgmt			

Assicurazioni Generali SpA

Meeting Date: 04/23/2025

Record Date: 04/10/2025

Primary Security ID: T05040109

Country: Italy

Meeting Type: Annual/Special

Ticker: G

Shares Voted: 5,964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Fix Number of Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Mediobanca	SH	None	For	For
2b.2	Slate 2 Submitted by VM 2006 Srl	SH	None	Against	Against
2b.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Approve Remuneration of Directors - Choose One of the Following Proposals	Mgmt			
2c.1	Approve Fees Proposed by the Board of Directors	Mgmt	For	For	For
2c.2	Approve Fees Proposed by VM 2006 Srl	SH	None	Against	Against
	Shareholder Proposal Submitted by VM 2006 Srl	Mgmt			

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Appoint Annalisa Firmani as Alternate Internal Statutory Auditor	SH	None	For	For
	Management Proposals	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
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
6a	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
6b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
7a	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For

Boliden AB

Meeting Date: 04/23/2025

Record Date: 04/11/2025

Primary Security ID: W17218210

Country: Sweden

Meeting Type: Annual

Ticker: BOL

Shares Voted: 1,644					
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 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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Receive Auditor's Report	Mgmt			
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
12	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
13.1	Approve Discharge of Karl-Henrik Sundstrom	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 Derek White	Mgmt	For	For	For
13.9	Approve Discharge of Mikael Staffas as President	Mgmt	For	For	For
13.10	Approve Discharge of Jonny Johansson	Mgmt	For	For	For
13.11	Approve Discharge of Andreas Martensson	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 Mikael Norrby-Holtkamp	Mgmt	For	For	For
13.15	Approve Discharge of Gard Folkvord	Mgmt	For	For	For
13.16	Approve Discharge of Kieran Donaghy	Mgmt	For	For	For
13.17	Approve Discharge of Timo Popponen	Mgmt	For	For	For
13.18	Approve Discharge of Elin Soderlund	Mgmt	For	For	For
14.1	Determine Number of Members (9) 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
16a	Reelect Helene Bistrom as Director	Mgmt	For	For	For
16b	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
16c	Reelect Per Lindberg as Director	Mgmt	For	For	For
16d	Reelect Perttu Louhiluoto as Director	Mgmt	For	For	For
16e	Reelect Elisabeth Nilsson as Director	Mgmt	For	For	For
16f	Reelect Pia Rudengren as Director	Mgmt	For	For	For
16g	Reelect Derek White Director	Mgmt	For	For	For
16h	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
16i	Elect Victoire de Margerie as New Director	Mgmt	For	For	For
16j	Reelect Karl-Henrik Sundstrom as Board Chair	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20	Approve Nomination Committee Procedures	Mgmt	For	For	For
21.a	Approve Long-term Share Savings Program (LTIP 2025/2028) for Key Employees	Mgmt	For	For	For
21.b1	Approve Transfer of 130,000 Shares to Participants in Long-term Share Savings Program (LTIP 2025/2028)	Mgmt	For	For	For
21.b2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
22	Amend Articles Re: Location of General Meeting; Sustainability Assurance Report	Mgmt	For	For	For
23	Close Meeting	Mgmt			

Shares Voted: 326

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
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
2	Approve Allocation of Income and Dividends of CHF 0.15 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Thomas Ebeling as Director and Board Chair	Mgmt	For	Against	Against
4.1.2	Reelect Michael Bauer as Director	Mgmt	For	For	For
4.1.3	Reelect Marcus Brennecke as Director	Mgmt	For	For	For
4.1.4	Reelect Daniel Browne as Director	Mgmt	For	For	For
4.1.5	Reelect Maria Hilado as Director	Mgmt	For	For	For
4.1.6	Reelect Karen Ling as Director	Mgmt	For	For	For
4.1.7	Reelect Sherilyn McCoy as Director	Mgmt	For	For	For
4.1.8	Reelect Flemming Ornskov as Director	Mgmt	For	For	For
4.2.1	Elect Roberto Marques as Director	Mgmt	For	For	For
4.3.1	Reappoint Karen Ling as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Thomas Ebeling as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4	Appoint Roberto Marques as Member of the Compensation Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	Mgmt	For	Against	Against

Galderma Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Designate Altenburger Ltd as Independent Proxy	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

NatWest Group Plc

Meeting Date: 04/23/2025

Record Date: 04/17/2025

Primary Security ID: G6422B147

Country: United Kingdom

Meeting Type: Annual

Ticker: NWG

Shares Voted: 41,129

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 Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Rick Haythornthwaite as Director	Mgmt	For	For	For
6	Re-elect Paul Thwaite as Director	Mgmt	For	For	For
7	Re-elect Katie Murray as Director	Mgmt	For	For	For
8	Re-elect Frank Dangeard as Director	Mgmt	For	Abstain	Abstain
9	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
10	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
11	Elect Geeta Gopalan as Director	Mgmt	For	For	For
12	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
13	Re-elect Stuart Lewis as Director	Mgmt	For	For	For
14	Elect Gill Whitehead as Director	Mgmt	For	For	For
15	Re-elect Lena Wilson as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
24	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
27	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For

Sampo Oyj

Meeting Date: 04/23/2025

Record Date: 04/09/2025

Primary Security ID: X75653232

Country: Finland

Meeting Type: Annual

Ticker: SAMPO

Shares Voted: 14,561

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Finnish Shares	Mgmt			
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			

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 0.34 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 of Directors in the Amount of EUR 243,000 for Chair, EUR 140,000 for Vice Chair and EUR 108,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Christian Clausen, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Sara Mella as New Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For	For
15	Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Sekisui House, Ltd.

Meeting Date: 04/23/2025	Country: Japan	Ticker: 1928
Record Date: 01/31/2025	Meeting Type: Annual	
Primary Security ID: J70746136		

Shares Voted: 1,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 71	Mgmt	For	For	For
2.1	Elect Director Nakai, Yoshihiro	Mgmt	For	For	For
2.2	Elect Director Tanaka, Satoshi	Mgmt	For	For	For
2.3	Elect Director Ishii, Toru	Mgmt	For	For	For
2.4	Elect Director Shinozaki, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Omura, Yasushi	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 Abe, Shinichi	Mgmt	For	For	For
2.10	Elect Director Kuroda, Yukiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Minagawa, Osamu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tamai, Yuko	Mgmt	For	For	For

AXA SA

Meeting Date: 04/24/2025Country: FranceTicker: CS
Record Date: 04/22/2025Meeting Type: Annual/Special
Primary Security ID: F06106102

Shares Voted: 10,406

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 2.15 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
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 Guillaume Faury as Director	Mgmt	For	For	For
12	Reelect Ramon Fernandez as Director	Mgmt	For	For	For
13	Ratify Appointment of Ewout Steenbergen as Director	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
16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Capital Increase of up to EUR 500 Million for Contributions in Kind	Mgmt	For	For	For
22	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
27	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For	For
28	Amend Articles 11, 12, 14, 15, and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
29	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Meeting Date: 04/24/2025

Record Date: 04/08/2025

Primary Security ID: X0R77T117

Country: Poland

Meeting Type: Annual

Ticker: PEO

Shares Voted: 855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Receive Management Board Report on Company's and Group's Operations	Mgmt			
6	Receive Financial Statements	Mgmt			
7	Receive Consolidated Financial Statements	Mgmt			
8	Receive Management Board Proposal on Allocation of Income	Mgmt			
9	Receive Supervisory Board Reports	Mgmt			
10.1	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For
10.2	Approve Financial Statements	Mgmt	For	For	For
10.3	Approve Consolidated Financial Statements	Mgmt	For	For	For
10.4	Approve Allocation of Income and Dividends of PLN 12.60 per Share	Mgmt	For	For	For
10.5	Approve Supervisory Board Report	Mgmt	For	For	For
10.6a	Approve Individual Suitability of Andrzej Klesyk (Supervisory Board Chairman)	Mgmt	For	For	For
10.6b	Approve Individual Suitability of Artur Nowak-Far (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
10.6c	Approve Individual Suitability of Bartosz Grzeskowiak (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
10.6d	Approve Individual Suitability of Krzysztof Czeszejko-Sochack (Supervisory Board Member)	Mgmt	For	For	For
10.6e	Approve Individual Suitability of Jacek Niescior (Supervisory Board Member)	Mgmt	For	For	For
10.6f	Approve Individual Suitability of Magdalena Joanna Dziewguc (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
10.6g	Approve Individual Suitability of Mariusz Jaszczyk (Supervisory Board Member)	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.6h	Approve Individual Suitability of Radoslaw Niedzielski (Supervisory Board Member)	Mgmt	For	For	For
10.6i	Approve Individual Suitability of Witold Walkowiak (Supervisory Board Member)	Mgmt	For	For	For
10.6j	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	For	For
10.7a	Approve Discharge of Leszek Skiba (CEO)	Mgmt	For	For	For
10.7b	Approve Discharge of Marcin Gadowski (Deputy CEO)	Mgmt	For	For	For
10.7c	Approve Discharge of Piotr Zborowski (Deputy CEO)	Mgmt	For	For	For
10.7d	Approve Discharge of Jerzy Kwiecinski (Deputy CEO)	Mgmt	For	For	For
10.7e	Approve Discharge of Magdalena Zmitrowicz (Deputy CEO)	Mgmt	For	For	For
10.7f	Approve Discharge of Jaroslaw Fuchs (Deputy CEO)	Mgmt	For	For	For
10.7g	Approve Discharge of Wojciech Werochowski (Deputy CEO)	Mgmt	For	For	For
10.7h	Approve Discharge of Blazej Szczeki (Deputy CEO)	Mgmt	For	For	For
10.7i	Approve Discharge of Pawel Straczynski (Deputy CEO)	Mgmt	For	For	For
10.7j	Approve Discharge of Cezary Stypulkowski (Deputy CEO)	Mgmt	For	For	For
10.7k	Approve Discharge of Robert Sochacki (Deputy CEO)	Mgmt	For	For	For
10.7l	Approve Discharge of Dagmara Wojnar (Deputy CEO)	Mgmt	For	For	For
10.7m	Approve Discharge of Anna Wawrzynczak-Palynyczak (Deputy CEO)	Mgmt	For	For	For
10.7n	Approve Discharge of Marcin Zygmanski (Deputy CEO)	Mgmt	For	For	For
10.8a	Approve Discharge of Beata Kozłowska-Chyla (Supervisory Board Chairwoman)	Mgmt	For	For	For
10.8b	Approve Discharge of Malgorzata Sadurska (Supervisory Board Chairwoman)	Mgmt	For	For	For
10.8c	Approve Discharge of Stanislaw Ryszard Kaczoruk (Supervisory Board Secretary)	Mgmt	For	For	For
10.8d	Approve Discharge of Marcin Izdebski (Supervisory Board Member)	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.8e	Approve Discharge of Sabina Bigos-Jaworowska (Supervisory Board Member)	Mgmt	For	For	For
10.8f	Approve Discharge of Michal Kaszynski (Supervisory Board Member)	Mgmt	For	For	For
10.8g	Approve Discharge of Marian Majcher (Supervisory Board Member)	Mgmt	For	For	For
10.8h	Approve Discharge of Krzysztof Czeszejko-Sochacki (Supervisory Board Member)	Mgmt	For	For	For
10.8i	Approve Discharge of Jacek Niescior (Supervisory Board Member)	Mgmt	For	For	For
10.8j	Approve Discharge of Radoslaw Niedzielski (Supervisory Board Member)	Mgmt	For	For	For
10.8k	Approve Discharge of Artur Nowak-Far (Supervisory Board Member)	Mgmt	For	For	For
10.8l	Approve Discharge of Magdalena Joanna Dziewguc (Supervisory Board Member)	Mgmt	For	For	For
10.8m	Approve Discharge of Witold Walkowiak (Supervisory Board Member)	Mgmt	For	For	For
10.8n	Approve Discharge of Robert Sochacki (Supervisory Board Member)	Mgmt	For	For	For
10.8o	Approve Discharge of Anna Wawrzynczak-Palynyczak (Supervisory Board Member)	Mgmt	For	For	For
10.8p	Approve Discharge of Bartosz Grzeskowiak (Supervisory Board Member)	Mgmt	For	For	For
10.8q	Approve Discharge of Artur Olech (Supervisory Board Member)	Mgmt	For	For	For
11	Approve Supervisory Board Report on Assessment of Remuneration Policy	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	Against	Against
13	Approve Assessment of Adequacy of Regulations on Supervisory Board	Mgmt	For	For	For
14	Receive Supervisory Board Report on Company's Compliance with Corporate Governance Principles for Supervised Institutions	Mgmt			
15.1	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.2	Amend Statute Re: Management Board	Mgmt	For	For	For
15.3	Amend Statute Re: Management Board	Mgmt	For	For	For
15.4	Amend Statute Re: Auditor	Mgmt	For	Against	Against
15.5	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For
16.1	Shareholder Proposals Submitted by Bank PZU SA and PFR SA	Mgmt			
	Recall Supervisory Board Member	SH	None	Against	Against
	Elect Supervisory Board Member	SH	None	Against	Against
16.2	Elect Supervisory Board Member	SH	None	Against	Against
17	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Against	Against
18	Management Proposals	Mgmt			
	Close Meeting	Mgmt			

Danone SA

Meeting Date: 04/24/2025

Record Date: 04/22/2025

Primary Security ID: F12033134

Country: France

Meeting Type: Annual/Special

Ticker: BN

Shares Voted: 3,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
	Reelect Geraldine Picaud as Director	Mgmt	For	For	For
	Reelect Susan Roberts as Director	Mgmt	For	For	For
7	Reelect Patrice Louvet as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For
10	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	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	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	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 of International Subsidiaries	Mgmt	For	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ENGIE SA

Meeting Date: 04/24/2025

Record Date: 04/22/2025

Primary Security ID: F7629A107

Country: France

Meeting Type: Annual/Special

Ticker: ENG1

Shares Voted: 11,093

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 1.48 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 Catherine MacGregor as Director	Mgmt	For	Against	Against
A	Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Mgmt	Abstain	Against	Against
7	Elect Gildas Gouvaze as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

ENGIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Company's Climate Transition Plan	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	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 of International Subsidiaries	Mgmt	For	For	For
17	Amend Article 13 of Bylaws Re: Election of Representatives of Employee to the Board	Mgmt	For	For	For
18	Amend Articles 13, 14, 17, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kering SA

Meeting Date: 04/24/2025

Record Date: 04/22/2025

Primary Security ID: F5433L103

Country: France

Meeting Type: Annual/Special

Ticker: KER

Shares Voted: 423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reelect François-Henri Pinault as Director	Mgmt	For	Against	Against
5	Reelect Financière Pinault as Director	Mgmt	For	Against	Against
6	Reelect Baudouin Prot as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of François-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
14	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13, 15, and 16	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 13 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
22	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Metso Corp.

Meeting Date: 04/24/2025	Country: Finland	Ticker: METSO
Record Date: 04/10/2025	Meeting Type: Annual	
Primary Security ID: X5404W104		

Shares Voted: 4,223

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 0.38 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	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 176,500 for Chairman, EUR 88,300 for Vice Chairman, and EUR 71,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Brian Beamish, Klaus Cawen (Vice), Terhi Koipijarvi, Niko Pakalen, Reima Rytola, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Anders Svensson and Eriikka Soderstrom as New Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Amend Articles Re: Auditor and Sustainability Reporting Assurance Provider; Annual General Meeting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 82 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Orkla ASA

Meeting Date: 04/24/2025

Record Date: 04/14/2025

Primary Security ID: R67787102

Country: Norway

Meeting Type: Annual

Ticker: ORK

Shares Voted: 4,492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 10.00 Per Share	Mgmt	For	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For	For
4	Discuss Company's Corporate Governance Statement	Mgmt			
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For	For
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	Reelect Bengt Rem as Director	Mgmt	For	For	For
7	Reelect Stein Erik Hagen as Board Chair	Mgmt	For	For	For
8	Reelect Nils-Henrik Pettersson as Member of Nominating Committee	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of NOK 1.17 Million for Chair and NOK 760,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For

RELX Plc

Meeting Date: 04/24/2025	Country: United Kingdom	Ticker: REL
Record Date: 04/22/2025	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 Andy Halford 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 Andrew Sukawaty as Director	Mgmt	For	For	For
14	Re-elect Bianca Tetteroo 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

Singapore Technologies Engineering Ltd.

Shares Voted: 9,493

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	Elect Teo Ming Kian as Director	Mgmt	For	For	For
4	Elect Kevin Kwok Khien as Director	Mgmt	For	For	For
5	Elect Song Su-Min as Director	Mgmt	For	For	For
6	Elect Tan Peng Yam as Director	Mgmt	For	For	For
7	Elect Philip Lee Sooi Chuen as Director	Mgmt	For	For	For
8	Elect Lien Siaou-Sze as Director	Mgmt	For	For	For
9	Approve Directors' Remuneration	Mgmt	For	For	For
10	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
12	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	Mgmt	For	For	For
13	Approve Mandate for Transactions with Related Parties	Mgmt	For	For	For
14	Authorize Share Repurchase Program	Mgmt	For	For	For

UCB SA

Meeting Date: 04/24/2025

Record Date: 04/10/2025

Primary Security ID: B93562120

Country: Belgium

Meeting Type: Annual/Special

Ticker: UCB

Shares Voted: 723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.39 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9.1A	Reelect Jonathan Peacock as Director	Mgmt	For	For	For
9.1B	Indicate Jonathan Peacock as Independent Director	Mgmt	For	For	For
9.2A	Elect Fiona Powrie as Director	Mgmt	For	For	For
9.2B	Indicate Fiona Powrie as Independent Director	Mgmt	For	For	For
9.3	Elect Stefaan Heylen as Director	Mgmt	For	For	For
10	Special Part	Mgmt			
	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For

Veolia Environnement SA

Meeting Date: 04/24/2025Country: FranceTicker: VIE

Record Date: 04/22/2025Meeting Type: Annual/Special

Primary Security ID: F9686M107

Shares Voted: 3,740

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

Veolia Environnement SA

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 1.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Pierre-André de Chalendar as Director	Mgmt	For	For	For
6	Elect Philippe Brassac as Director	Mgmt	For	For	For
7	Elect Elena Salgado as Director	Mgmt	For	For	For
8	Elect Arnaud Caudoux as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associés as Auditor	Mgmt	For	For	For
10	Appoint Deloitte & Associés as Auditor for Sustainability Reporting	Mgmt	For	For	For
11	Approve Compensation of Antoine Frérot, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Estelle Brachlianoff, CEO	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	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	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Extraordinary Business	Mgmt			
	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Veolia Environnement SA

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
21	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
22	Amend Bylaws to Add Corporate Purpose	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bayer AG

Meeting Date: 04/25/2025

Record Date: 04/18/2025

Primary Security ID: D0712D163

Country: Germany

Meeting Type: Annual

Ticker: BAYN

Shares Voted: 5,511

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 2024	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
4	Elect Alberto Weisser to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 875 Million Pool of Authorized Capital with Preemptive Rights	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For	For

Bayer AG

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

CapitaLand Ascendas REIT

Meeting Date: 04/25/2025

Country: Singapore

Ticker: A17U

Record Date:

Meeting Type: Annual

Primary Security ID: Y0205X103

Shares Voted: 22,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	Mgmt	For	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Manager to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
4	Authorize Unit Repurchase Program	Mgmt	For	For	For

Lifco AB

Meeting Date: 04/25/2025

Country: Sweden

Ticker: LIFCO.B

Record Date: 04/15/2025

Meeting Type: Annual

Primary Security ID: W5321L166

Shares Voted: 1,358

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			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 2.40 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 Dan Frohm	Mgmt	For	For	For
12.d	Approve Discharge of Erik Gabrielson	Mgmt	For	For	For
12e	Approve Discharge of Ulf Grunander	Mgmt	For	For	For
12.f	Approve Discharge of Anna Hallberg	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

Lifco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 760,350 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
15.e	Reelect Ulf Grunander as Director	Mgmt	For	For	For
15.f	Reelect Anna Hallberg as Director	Mgmt	For	For	For
15.g	Reelect Caroline af Ugglas as Director	Mgmt	For	For	For
15.h	Reelect Axel Wachtmeister as Director	Mgmt	For	Against	Against
15.i	Reelect Per Waldemarson as Director	Mgmt	For	For	For
15.j	Reelect Carl Bennet as Board Chair	Mgmt	For	Against	Against
16	Ratify Ernst & Young AB as Auditors	Mgmt	For	Against	Against
17	Approve Remuneration Report	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Merck KGaA

Meeting Date: 04/25/2025	Country: Germany	Ticker: MRK
Record Date: 04/03/2025	Meeting Type: Annual	
Primary Security ID: D5357W103		

Shares Voted: 526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (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 2024	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 2024	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Azrieli Group Ltd.

Meeting Date: 04/27/2025

Record Date: 03/30/2025

Primary Security ID: M1571Q105

Country: Israel

Meeting Type: Special

Ticker: AZRG

Shares Voted: 149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Employment Terms of Ron Avidan, Incoming CEO	Mgmt	For	For	For
2	Approve Grant of Options to Ron Avidan, Incoming CEO	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			

Azrieli Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For

Henkel AG & Co. KGaA

Meeting Date: 04/28/2025	Country: Germany	Ticker: HEN
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: D3207M102		

Shares Voted: 392					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2.02 per Ordinary Share and EUR 2.04 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	Against	Against
5	Approve Discharge of Shareholders' Committee for Fiscal Year 2024	Mgmt	For	Against	Against
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7	Elect Sabrina Soussan to the Shareholders' Committee	Mgmt	For	For	For

Henkel AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Creation of EUR 81.6 Million Pool of Capital with Preemptive Rights	Mgmt	For	Against	Against

Alfa Laval AB

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W04008152

Country: Sweden

Meeting Type: Annual

Ticker: ALFA

Shares Voted: 1,739

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			
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 CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For	For
9c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	For
9c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	For
9c3	Approve Discharge of Anna Muller	Mgmt	For	For	For
9c4	Approve Discharge of Finn Rausing	Mgmt	For	For	For
9c5	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9c6	Approve Discharge of Jorn Rausing	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c7	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	For
9c8	Approve Discharge of Nadine Crauwels	Mgmt	For	For	For
9c9	Approve Discharge of Ray Mauritsson	Mgmt	For	For	For
9c10	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	For
9c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For	For
9c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	For
9c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	For
9c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For	For
9c15	Approve Discharge of Stefan Sandell	Mgmt	For	For	For
9c16	Approve Discharge of Leif Norkvist	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.19 Million to the Chair and SEK 730,000 to Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Anna Muller as Director	Mgmt	For	For	For
13.2	Reelect Dennis Jonsson as Director	Mgmt	For	For	For
13.3	Reelect of Finn Rausing as Director	Mgmt	For	For	For
13.4	Reelect Henrik Lange as Director	Mgmt	For	For	For
13.5	Reelect Jorn Rausing as Director	Mgmt	For	Against	Against
13.6	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
13.7	Reelect Nadine Crauwels as Director	Mgmt	For	For	For
13.8	Reelect Ray Mauritsson as Director	Mgmt	For	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.9	Reelect Ulf Wiinberg as Director	Mgmt	For	Against	Against
13.10	Elect Annica Bresky as New Director	Mgmt	For	For	For
13.11	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For	For
13.12	Ratify Andreas Troberg as Auditor	Mgmt	For	For	For
13.13	Ratify Hanna Fehland as Auditor	Mgmt	For	For	For
13.14	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	For
13.15	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Atlas Copco AB

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W1R924252

Country: Sweden

Meeting Type: Annual

Ticker: ATCO.A

Shares Voted: 24,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair 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	Receive CEO's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For	For
8.b2	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b3	Approve Discharge of Helene Mellquist	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	For
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
8.b6	Approve Discharge of Vagner Rego	Mgmt	For	For	For
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For	For
8.b8	Approve Discharge of Karin Radstrom	Mgmt	For	For	For
8.b9	Approve Discharge of Hans Straberg	Mgmt	For	For	For
8.b10	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	For
8.b11	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	For
8.b12	Approve Discharge of Helena Hemstrom	Mgmt	For	For	For
8.b13	Approve Discharge of Benny Larsson	Mgmt	For	For	For
8.b14	Approve Discharge of CEO Vagner Rego	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	For	For
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	For	For
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	For
10.a5	Reelect Vagner Rego as Director	Mgmt	For	For	For
10.a6	Reelect Gordon Riske as Director	Mgmt	For	For	For
10.a7	Reelect Karin Radstrom as Director	Mgmt	For	For	For
10.a8	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
10.a9	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	Against

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.b	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.9 Million to Chair and SEK 1.3 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Report	Mgmt	For	For	For
12.b	Approve Stock Option Plan 2025 for Key Employees	Mgmt	For	For	For
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2025	Mgmt	For	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	For
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2018, 2019, 2020, 2021 and 2022	Mgmt	For	For	For
14	Close Meeting	Mgmt			

CapitaLand Investment Ltd.

Meeting Date: 04/29/2025	Country: Singapore	Ticker: 9CI
Record Date:	Meeting Type: Annual	
Primary Security ID: Y1091P105		

Shares Voted: 14,574

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 First and Final Dividend	Mgmt	For	For	For

CapitaLand Investment Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Directors' Remuneration	Mgmt	For	For	For
4(a)	Elect David Su Tuong Sing as Director	Mgmt	For	For	For
4(b)	Elect Helen Wong Siu Ming as Director	Mgmt	For	For	For
4(c)	Elect Gabriel Lim Meng Liang as Director	Mgmt	For	For	For
4(d)	Elect Miguel Ko Kai Kwun as Director	Mgmt	For	For	For
5(a)	Elect Tham Kui Seng as Director	Mgmt	For	For	For
5(b)	Elect Eugene Paul Lai Chin Look as Director	Mgmt	For	For	For
6	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Grant of Awards and Issuance of Shares Under the CapitaLand Investment Performance Share Plan 2021 and the CapitaLand Investment Restricted Share Plan 2021	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Proposed Distribution by way of Dividend-in-Specie	Mgmt	For	For	For
11	Amend Constitution	Mgmt	For	For	For

DNB Bank ASA

Meeting Date: 04/29/2025

Record Date: 04/22/2025

Primary Security ID: R1R15X100

Country: Norway

Meeting Type: Annual

Ticker: DNB

Shares Voted: 4,464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For

DNB Bank ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 16.75 Per Share	Mgmt	For	For	For
5	Approve Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State	Mgmt	For	For	For
6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
7	Authorize Board to Raise Debt Capital	Mgmt	For	For	For
8	Approve Demerger Plan	Mgmt	For	For	For
9	Approve Remuneration Statement (Advisory)	Mgmt	For	For	For
10	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
11	Elect Directors	Mgmt	For	For	For
12	Elect Members of Nominating Committee	Mgmt	For	For	For
13	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For

Endesa SA

Meeting Date: 04/29/2025

Record Date: 04/24/2025

Primary Security ID: E41222113

Country: Spain

Meeting Type: Annual

Ticker: ELE

Shares Voted: 1,903

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

Endesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
6	Approve Allocation of Income and Dividends	Mgmt	For	For	For
7	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Strategic Incentive Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

ING Bank Slaski SA

Meeting Date: 04/29/2025

Record Date: 04/13/2025

Primary Security ID: X0645S103

Country: Poland

Meeting Type: Annual

Ticker: ING

Shares Voted: 196					
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	Receive Agenda of Meeting	Mgmt			
5	Receive Management Board Report on Company's and Group's Operations, Financial Statements, and Non-Financial Information	Mgmt			
6	Receive Information on Implementation of Performance Share Plan	Mgmt			
7	Receive Supervisory Board Reports	Mgmt			
8	Receive Information on Amendments in Regulations on Supervisory Board	Mgmt			
9.1	Approve Financial Statements	Mgmt	For	For	For
9.2	Approve Management Board Reports on Company's and Group's Operations	Mgmt	For	For	For
9.3	Approve Consolidated Financial Statements	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Approve Supervisory Board Report	Mgmt	For	For	For
9.5	Approve Remuneration Report	Mgmt	For	Against	Against
9.6a	Approve Discharge of Brunon Bartkiewicz (CEO)	Mgmt	For	For	For
9.6b	Approve Discharge of Joanna Erdman (Deputy CEO)	Mgmt	For	For	For
9.6c	Approve Discharge of Marcin Gizycki (Deputy CEO)	Mgmt	For	For	For
9.6d	Approve Discharge of Bozena Graczyk (Deputy CEO)	Mgmt	For	For	For
9.6e	Approve Discharge of Ewa Luniewska (Deputy CEO)	Mgmt	For	For	For
9.6f	Approve Discharge of Michal Mrozek (Deputy CEO)	Mgmt	For	For	For
9.6g	Approve Discharge of Slawomir Soszynski (Deputy CEO)	Mgmt	For	For	For
9.6h	Approve Discharge of Alicja Zyla (Deputy CEO)	Mgmt	For	For	For
9.7a	Approve Discharge of Aleksander Galos (Supervisory Board Chairman)	Mgmt	For	For	For
9.7b	Approve Discharge of Monika Marcinkowska (Supervisory Board Chairwoman)	Mgmt	For	For	For
9.7c	Approve Discharge of Malgorzata Kolakowska (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
9.7d	Approve Discharge of Michal Szczurek (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
9.7e	Approve Discharge of Stephen Creese (Supervisory Board Member)	Mgmt	For	For	For
9.7f	Approve Discharge of Dorota Dobija (Supervisory Board Member)	Mgmt	For	For	For
9.7g	Approve Discharge of Aneta Hryckiewicz-Gontarczyk (Supervisory Board Member)	Mgmt	For	For	For
9.7h	Approve Discharge of Arkadiusz Krasowski (Supervisory Board Member)	Mgmt	For	For	For
9.7i	Approve Discharge of Hans De Munck (Supervisory Board Member)	Mgmt	For	For	For
9.7j	Approve Discharge of Serge Offers (Supervisory Board Member)	Mgmt	For	For	For

ING Bank Slaski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.7k	Approve Discharge of Katarzyna Zajdel-Kurowska (Supervisory Board Member)	Mgmt	For	For	For
9.8	Approve Allocation of Income	Mgmt	For	For	For
9.9	Approve Dividends of PLN 25.18 per Share and Terms of Dividend Payment	Mgmt	For	For	For
9.10	Amend Statute	Mgmt	For	Against	Against
9.11	Approve Suitability of Supervisory Board Members	Mgmt	For	For	For
9.12	Amend Remuneration Policy	Mgmt	For	Against	Against
10	Close Meeting	Mgmt			

Intesa Sanpaolo SpA

Meeting Date: 04/29/2025	Country: Italy	Ticker: ISP
Record Date: 04/16/2025	Meeting Type: Annual/Special	
Primary Security ID: T55067101		

Shares Voted: 94,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2a	Fix Number of Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Banking Foundations	SH	None	Against	Against
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2c	Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair	SH	None	For	For

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposal	Mgmt			
3a	Approve Remuneration Policies in Respect of Board Members	Mgmt	For	Against	Against
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
3b	Approve Remuneration of Directors	SH	None	For	For
	Management Proposals	Mgmt			
3c	Approve Remuneration Policy	Mgmt	For	Against	Against
3d	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3e	Approve Annual Incentive Plan	Mgmt	For	For	For
4a	Authorize Share Repurchase Program	Mgmt	For	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
4c	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

L'Oreal SA

Meeting Date: 04/29/2025

Record Date: 04/25/2025

Primary Security ID: F58149133

Country: France

Meeting Type: Annual/Special

Ticker: OR

Shares Voted: 1,453

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 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Téthys as Director	Mgmt	For	For	For
5	Elect Isabelle Seillier as Director	Mgmt	For	For	For
6	Elect Aurélie Jean as Director	Mgmt	For	For	For
7	Reelect Nicolas Hieronimus as Director	Mgmt	For	For	For
8	Reelect Paul Bulcke as Director	Mgmt	For	For	For
9	Reelect Alexandre Ricard as Director	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	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	Against	Against
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
18	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	Mgmt	For	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	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 of International Subsidiaries	Mgmt	For	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Amend Article 9 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
24	Amend Article 12 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Nokia Oyj

Meeting Date: 04/29/2025

Record Date: 04/15/2025

Primary Security ID: X61873133

Country: Finland

Meeting Type: Annual

Ticker: NOKIA

Shares Voted: 30,340

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 0.14 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	Against	Against
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Elect Pernille Erenbjerg as New Director	Mgmt	For	For	For
14.6	Reelect Lisa Hook as Director	Mgmt	For	For	For
14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	Mgmt	For	For	For
14.8	Reelect Mike McNamara as Director	Mgmt	For	For	For
14.9	Reelect Thomas Saueressig 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 Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	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	Close Meeting	Mgmt			

Sandvik Aktiebolag

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W74857165

Country: Sweden

Meeting Type: Annual

Ticker: SAND

Shares Voted: 5,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Elect Patrik Marcellius as Chair of Meeting	Mgmt	For	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
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	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.1	Approve Discharge of Johan Molin	Mgmt	For	For	For
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For	For
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For	For
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	For
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For	For
10.6	Approve Discharge of Susanna Schneeberger	Mgmt	For	For	For
10.7	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
10.8	Approve Discharge of Stefan Widing	Mgmt	For	For	For
10.9	Approve Discharge of Kai Warn	Mgmt	For	For	For
10.10	Approve Discharge of Thomas Andersson	Mgmt	For	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For	For
10.12	Approve Discharge of Thomas Lilja	Mgmt	For	For	For
10.13	Approve Discharge of Erik Knebel	Mgmt	For	For	For
10.14	Approve Discharge of Carl-Ake Jansson	Mgmt	For	For	For
10.15	Approve Discharge of Jessica Smedjegard	Mgmt	For	For	For
10.16	Approve Discharge of CEO Stefan Widing	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.75 Per Share	Mgmt	For	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.1 Million for Chair and SEK 830,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For	For
14.1	Reelect Claes Boustedt as Director	Mgmt	For	For	For
14.2	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.3	Reelect Johan Molin as Director	Mgmt	For	Against	Against
14.4	Reelect Andreas Nordbrandt as Director	Mgmt	For	For	For
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	For	For
14.7	Reelect Stefan Widing as Director	Mgmt	For	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For	For
15.1	Reelect Johan Molin as Board Chair	Mgmt	For	Against	Against
16.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	Against	Against
19	Authorize Share Repurchase Program	Mgmt	For	For	For
	Shareholder Proposals Submitted by Kent Eklund	Mgmt			
20	Approve Contribution to the Cost of Saving Edske Masung	SH	Against	Against	Against
21	Close Meeting	Mgmt			

VERBUND AG

Meeting Date: 04/29/2025	Country: Austria	Ticker: VER
Record Date: 04/19/2025	Meeting Type: Annual	
Primary Security ID: A91460104		

Shares Voted: 412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Reelect Robert Stajic as Supervisory Board Member	Mgmt	For	For	For
9	Approve Spin-Off of the "Household and Small Enterprise" Business Unit to VERBUND Energy4Customers GmbH	Mgmt	For	For	For

Anglo American Plc

Meeting Date: 04/30/2025Country: United KingdomTicker: AAL

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: G03764134

Shares Voted: 14,578

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	Elect Anne Wade as Director	Mgmt	For	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	Against	Against
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
6	Re-elect John Heasley as Director	Mgmt	For	For	For

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Ian Tyler as Director	Mgmt	For	For	For
8	Re-elect Magali Anderson as Director	Mgmt	For	For	For
9	Re-elect Ian Ashby as Director	Mgmt	For	Against	Against
10	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
11	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
12	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
13	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
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

Anglo American Plc

Meeting Date: 04/30/2025

Record Date: 04/28/2025

Primary Security ID: G03764134

Country: United Kingdom

Meeting Type: Special

Ticker: AAL

Shares Voted: 7,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Demerger Distribution, the Demerger and the Share Consolidation	Mgmt	For	For	For

Anheuser-Busch InBev SA/NV

Meeting Date: 04/30/2025

Record Date: 04/16/2025

Primary Security ID: B639CJ108

Country: Belgium

Meeting Type: Annual

Ticker: ABI

Shares Voted: 5,881

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 Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7a	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against	Against
7b	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against	Against
7c	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against	Against
8	Ratify PwC BV, Permanently Represented by Peter D'hondt, as Auditors of the Company and for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

EssilorLuxottica SA

Meeting Date: 04/30/2025

Record Date: 04/28/2025

Primary Security ID: F31665106

Country: France

Meeting Type: Annual/Special

Ticker: EL

Shares Voted: 1,728

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

EssilorLuxottica SA

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 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	Renew Appointment of Forvis Mazars as Auditor	Mgmt	For	For	For
12	Appoint Ernst & Young Audit as Auditor	Mgmt	For	For	For
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
16	Amend Article 22 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
17	Ordinary Business	Mgmt	For	For	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt			

Hermes International SCA

Meeting Date: 04/30/2025	Country: France	Ticker: RMS
Record Date: 04/28/2025	Meeting Type: Annual/Special	
Primary Security ID: F48051100		

Shares Voted: 204

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 26 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 Éric 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 Charles-Eric Bauer as Supervisory Board Member	Mgmt	For	Against	Against
14	Reelect Estelle Brachlianoff as Supervisory Board Member	Mgmt	For	For	For
15	Reelect Julie Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
16	Elect Cécile Béliot-Zind as Supervisory Board Member	Mgmt	For	For	For
17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	Mgmt	For	For	For
18	Elect Bernard Emié as Supervisory Board Member	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	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
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Mgmt	For	Against	Against
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against	Against
28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Mgmt	For	Against	Against
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Hong Kong Exchanges and Clearing Limited

Meeting Date: 04/30/2025

Record Date: 04/24/2025

Primary Security ID: Y3506N139

Country: Hong Kong

Meeting Type: Annual

Ticker: 388

Shares Voted: 7,254					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Hong Kong Exchanges and Clearing Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Peter Wilhelm Hubert Brien as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Adopt New Articles of Association	Mgmt	For	For	For

Jardine Cycle & Carriage Limited

Meeting Date: 04/30/2025Country: SingaporeTicker: C07

Record Date:Meeting Type: Annual

Primary Security ID: Y43703100

Shares Voted: 505					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Audited Financial Statements, Directors' Statement and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4a	Elect Benjamin Birks as Director	Mgmt	For	For	For
4b	Elect Samuel Tsien as Director	Mgmt	For	For	For
5a	Elect John Witt as Director	Mgmt	For	For	For
5b	Elect Jean-Pierre Felenbok as Director	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	Against	Against
7B	Authorize Share Repurchase Program	Mgmt	For	For	For
7C	Approve Renewal of General Mandate for Interested Person Transactions	Mgmt	For	For	For

Meeting Date: 04/30/2025Country: BelgiumTicker: KBC

Record Date: 04/16/2025Meeting Type: Annual

Primary Security ID: B5337G162

Shares Voted: 1,601

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 Assurance Report on Sustainability Reporting of KBC Group NV	Mgmt			
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.85 per Share	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Auditors' Remuneration	Mgmt	For	For	For
10	Ratify KPMG, Permanently Represented by Kenneth Vermeire and Stephane Nolf, as Auditors	Mgmt	For	For	For
11	Appoint KPMG, Permanently Represented by Kenneth Vermeire and Steven Mulkens, for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
12.1	Approve Co-optation of Bartel Puelinckx as Director	Mgmt	For	Against	Against
12.2	Elect Kristine Wolcott Braden as Independent Director	Mgmt	For	For	For
12.3	Elect Line Merethe Hestvik as Independent Director	Mgmt	For	For	For
12.4	Elect Michiel Allaerts as Director	Mgmt	For	Against	Against
12.5	Reelect Philippe Vlerick as Director	Mgmt	For	Against	Against
13	Transact Other Business	Mgmt			

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/30/2025

Record Date: 04/23/2025

Primary Security ID: D55535104

Country: Germany

Meeting Type: Annual

Ticker: MUV2

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 20.00 per Share	Mgmt	For	For	Do Not Vote
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	Mgmt	For	For	Do Not Vote

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.5	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Grzegorz Człowiekowski for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.9	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.12	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.13	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.14	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	Mgmt	For	For	Do Not Vote

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.16	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.17	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.18	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.19	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.20	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.21	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.22	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.23	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.24	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.25	Approve Discharge of Supervisory Board Member Anita Stocker-Naprawnik for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.26	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.27	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.28	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	Mgmt	For	For	Do Not Vote

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.29	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	Do Not Vote
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	Do Not Vote
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	Mgmt	For	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	For	Do Not Vote
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	Do Not Vote
9.1	Amend Articles Re: Share Transfer Restriction	Mgmt	For	For	Do Not Vote
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	Mgmt	For	For	Do Not Vote
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	Mgmt	For	For	Do Not Vote
9.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote
9.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote
9.6	Amend Articles Re: Sequence of Agenda Items	Mgmt	For	For	Do Not Vote
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	Do Not Vote

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	Do Not Vote

RWE AG

Meeting Date: 04/30/2025

Record Date: 04/08/2025

Primary Security ID: D6629K109

Country: Germany

Meeting Type: Annual

Ticker: RWE

Shares Voted: 2,753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Appel for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Joerg Rochol for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2024	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2024	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Thomas Westphal for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect Hans Buenting to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Monika Kircher to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Thomas Kufen to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Stefan Schulte to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Hauke Stars to the Supervisory Board	Mgmt	For	For	For
6.6	Elect Helle Valentin to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Meeting Date: 04/30/2025	Country: France	Ticker: SAN
Record Date: 04/28/2025	Meeting Type: Annual/Special	
Primary Security ID: F5548N101		

Shares Voted: 6,827

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 3.92 per Share	Mgmt	For	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	For	For
6	Reelect Carole Ferrand as Director	Mgmt	For	For	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	For	For
8	Reelect Emile Voest as Director	Mgmt	For	For	For
9	Reelect Antoine Yver as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
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	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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	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 Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	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 and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 04/30/2025	Country: United Kingdom	Ticker: ULVR
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: G92087165		

Shares Voted: 14,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Elect Benoit Potier as Director	Mgmt	For	For	For
4	Elect Zoe Yujnovich as Director	Mgmt	For	For	For
5	Re-elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
8	Re-elect Ruby Lu as Director	Mgmt	For	For	For
9	Re-elect Judith McKenna as Director	Mgmt	For	For	For
10	Re-elect Ian Meakins as Director	Mgmt	For	Against	Against
11	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board 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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/01/2025	Country: Ireland	Ticker: KRZ
Record Date: 04/27/2025	Meeting Type: Annual	
Primary Security ID: G52416107		

Shares Voted: 393

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 Gerry Behan as Director	Mgmt	For	For	For
3b	Re-elect Genevieve Berger as Director	Mgmt	For	For	For
3c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
3d	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
3e	Re-elect Catherine Godson as Director	Mgmt	For	For	For
3f	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
3g	Re-elect Michael Kerr as Director	Mgmt	For	For	For
3h	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
3i	Re-elect Tom Moran as Director	Mgmt	For	For	For
3j	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
3k	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
3l	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
3m	Re-elect Jinlong Wang 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 A Ordinary Shares	Mgmt	For	For	For

Kerry Group Plc

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

London Stock Exchange Group plc

Meeting Date: 05/01/2025

Country: United Kingdom

Ticker: LSEG

Record Date: 04/29/2025

Meeting Type: Annual

Primary Security ID: G5689U103

Shares Voted: 2,878

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 Dominic Blakemore as Director	Mgmt	For	For	For
5	Re-elect Martin Brand as Director	Mgmt	For	For	For
6	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
7	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
8	Re-elect Scott Guthrie as Director	Mgmt	For	For	For
9	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
10	Re-elect Michel-Alain Proch as Director	Mgmt	For	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
12	Re-elect Don Robert as Director	Mgmt	For	Against	Against
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For	For
15	Elect Lloyd Pitchford as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For

London Stock Exchange Group plc

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

Rio Tinto Limited

Meeting Date: 05/01/2025

Record Date: 04/29/2025

Primary Security ID: Q81437107

Country: Australia

Meeting Type: Annual

Ticker: RIO

Shares Voted: 2,257

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
	Resolutions 1 to 19 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 Report for UK Law Purposes	Mgmt	For	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
4	Elect Sharon Thorne as Director	Mgmt	For	For	For
5	Elect Dominic Barton as Director	Mgmt	For	For	For
6	Elect Peter Cunningham as Director	Mgmt	For	For	For
7	Elect Dean Dalla Valle as Director	Mgmt	For	Against	Against
8	Elect Simon Henry as Director	Mgmt	For	For	For
9	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
10	Elect Martina Merz as Director	Mgmt	For	For	For

Rio Tinto Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Elect Jennifer Nason as Director	Mgmt	For	For	For
12	Elect Joc O'Rourke as Director	Mgmt	For	For	For
13	Elect Jakob Stausholm as Director	Mgmt	For	For	For
14	Elect Ngairé Woods as Director	Mgmt	For	For	For
15	Elect Ben Wyatt as Director	Mgmt	For	For	For
16	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorize the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Authority to Make Political Donations	Mgmt	For	For	For
19	Approve 2025 Climate Action Plan	Mgmt	For	Against	Against
20	Resolution 20 will be Voted on by Rio Tinto Limited's Shareholders Only	Mgmt			
	Approve Renewal of On-Market Share Buy-Back Authority	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
21	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	SH	Against	For	For

Rolls-Royce Holdings Plc

Meeting Date: 05/01/2025

Record Date: 04/29/2025

Primary Security ID: G76225104

Country: United Kingdom

Meeting Type: Annual

Ticker: RR

Shares Voted: 51,132

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 Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
6	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For	For
7	Re-elect Helen McCabe as Director	Mgmt	For	For	For
8	Re-elect George Culmer as Director	Mgmt	For	For	For
9	Re-elect Birgit Behrendt as Director	Mgmt	For	For	For
10	Re-elect Stuart Bradie as Director	Mgmt	For	For	For
11	Re-elect Paulo Silva as Director	Mgmt	For	For	For
12	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
13	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
14	Re-elect Nick Luff as Director	Mgmt	For	Against	Against
15	Re-elect Wendy Mars as Director	Mgmt	For	For	For
16	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Approve Capitalisation of Merger Reserve	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise Cancellation of Capital Reduction Share and the Reduction of Capital	Mgmt	For	For	For

BASF SE

Meeting Date: 05/02/2025	Country: Germany	Ticker: BAS
Record Date: 04/25/2025	Meeting Type: Annual	
Primary Security ID: D06216317		

Shares Voted: 5,366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.25 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
5.a	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
7	Approve Affiliation Agreement with BASF Agricultural Solutions Deutschland GmbH	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For

Deutsche Post AG

Meeting Date: 05/02/2025Country: GermanyTicker: DHL

Record Date: 04/28/2025Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 5,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (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 2024	Mgmt	For	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.a	Elect Ingrid Deltenre to the Supervisory Board	Mgmt	For	For	For
6.b	Elect Georg Poelzl to the Supervisory Board	Mgmt	For	For	For
6.c	Elect Lawrence Rosen to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 150 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Performance Share Plan for Key Employees; Approve Creation of EUR 25 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Groupe Bruxelles Lambert SA

Meeting Date: 05/02/2025	Country: Belgium	Ticker: GBLB
Record Date: 04/18/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B4746J115		

Shares Voted: 506

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

Groupe Bruxelles Lambert SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Cancellation of Treasury Shares	Mgmt	For	For	For
2.1	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Against
2.2	Amend Article 7 Re: Share Repurchase	Mgmt			
3.1	Receive Report of Management Board (Non-Voting)	Mgmt			
3.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
3.3	Amend Article 12 Re: Shares Issuances	Mgmt			
3.4	Authorize Issuance of Convertible Bonds, Bonds Redeemable in Shares and Other Financial Instruments without Preemptive Rights	Mgmt	For	For	For
3.5	Amend Article 13 Re: Bonds Issuances	Mgmt			
4	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

HSBC Holdings Plc

Meeting Date: 05/02/2025	Country: United Kingdom	Ticker: HSBA
Record Date: 05/01/2025	Meeting Type: Annual	
Primary Security ID: G4634U169		

Shares Voted: 107,291

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 Remuneration Policy	Mgmt	For	For	For
4a	Elect Manveen Kaur as Director	Mgmt	For	For	For
4b	Re-elect Geraldine Buckingham as Director	Mgmt	For	For	For
4c	Re-elect Rachel Duan as Director	Mgmt	For	For	For
4d	Re-elect Georges Elhedery as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
4f	Re-elect James Forese as Director	Mgmt	For	For	For
4g	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
4h	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
4i	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
4j	Re-elect Kalpana Morparia as Director	Mgmt	For	For	For
4k	Re-elect Eileen Murray as Director	Mgmt	For	For	For
4l	Re-elect Brendan Nelson as Director	Mgmt	For	For	For
4m	Re-elect Swee Lian Teo as Director	Mgmt	For	For	For
4n	Re-elect Sir 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
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
16	Approve Scrip Dividend Alternative	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Amendment to the Rules of HSBC Share Plan 2011	Mgmt	For	For	For
18	Approve Cancellation of Share Premium Account and Capital Redemption Reserve	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Shareholder Proposal	Mgmt			
	To Instruct the HSBC Board of Directors to Follow the Plan set out on page 21 of the Annual Report 2023	SH	Against	Against	Against

Hexagon AB

Meeting Date: 05/05/2025Country: SwedenTicker: HEXA.B

Record Date: 04/24/2025Meeting Type: Annual

Primary Security ID: W4R431112

Shares Voted: 12,675

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			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8a	Receive Financial Statements and Statutory Reports	Mgmt			
8b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8c	Receive the Board's Dividend Proposal	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c.1	Approve Discharge of Ola Rollen	Mgmt	For	For	For
9c.2	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9c.3	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	For
9c.4	Approve Discharge of John Brandon	Mgmt	For	For	For
9c.5	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	For
9c.6	Approve Discharge of Brett Watson	Mgmt	For	For	For
9c.7	Approve Discharge of Erik Huggers	Mgmt	For	For	For
9c.8	Approve Discharge of Annika Falkengren	Mgmt	For	For	For
9c.9	Approve Discharge of Ralph Haupter	Mgmt	For	For	For
9c.10	Approve Discharge of Paolo Guglielmini	Mgmt	For	For	For
9c.11	Approve Discharge of Norbert Hanke	Mgmt	For	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.7 Million for Chair, SEK 2 Million for Vice Chair and SEK 850,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Ola Rollen as Director	Mgmt	For	Against	Against
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Against
12.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Against
12.4	Reelect Gun Nilsson as Director	Mgmt	For	For	For
12.5	Reelect Erik Huggers as Director	Mgmt	For	For	For
12.6	Reelect Annika Falkengren as Director	Mgmt	For	For	For
12.7	Reelect Ralph Haupter as Director	Mgmt	For	For	For
12.8	Elect Bjorn Rosengren as New Director	Mgmt	For	For	For
12.9	Elect Tomas Eliasson as New Director	Mgmt	For	For	For

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.10	Reelect Ola Rollen as Board Chair	Mgmt	For	Against	Against
12.11	Elect Bjorn Rosengren as Vice Chair	Mgmt	For	For	For
12.12	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Performance Share Program 2025/2028 for Key Employees	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Air Liquide SA

Meeting Date: 05/06/2025

Record Date: 05/02/2025

Primary Security ID: F01764103

Country: France

Meeting Type: Annual/Special

Ticker: AI

Shares Voted: 3,455

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 3.30 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Xavier Huillard as Director	Mgmt	For	For	For
6	Reelect Aiman Ezzat as Director	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Bertrand Dumazy as Director	Mgmt	For	Against	Against
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
9	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For
10	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
19	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
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 and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
22	Amend Article 14 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			

Air Liquide SA

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

Alcon Inc.

Meeting Date: 05/06/2025	Country: Switzerland	Ticker: ALC
Record Date:	Meeting Type: Annual	
Primary Security ID: H01301128		

Shares Voted: 2,957

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 Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.28 per Share	Mgmt	For	For	For
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	For	For
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For
6.3	Reelect Arthur Cummings as Director	Mgmt	For	For	For
6.4	Reelect David Endicott as Director	Mgmt	For	For	For
6.5	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
6.6	Reelect Keith Grossman as Director	Mgmt	For	Against	Against
6.7	Reelect Scott Maw as Director	Mgmt	For	For	For
6.8	Reelect Karen May as Director	Mgmt	For	For	For
6.9	Reelect Ines Poeschel as Director	Mgmt	For	For	For
6.10	Reelect Dieter Spaelti as Director	Mgmt	For	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.11	Elect Deborah Di Sanzo as Director	Mgmt	For	For	For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

BAE Systems Plc

Meeting Date: 05/07/2025

Country: United Kingdom

Ticker: BA

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: G06940103

Shares Voted: 18,153					
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 Final Dividend	Mgmt	For	For	For
5	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
7	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
9	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
10	Re-elect Bradley Greve as Director	Mgmt	For	For	For

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
12	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
13	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
14	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
15	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
16	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Amend Long-Term Incentive Plan	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
25	Amend Articles of Association	Mgmt	For	For	For

Barclays PLC

Meeting Date: 05/07/2025

Record Date: 05/02/2025

Primary Security ID: G08036124

Country: United Kingdom

Meeting Type: Annual

Ticker: BARC

Shares Voted: 86,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Amend Long Term Incentive Plan	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Diony Lebot as Director	Mgmt	For	For	For
6	Elect Mary Mack as Director	Mgmt	For	For	For
7	Elect Brian Shea as Director	Mgmt	For	For	For
8	Re-elect Robert Berry as Director	Mgmt	For	For	For
9	Re-elect Anna Cross as Director	Mgmt	For	For	For
10	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	For
11	Re-elect Mary Francis as Director	Mgmt	For	For	For
12	Re-elect Brian Gilvary as Director	Mgmt	For	For	For
13	Re-elect Nigel Higgins as Director	Mgmt	For	For	For
14	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
15	Re-elect Marc Moses as Director	Mgmt	For	For	For
16	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For	For
17	Re-elect Julia Wilson as Director	Mgmt	For	For	For
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
19	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Barclays PLC

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

Capgemini SE

Meeting Date: 05/07/2025

Country: France

Ticker: CAP

Record Date: 05/05/2025

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 989

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 3.40 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 Patrick Pouyanné as Director	Mgmt	For	Against	Against
12	Reelect Kurt Sievers as Director	Mgmt	For	For	For
13	Elect Jean-Marc Chéry as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Amend Articles 12 and 19 of Bylaws	Mgmt	For	For	For
16	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	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 Employees of International Subsidiaries	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

GSK Plc

Meeting Date: 05/07/2025

Record Date: 05/02/2025

Primary Security ID: G3910J179

Country: United Kingdom

Meeting Type: Annual

Ticker: GSK

Shares Voted: 24,398

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	Elect Gavin Screaton 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Wendy Becker as Director	Mgmt	For	For	For
13	Re-elect Harry Dietz as Director	Mgmt	For	For	For
14	Re-elect Jeannie Lee as Director	Mgmt	For	For	For
15	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
25	Approve Share Value Plan	Mgmt	For	For	For

H&M Hennes & Mauritz AB

Meeting Date: 05/07/2025

Record Date: 04/28/2025

Primary Security ID: W41422101

Country: Sweden

Meeting Type: Annual

Ticker: HM.B

Shares Voted: 3,410

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

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Comments by Auditor, Chair of The Board and CEO; Questions from Shareholders to The Board and Management	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b	Approve Allocation of Income and Dividends of SEK 6.80 Per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Karl-Johan Persson	Mgmt	For	For	For
9c.2	Approve Discharge of Stina Bergfors	Mgmt	For	For	For
9c.3	Approve Discharge of Anders Dahlvig	Mgmt	For	For	For
9c.4	Approve Discharge of Danica Kragic Jensfelt	Mgmt	For	For	For
9c.5	Approve Discharge of Lena Patriksson Keller	Mgmt	For	For	For
9c.6	Approve Discharge of Helena Saxon	Mgmt	For	For	For
9c.7	Approve Discharge of Christian Sievert	Mgmt	For	For	For
9c.8	Approve Discharge of Christina Synnergren	Mgmt	For	For	For
9c.9	Approve Discharge of Niklas Zennstrom	Mgmt	For	For	For
9c.10	Approve Discharge of Keith Barker	Mgmt	For	For	For
9c.11	Approve Discharge of Ingrid Godin	Mgmt	For	For	For
9c.12	Approve Discharge of Tim Gahnstrom	Mgmt	For	For	For
9c.13	Approve Discharge of Louise Wikholm	Mgmt	For	For	For
9c.14	Approve Discharge of Margareta Welinder	Mgmt	For	For	For
9c.15	Approve Discharge of Agneta Gustafsson	Mgmt	For	For	For
9c.16	Approve Discharge of Ramon Horvath	Mgmt	For	For	For
9c.17	Approve Discharge of Therese Nordstrom	Mgmt	For	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c.18	Approve Discharge of Sofia Almbrandt	Mgmt	For	For	For
9c.19	Approve Discharge of Hans Nilsson	Mgmt	For	For	For
9c.20	Approve Discharge of CEO Helena Helmersson	Mgmt	For	For	For
9c.21	Approve Discharge of CEO Daniel Erver	Mgmt	For	For	For
10.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.96 Million for Chair and SEK 850,000 for Other Directors; Approve Remunerating for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Anders Dahlvig as Director	Mgmt	For	Against	Against
12.2	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
12.3	Reelect Lena Patriksson Keller as Director	Mgmt	For	For	For
12.4	Reelect Karl-Johan Persson as Director	Mgmt	For	Against	Against
12.5	Reelect Helena Saxon as Director	Mgmt	For	For	For
12.6	Reelect Christian Sievert as Director	Mgmt	For	Against	Against
12.7	Reelect Christina Synnergren as Director	Mgmt	For	For	For
12.8	Elect Klas Balkow as New Director	Mgmt	For	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	Against	Against
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15	Approve SEK 777,267.988 Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 777,267.988 for a Bonus Issue	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For

H&M Hennes & Mauritz 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.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	Mgmt	For	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For	For
18.c	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
19	Amend Articles Re: Sustainability Report	Mgmt	For	For	For
	Shareholder Proposals Submitted by My Ericson, Susanne Halling, Karin Cecilia Lundberg, Astrid Kihlen, Andreas Nilsson, Karin Sanden and Stina Skold	Mgmt			
20	Proposal to Transition to a Fully Circular Business Model and Cease Production of New Clothes by 2026	SH	None	Against	Against
21	Close Meeting	Mgmt			

Hannover Rueck SE

Meeting Date: 05/07/2025Country: GermanyTicker: HNR1

Record Date: 04/30/2025Meeting Type: Annual

Primary Security ID: D3015J135

Shares Voted: 361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 7.00 per Share and Special Dividends of EUR 2.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sven Althoff for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Claude Chevre for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Clemens Jungsthoefel for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Klaus Miller for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Pickel for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Thorsten Steinmann for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Natalie Ardalan (until May 6, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmueller (until May 6, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Timo Kaufmann (from May 6, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Harald Kayser (from May 6, 2024) for Fiscal Year 2024	Mgmt	For	For	For

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Sibylle Kempff (from May 6, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Alena Kouba (from May 6, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Andrea Pollak (until May 6, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Erhard Schipporeit (until May 6, 2024) for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Management Board Remuneration Policy	Mgmt	For	Against	Against
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Merger by Absorption of Hannover Re Private Equity Beteiligungen GmbH	Mgmt	For	For	For

Investor AB

Meeting Date: 05/07/2025	Country: Sweden	Ticker: INVE.B
Record Date: 04/28/2025	Meeting Type: Annual	
Primary Security ID: W5R777115		

Shares Voted: 13,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10.A	Approve Discharge of Katarina Berg	Mgmt	For	For	For
10.B	Approve Discharge of Gunnar Brock	Mgmt	For	For	For
10.C	Approve Discharge of Christian Cederholm	Mgmt	For	For	For
10.D	Approve Discharge of Johan Forssell	Mgmt	For	For	For
10.E	Approve Discharge of Magdalena Gerger	Mgmt	For	For	For
10.F	Approve Discharge of Tom Johnstone, CBE	Mgmt	For	For	For
10.G	Approve Discharge of Isabelle Kocher	Mgmt	For	For	For
10.H	Approve Discharge of Sven Nyman	Mgmt	For	For	For
10.I	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
10.J	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	For
10.K	Approve Discharge of Hans Straberg	Mgmt	For	For	For
10.L	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	For
10.M	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.N	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.20 Per Share	Mgmt	For	For	For
12.A	Determine Number of Members (13) and Deputy Members (0) of Board	Mgmt	For	For	For
12.B	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.A	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 2.04 Million for Vice Chair and SEK 1.025 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.B	Approve Remuneration of Auditors	Mgmt	For	For	For
14.A	Reelect Katarina Berg as Director	Mgmt	For	For	For
14.B	Reelect Christian Cederholm as Director	Mgmt	For	For	For
14.C	Reelect Magdalena Gerger as Director	Mgmt	For	For	For
14.D	Reelect Tom Johnstone, CBE as Director	Mgmt	For	Against	Against
14.E	Reelect Isabelle Kocher as Director	Mgmt	For	For	For
14.F	Reelect Sven Nyman as Director	Mgmt	For	For	For
14.G	Reelect Mats Rahmstrom as Director	Mgmt	For	Against	Against
14.H	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Against
14.I	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.J	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
14.K	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.L	Reelect Sara Ohrvall as Director	Mgmt	For	For	For
14.M	Elect Fred Wallenberg as New Director	Mgmt	For	Against	Against
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against	Against
16	Ratify Deloitte AB as Auditor	Mgmt	For	For	For

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	For
17.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For	For
18.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Kongsberg Gruppen ASA

Meeting Date: 05/07/2025

Country: Norway

Ticker: KOG

Record Date: 04/29/2025

Meeting Type: Annual

Primary Security ID: R60837102

Shares Voted: 526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Receive President's Report	Mgmt			
4	Discuss Company's Corporate Governance Statement	Mgmt			
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Dividends of NOK 22 Per Share	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of NOK 942,900 for Chair, NOK 429,900 for Deputy Chair and NOK 402,700 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Approve Remuneration Statement	Mgmt	For	Against	Against

Kongsberg Gruppen ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
11	Reelect Eivind Reiten, Per A. Sorlie, Morten Henriksen, Merete Hverven and Kristin Faerovik as Directors (Vote for All Candidates)	Mgmt	For	Against	Against
11.1	Reelect Eivind Reiten as Director	Mgmt	For	For	For
11.2	Reelect Per A. Sorlie as Director	Mgmt	For	For	For
11.3	Reelect Morten Henriksen as Director	Mgmt	For	Against	Against
11.4	Reelect Merete Hverven as Director	Mgmt	For	For	For
11.5	Reelect Kristin Faerovik as Director	Mgmt	For	For	For
12	Approve 5:1 Stock Split	Mgmt	For	For	For
13	Approve Equity Plan Financing	Mgmt	For	Against	Against
14	Approve Nomination Committee Procedures	Mgmt	For	For	For

Kuehne + Nagel International AG

Meeting Date: 05/07/2025

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Primary Security ID: H4673L145

Shares Voted: 297

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 8.25 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For
4.1.b	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.c	Reelect Dominik de Daniel as Director	Mgmt	For	For	For
4.1.d	Reelect Karl Gernandt as Director	Mgmt	For	Against	Against

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.e	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.f	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.g	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.h	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.i	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	For
4.3.a	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.b	Appoint Tobias Staehelin as Member of the Compensation Committee	Mgmt	For	For	For
4.3.c	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Mercedes-Benz Group AG

Meeting Date: 05/07/2025

Record Date: 05/02/2025

Primary Security ID: D1668R123

Country: Germany

Meeting Type: Annual

Ticker: MBG

Shares Voted: 4,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 4.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2026	Mgmt	For	For	For
5.3	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Ben van Beurden to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Elizabeth Centoni to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Timotheus Hoettges to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Olaf Koch to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Helene Svahn to the Supervisory Board	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 Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 500 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
12	Approve Management Board Remuneration Policy	Mgmt	For	For	For

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
15	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

Schneider Electric SE

Meeting Date: 05/07/2025

Record Date: 05/05/2025

Primary Security ID: F86921107

Country: France

Meeting Type: Annual/Special

Ticker: SU

Shares Voted: 3,243

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 3.90 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 Olivier Blum, CEO from November 1, 2024 to December 31, 2024	Mgmt	For	For	For
7	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Mgmt	For	Against	Against
8	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	For	For
13	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	For
14	Ratify Appointment of Clotilde Delbos as Director	Mgmt	For	For	For
15	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
B	Elect François Durif as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
C	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
D	Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
E	Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 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 17-19	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	Mgmt	For	For	For
30	Amend Article 14.3 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Allianz SE

Meeting Date: 05/08/2025

Record Date: 04/30/2025

Primary Security ID: D03080112

Country: Germany

Meeting Type: Annual

Ticker: ALV

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.40 per Share	Mgmt	For	For	Do Not Vote
3.a	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.b	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.c	Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.d	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.e	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.f	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.g	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.h	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
3.i	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.a	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.b	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2024	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.c	Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.d	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.e	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.f	Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.g	Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.h	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	Mgmt	For	For	Do Not Vote

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	Do Not Vote
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	Against	Do Not Vote
8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	For	Do Not Vote
9	Amend Articles of Association	Mgmt	For	For	Do Not Vote
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	Do Not Vote

Antofagasta Plc

Meeting Date: 05/08/2025

Record Date: 05/06/2025

Primary Security ID: G0398N128

Country: United Kingdom

Meeting Type: Annual

Ticker: ANTO

Shares Voted: 1,974

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 Jean-Paul Luksic as Director	Mgmt	For	For	For
5	Re-elect Francisca Castro as Director	Mgmt	For	For	For
6	Re-elect Ramon Jara as Director	Mgmt	For	For	For
7	Re-elect Juan Claro as Director	Mgmt	For	For	For
8	Re-elect Andronico Luksic as Director	Mgmt	For	For	For
9	Re-elect Michael Anglin as Director	Mgmt	For	For	For
10	Re-elect Tony Jensen as Director	Mgmt	For	For	For

Antofagasta Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Eugenia Parot as Director	Mgmt	For	For	For
12	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
13	Re-elect Tracey Kerr as Director	Mgmt	For	For	For
14	Elect Director in Accordance with the Company's Article of Association after 20 March 2025	Mgmt	For	For	For
15	Reappoint Deloitte 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 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

Cellnex Telecom SA

Meeting Date: 05/08/2025

Record Date: 05/02/2025

Primary Security ID: E2R41M104

Country: Spain

Meeting Type: Annual

Ticker: CLNX

Shares Voted: 3,533

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	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Approve Dividends Charged Against Reserves	Mgmt	For	For	For

Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
7.1	Elect Luis Manas Anton as Director	Mgmt	For	For	For
7.2	Maintain Vacant Board Seats and Number of Directors	Mgmt	For	For	For
8.1	Approve Annual Maximum Remuneration	Mgmt	For	For	For
8.2	Approve Remuneration Policy	Mgmt	For	For	For
8.3	Approve Stock-for-Salary Plan	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Epiroc AB

Meeting Date: 05/08/2025

Record Date: 04/29/2025

Primary Security ID: W25918124

Country: Sweden

Meeting Type: Annual

Ticker: EPI.A

Shares Voted: 6,087

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda 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	Receive President's Report	Mgmt			
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8b.1	Approve Discharge of Anthea Bath	Mgmt	For	For	For
8b.2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8b.3	Approve Discharge of Johan Forssell	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8b.4	Approve Discharge of Helena Hedblom	Mgmt	For	For	For
8b.5	Approve Discharge of Jeane Hull	Mgmt	For	For	For
8b.6	Approve Discharge of Ronnie Leten	Mgmt	For	For	For
8b.7	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
8b.8	Approve Discharge of Sigurd Mareels	Mgmt	For	For	For
8b.9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For	For
8b.10	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For
8b.11	Approve Discharge of Niclas Bergstrom	Mgmt	For	For	For
8b.12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For
8c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For	For
8d	Approve Remuneration Report	Mgmt	For	For	For
9a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10a.1	Reelect Anthea Bath as Director	Mgmt	For	For	For
10a.2	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10a.3	Reelect Helena Hedblom as Director	Mgmt	For	For	For
10a.4	Reelect Jeane Hull as Director	Mgmt	For	For	For
10a.5	Reelect Ronnie Leten as Director	Mgmt	For	Against	Against
10a.6	Elect Jenny Lindqvist as New Director	Mgmt	For	For	For
10a.7	Reelect Ulla Litzen as Director	Mgmt	For	For	For
10a.8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For
10a.9	Elect Fredric Stahl as New Director	Mgmt	For	For	For
10b	Reelect Ronnie Leten as Board Chair	Mgmt	For	Against	Against
10c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11a	Approve Remuneration of Directors in the Amount of SEK 2.96 Million for Chair and SEK 930,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For	For
11b	Approve Remuneration of Auditors	Mgmt	For	For	For
12a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12b	Approve Stock Option Plan 2025 for Key Employees	Mgmt	For	For	For
13a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For	For
13b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For	For
13c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For	For
13d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For	For
13e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020, 2021 and 2022	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Fastighets AB Balder

Meeting Date: 05/08/2025

Record Date: 04/29/2025

Primary Security ID: W2951M127

Country: Sweden

Meeting Type: Annual

Ticker: BALD.B

Shares Voted: 3,991					
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

Fastighets AB Balder

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor Report on Guidelines for Remuneration of Senior Executives	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For
9	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 350,000 for Chair and SEK 200,000 for Other Directors Approve Remuneration of Auditors	Mgmt	For	For	For
11a	Reelect Sten Duner (Chair) as Director	Mgmt	For	Against	Against
11b	Reelect Erik Selin as Director	Mgmt	For	For	For
11c	Reelect Fredrik Svensson as Director	Mgmt	For	Against	Against
11d	Reelect Carin Kindbom as Director	Mgmt	For	For	For
11e	Reelect Anders Wennergren as Director	Mgmt	For	Against	Against
11f	Elect Carina Edblad New as Director	Mgmt	For	For	For
12	Approve Nomination Committee Procedures	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Galaxy Entertainment Group Limited

Meeting Date: 05/08/2025

Country: Hong Kong

Ticker: 27

Record Date: 04/29/2025

Meeting Type: Annual

Primary Security ID: Y2679D118

Shares Voted: 13,695

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	Elect Paddy Tang Lui Wai Yu as Director	Mgmt	For	For	For
4	Elect William Yip Shue Lam as Director	Mgmt	For	For	For
5	Elect Michael Victor Mecca as Director	Mgmt	For	For	For
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
8.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
8.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Hang Seng Bank Limited

Meeting Date: 05/08/2025

Country: Hong Kong

Ticker: 11

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: Y30327103

Shares Voted: 4,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Diana Ferreira Cesar as Director	Mgmt	For	For	For
2b	Elect Edward Cheng Wai Sun as Director	Mgmt	For	For	For
2c	Elect Cordelia Chung as Director	Mgmt	For	For	For
2d	Elect Clement Kwok King Man as Director	Mgmt	For	For	For

Hang Seng Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2e	Elect David Liao Yi Chien as Director	Mgmt	For	For	For
2f	Elect Wang Xiao Bin as Director	Mgmt	For	For	For
2g	Elect Catherine Zhou Rong as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Adopt New Articles of Association	Mgmt	For	For	For

InterContinental Hotels Group Plc

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: IHG

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: G4804L163

Shares Voted: 949					
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 Policy	Mgmt	For	Against	Against
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Final Dividend	Mgmt	For	For	For
5a	Re-elect Graham Allan as Director	Mgmt	For	For	For
5b	Re-elect Arthur de Haast as Director	Mgmt	For	For	For
5c	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For
5d	Re-elect Michael Glover as Director	Mgmt	For	For	For
5e	Re-elect Byron Grote as Director	Mgmt	For	For	For
5f	Re-elect Sir Ron Kalifa as Director	Mgmt	For	For	For
5g	Re-elect Elie Maalouf as Director	Mgmt	For	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5h	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For
5i	Re-elect Angie Risley as Director	Mgmt	For	For	For
5j	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For
6	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise UK Political Donations and Expenditure	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 Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Koninklijke Philips NV

Meeting Date: 05/08/2025

Record Date: 04/10/2025

Primary Security ID: N7637U112

Country: Netherlands

Meeting Type: Annual

Ticker: PHIA

Shares Voted: 4,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	President's Speech	Mgmt			
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b.	Adopt Financial Statements	Mgmt	For	For	For
3.c.	Approve Dividends	Mgmt	For	For	For
3.d.	Approve Remuneration Report	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.e.	Approve Discharge of Management Board	Mgmt	For	For	For
3.f.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4.	Reelect M.J. van Ginneken to Management Board	Mgmt	For	For	For
5.a.	Reelect S.K. Chua to Supervisory Board	Mgmt	For	For	For
5.b.	Reelect I.K. Nooyi to Supervisory Board	Mgmt	For	Against	Against
5.c.	Elect R.J. White to Supervisory Board	Mgmt	For	For	For
6.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7.	Authorize Repurchase of Shares	Mgmt	For	For	For
8.	Approve Cancellation of Shares	Mgmt	For	For	For
9.	Other Business (Non-Voting)	Mgmt			
10.	Close Meeting	Mgmt			

Latour Investment AB

Meeting Date: 05/08/2025

Record Date: 04/29/2025

Primary Security ID: W5R10B108

Country: Sweden

Meeting Type: Annual

Ticker: LATO.B

Shares Voted: 872					
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 Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			

Latour Investment AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.60 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	Reelect Mariana Burenstam Linder, Anders Boos, Carl Douglas, Eric Douglas, Johan Hjertonsson, Ulrika Kolsrud, Johan Nordstrom (Chair) and Lena Olving as Directors	Mgmt	For	Against	Against
12	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chair and SEK 1.2 Million for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Authorize Share Repurchase Program in Connection With Employee Stock Option Plan	Mgmt	For	For	For
17	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For
18	Close Meeting	Mgmt			

MTU Aero Engines AG

Meeting Date: 05/08/2025

Record Date: 04/30/2025

Primary Security ID: D5565H104

Country: Germany

Meeting Type: Annual

Ticker: MTX

Shares Voted: 313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For

MTU Aero Engines AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
6	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7.1	Elect Rainer Martens to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Peter Weckesser to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Detlef Kayser to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Meeting Date: 05/08/2025

Record Date: 05/06/2025

Primary Security ID: G74079107

Country: United Kingdom

Meeting Type: Annual

Ticker: RKT

Shares Voted: 4,150

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 Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
11	Re-elect Kris Licht as Director	Mgmt	For	For	For
12	Re-elect Shannon Eisenhardt as Director	Mgmt	For	For	For
13	Re-elect Marybeth Hays as Director	Mgmt	For	For	For
14	Elect Fiona Dawson as Director	Mgmt	For	For	For
15	Elect Stefan Oschmann as Director	Mgmt	For	For	For
16	Elect Mahesh Madhavan as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Long-Term Incentive Plan	Mgmt	For	For	For
21	Approve Sharesave Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
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

Sagax AB

Meeting Date: 05/08/2025

Record Date: 04/29/2025

Primary Security ID: W7519A200

Country: Sweden

Meeting Type: Annual

Ticker: SAGA.B

Shares Voted: 1,952					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Dividends of SEK 3.50 Per Class A Share and Class B Share and SEK 2.00 Per Class D Share	Mgmt	For	For	For
7.c)1	Approve Discharge of Staffan Salen	Mgmt	For	For	For
7.c)2	Approve Discharge of Johan Cederlund	Mgmt	For	For	For
7.c)3	Approve Discharge of Filip Engelbert	Mgmt	For	For	For
7.c)4	Approve Discharge of David Mindus	Mgmt	For	For	For
7.c)5	Approve Discharge of Johan Thorell	Mgmt	For	For	For
7.c)6	Approve Discharge of Ulrika Werdelin	Mgmt	For	For	For
7.c)7	Approve Discharge of David Mindus	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 400,000 for Chair, and SEK 220,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditor	Mgmt	For	For	For
10.1	Reelect Johan Cederlund as Director	Mgmt	For	Against	Against
10.2	Reelect Filip Engelbert as Director	Mgmt	For	Against	Against
10.3	Reelect David Mindus as Director	Mgmt	For	For	For
10.4	Reelect Staffan Salen as Director	Mgmt	For	Against	Against

Sagax AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.5	Reelect Johan Thorell as Director	Mgmt	For	Against	Against
10.6	Reelect Ulrika Werdelin as Director	Mgmt	For	Against	Against
10.7	Reelect Staffan Salen as Board Chair	Mgmt	For	Against	Against
10.8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	Against	Against
12	Approve Warrant Plan 2025/2028 for Key Employees	Mgmt	For	For	For
13	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	Against	Against
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Close Meeting	Mgmt			

Standard Chartered Plc

Meeting Date: 05/08/2025Country: United KingdomTicker: STAN

Record Date: 05/06/2025Meeting Type: Annual

Primary Security ID: G84228157

Shares Voted: 11,401

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	Against	Against
5	Elect Lincoln Leong as Director	Mgmt	For	For	For
6	Re-elect Maria Ramos as Director	Mgmt	For	For	For
7	Re-elect Shirish Apte as Director	Mgmt	For	For	For
8	Re-elect Diego De Giorgi as Director	Mgmt	For	For	For
9	Re-elect Jackie Hunt as Director	Mgmt	For	For	For
10	Re-elect Diane Jurgens as Director	Mgmt	For	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Robin Lawther as Director	Mgmt	For	For	For
12	Re-elect Phil Rivett as Director	Mgmt	For	For	For
13	Re-elect David Tang as Director	Mgmt	For	For	For
14	Re-elect Bill Winters as Director	Mgmt	For	For	For
15	Re-elect Linda Yueh as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	Mgmt	For	For	For
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Meeting Date: 05/08/2025	Country: Sweden	Ticker: SOBI
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: W95637117		

Shares Voted: 965

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			
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	Receive Report on Work of Board and Committees	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
12.1	Approve Discharge of Christophe Bourdon	Mgmt	For	For	For
12.2	Approve Discharge of Annette Clancy	Mgmt	For	For	For
12.3	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For	For
12.4	Approve Discharge of David Meek	Mgmt	For	For	For
12.5	Approve Discharge of Zlatko Rihter	Mgmt	For	For	For
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For	For
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For	For
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For	For
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For	For
12.10	Approve Discharge of Mats Lek	Mgmt	For	For	For
12.11	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For
12.12	Approve Discharge of Sara Carlsson	Mgmt	For	For	For
12.13	Approve Discharge of Asa Kjellstrom	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.14	Approve Discharge of Susanna Ronnback	Mgmt	For	For	For
12.15	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	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.a	Reelect Christophe Bourdon as Director	Mgmt	For	Against	Against
15.b	Reelect David Meek as Director	Mgmt	For	For	For
15.c	Reelect Zlatko Rihter as Director	Mgmt	For	Against	Against
15.d	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
15.e	Reelect Staffan Schuberg as Director	Mgmt	For	Against	Against
15.f	Reelect Filippa Stenberg as Director	Mgmt	For	Against	Against
15.g	Reelect Anders Ullman as Director	Mgmt	For	Against	Against
15.h	Elect Iris Loew-Friedrich as New Director	Mgmt	For	For	For
15.i	Elect David Meek as Board Chair	Mgmt	For	For	For
15.j	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against	Against
17.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For
17.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against	Against
17.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For
17.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
19	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Talanx AG

Meeting Date: 05/08/2025	Country: Germany	Ticker: TLX
Record Date: 04/30/2025	Meeting Type: Annual	
Primary Security ID: D82827110		

Shares Voted: 362

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Torsten Leue for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Edgar Puls for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Angela Titzrath for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Christof Guenther for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2024	Mgmt	For	For	For

Talanx AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Matthias Rickel for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Patrick Seidel for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

Woodside Energy Group Ltd.

Meeting Date: 05/08/2025	Country: Australia	Ticker: WDS
Record Date: 05/06/2025	Meeting Type: Annual	
Primary Security ID: Q98327333		

Shares Voted: 11,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ann Pickard as Director	Mgmt	For	Against	Against
2b	Elect Ben Wyatt as Director	Mgmt	For	For	For
2c	Elect Tony O'Neill as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For

Woodside Energy Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	Mgmt	For	For	For
5	Approve Renewal of Proportional Takeovers Provision	Mgmt	For	For	For

CLP Holdings Limited

Meeting Date: 05/09/2025

Country: Hong Kong

Ticker: 2

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: Y1660Q104

Shares Voted: 10,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Kung Yeung Yun Chi Ann as Director	Mgmt	For	For	For
2b	Elect Michael Kadoorie as Director	Mgmt	For	For	For
2c	Elect Andrew Clifford Winawer Brandler as Director	Mgmt	For	For	For
2d	Elect Philip Lawrence Kadoorie as Director	Mgmt	For	For	For
2e	Elect Nicholas Charles Allen as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Adopt New Articles of Association	Mgmt	For	For	For
5	Approve Revised Levels of Remuneration Payable to All Non-Executive Directors	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Evolution AB

Meeting Date: 05/09/2025

Country: Sweden

Ticker: EVO

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: W3287P115

Shares Voted: 1,128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	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
5.1	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of EUR 2.80 Per Share	Mgmt	For	For	For
7.c1	Approve Discharge of Jens Von Bahr	Mgmt	For	For	For
7.c2	Approve Discharge of Joel Citron	Mgmt	For	For	For
7.c3	Approve Discharge of Mimi Drake	Mgmt	For	For	For
7.c4	Approve Discharge of Ian Livingstone	Mgmt	For	For	For
7.c5	Approve Discharge of Sandra Urie	Mgmt	For	For	For
7.c6	Approve Discharge of Fredrik Osterberg	Mgmt	For	For	For
7.c7	Approve Discharge of CEO Martin Carlesund	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair and EUR 150,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
10.1	Reelect Jens von Bahr as Director	Mgmt	For	For	For
10.2	Reelect Joel Citron as Director	Mgmt	For	Against	Against
10.3	Reelect Mimi Drake as Director	Mgmt	For	For	For
10.4	Reelect Ian Livingstone as Director	Mgmt	For	Against	Against
10.5	Reelect Sandra Urie as Director	Mgmt	For	For	For

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.6	Reelect Fredrik Osterberg as Director	Mgmt	For	For	For
	Shareholder Proposal Submitted by Gabor Szabo	Mgmt			
10.7	Elect Gabor Szabo as Director	SH	None	Against	Against
	Management Proposals	Mgmt			
11	Approve Remuneration of Auditor	Mgmt	For	For	For
12	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18.a	Approve EUR 22,631.83 Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
18.b	Approve EUR 22,631.83 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For
19	Approve Warrant Plan 2025/2028 for Key Employees; Approve Equity Plan Financing	Mgmt	For	For	For
	Shareholder Proposals Submitted by Jaswinder Kaur Nagra	Mgmt			
20.a	Investigate and Initiate the Process of Relocation of Company's Corporate Domicile to the USA	SH	None	Against	Against
20.b	Evaluate the Possibility and Consequences of Primary Listing on NASDAQ in the USA	SH	None	Against	Against
20.c	Approve Engaging US Institutional Investors Through Strategic Actions	SH	None	Against	Against
20.d	Donate SEK 1 Billion to Donald Trump's Administration to Facilitate Lobbying and Create Conditions for Establishing Operations in the USA	SH	None	Against	Against
20.e	Initiate Share Repurchase Program	SH	None	Against	Against

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20.f	Evaluate Borrowing Options to Finance Share Buyback Program	SH	None	Against	Against
21	Close Meeting	Mgmt			

Lonza Group AG

Meeting Date: 05/09/2025Country: SwitzerlandTicker: LONN

Record Date:Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 420					
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 Remuneration Report	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 4.00 per Share	Mgmt	For	For	For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For	For	For
6.1.2	Reelect Jean-Marc Huet as Director	Mgmt	For	Against	Against
6.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
6.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For
6.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For
6.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
6.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
6.2.1	Elect Juan Andres as Director	Mgmt	For	For	For
6.2.2	Elect Eric Drape as Director (from May 14, 2025)	Mgmt	For	For	For
6.2.3	Elect David Meline as Director	Mgmt	For	For	For
6.3	Reelect Jean-Marc Huet as Board Chair	Mgmt	For	Against	Against
6.4.1	Reappoint Angelica Kohlmann as Member of the Compensation Committee	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4.2	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
6.4.3	Reappoint Juergen Steinemann as Member of the Compensation Committee	Mgmt	For	For	For
6.4.4	Appoint Eric Drape as Member of the Compensation Committee	Mgmt	For	For	For
6.4.5	Appoint David Meline as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
8	Designate Lenz Caemmerer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	Mgmt	For	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Norsk Hydro ASA

Meeting Date: 05/09/2025

Record Date: 05/02/2025

Primary Security ID: R61115102

Country: Norway

Meeting Type: Annual

Ticker: NHY

Shares Voted: 7,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.25 Per Share	Mgmt	For	For	For
6	Approve NOK 33.5 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Discuss Company's Corporate Governance Statement	Mgmt			
9	Approve Remuneration Statement	Mgmt	For	Against	Against
10.1	Elect Kim Wahl as New Director	Mgmt	For	For	For
11.1	Elect Susanne Munch Thore (Chair) as Member of Nominating Committee	Mgmt	For	For	For
11.2	Elect Muriel Bjorseth Hansen as Member of Nominating Committee	Mgmt	For	For	For
11.3	Elect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For	For
11.4	Elect Harald Serc-Hanssen as Member of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chair, NOK 536,000 for Vice Chair and NOK 469,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
13	Approve Remuneration of Members of Nomination Committee	Mgmt	For	For	For
	Shareholder Proposal Submitted by Ivar Saetre	Mgmt			
14	Approve Proposal to Investigate the Establishment of a Small Modular Reactor to Supply Electric Power to Sunndal Verk	SH	Against	Against	Against
	Shareholder Proposal Submitted by Albert Berveling	Mgmt			
15	Approve Proposal to Investigate Involvement in Nuclear Power	SH	Against	Against	Against

QBE Insurance Group Limited

Meeting Date: 05/09/2025

Record Date: 05/07/2025

Primary Security ID: Q78063114

Country: Australia

Meeting Type: Annual

Ticker: QBE

Shares Voted: 9,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2025 to Andrew Horton	Mgmt	For	For	For
4a	Elect Yasmin Allen as Director	Mgmt	For	Against	Against
4b	Elect Neil Maidment as Director	Mgmt	For	For	For
5	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For
6	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For	For

Techtronic Industries Company Limited

Meeting Date: 05/09/2025

Record Date: 05/06/2025

Primary Security ID: Y8563B159

Country: Hong Kong

Meeting Type: Annual

Ticker: 669

Shares Voted: 8,911

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	Elect Steven Philip Richman as Director	Mgmt	For	For	For
3b	Elect Patrick Kin Wah Chan as Director	Mgmt	For	For	For
3c	Elect Frank Chi Chung Chan as Director	Mgmt	For	For	For
3d	Elect Camille Jojo as Director	Mgmt	For	For	For
3e	Elect Robert Hinman Getz as Director	Mgmt	For	For	For
3f	Elect Caroline Christina Kracht as Director	Mgmt	For	For	For
3g	Elect Karen Ka Fai Ng as Director	Mgmt	For	For	For
3h	Elect Stephen Tsi Chuen Wong as Director	Mgmt	For	For	For

Techtronic Industries Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3i	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Amend Articles of Association	Mgmt	For	For	For

ASM International NV

Meeting Date: 05/12/2025

Record Date: 04/14/2025

Primary Security ID: N07045201

Country: Netherlands

Meeting Type: Annual

Ticker: ASM

Shares Voted: 265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	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
5	Reelect Verhagen to Management Board	Mgmt	For	For	For
6a	Reelect Van der Meer Mohr to Supervisory Board	Mgmt	For	For	For
6b	Reelect Sanchez to Supervisory Board	Mgmt	For	For	For
6c	Reelect Kahle-Galonske to Supervisory Board	Mgmt	For	For	For
7a	Appoint EY Accountants B.V. as as Assurance Provider for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For	For

ASM International NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7b	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For
7c	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

Var Energi ASA

Meeting Date: 05/12/2025

Country: Norway

Ticker: VAR

Record Date: 05/05/2025

Meeting Type: Annual

Primary Security ID: R9796N109

Shares Voted: 4,893					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Dividends	Mgmt	For	For	For
5	Approve Creation of NOK 39.9 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Approve Remuneration Statement	Mgmt	For	Against	Against
9.a	Election of Board Members Among the Shareholders Holding Ordinary Shares	Mgmt			
	Reelect Liv Monica Bargem Stubholt as Director	Mgmt	For	Against	Against

Var Energi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Reelect Fabio Ignazio Romeo as Director	Mgmt	For	Against	Against
	Election of Board Members by the B-shares	Mgmt			
10	Reelect Francesco Gattei and Guido Brusco as Directors	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chair, NOK 478,000 for Shareholder Elected Directors and NOK 275,000 for Other Directors; Approve Committee Remuneration	Mgmt	For	For	For
12	Approve Remuneration of Members of the Election Committee	Mgmt	For	For	For

Aker BP ASA

Meeting Date: 05/13/2025

Record Date: 05/06/2025

Primary Security ID: R0139K100

Country: Norway

Meeting Type: Annual

Ticker: AKRBP

Shares Voted: 1,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chair of Meeting; Designate Inspector of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports; Receive Corporate Governance Report	Mgmt	For	For	For
5	Approve Remuneration Statement	Mgmt	For	Against	Against
6	Approve Nomination Committee Procedures	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	Against	Against
8	Approve Remuneration of Directors in the Amount of NOK 993,000 for Chair, NOK 532,000 for Deputy Chair and NOK 466,000 for Other Directors	Mgmt	For	For	For

Aker BP ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
10	Reelect Anne Marie Cannon, Kjell Inge Rokke and Kate Thomson as Directors; Elect Niamh Staunton as Deputy Director for Kate Thomson	Mgmt	For	Against	Against
11	Reelect Ian Lundin as Member of Nominating Committee	Mgmt	For	For	For
12	Approve Creation of Up to NOK 31.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
14	Authorize Board to Distribute Dividends	Mgmt	For	For	For

BNP Paribas SA

Meeting Date: 05/13/2025

Record Date: 05/09/2025

Primary Security ID: F1058Q238

Country: France

Meeting Type: Annual/Special

Ticker: BNP

Shares Voted: 6,227

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 4.79 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 Jean-Laurent Bonnafe as Director	Mgmt	For	For	For
7	Reelect Lieve Logghe as Director	Mgmt	For	For	For
8	Elect Bertrand de Mazieres as Director	Mgmt	For	For	For
9	Elect Valerie Chort as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Nicolas Peter as Director	Mgmt	For	For	For
11	Elect Guillaume Poupard as Director	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	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 2 Million	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	Extraordinary Business	Mgmt			
	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
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 14 of Bylaws Re: Age Limit of CEO	Mgmt	For	For	For
27	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
28	Amend Article 16 of Bylaws Re: Age Limit of Vice-CEOs	Mgmt	For	For	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	Mgmt	For	For	For
30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Lotus Bakeries NV

Meeting Date: 05/13/2025

Country: Belgium

Ticker: LOTB

Record Date: 04/29/2025

Meeting Type: Annual

Primary Security ID: B5783H102

Shares Voted: 2					
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	Approve Financial Statements, Allocation of Income, and Dividends of EUR 76 per Share	Mgmt	For	For	For
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Reelect Vasticom BV, Permanently Represented by Jan Vander Stichele, as Director	Mgmt	For	Against	Against
10	Reelect Stephenson NV, Permanently Represented by Jan Boone, as Director	Mgmt	For	For	For
11	Elect Anton Stevens as Non-Executive Director	Mgmt	For	Against	Against
12	Reelect Palumi BV, Permanently Represented by Peter Bossaert, as Director	Mgmt	For	For	For
13	Reelect Benoit Graulich BV, Permanently Represented by Benoit Graulich, as Director	Mgmt	For	Against	Against

Lotus Bakeries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Appoint Deloitte for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
15	Ratify Deloitte, Represented by Kurt Dehoorne, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
16	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Rheinmetall AG

Meeting Date: 05/13/2025Country: GermanyTicker: RHM

Record Date: 04/21/2025Meeting Type: Annual

Primary Security ID: D65111102

Shares Voted: 261					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 8.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect Ulrich Grillo to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Marc Tuengler to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Andreas Georgi to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Sabina Jeschke to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Rheinmetall AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
10	Approve Affiliation Agreement with Rheinmetall Digital GmbH	Mgmt	For	For	For

SAP SE

Meeting Date: 05/13/2025

Record Date: 04/21/2025

Primary Security ID: D66992104

Country: Germany

Meeting Type: Annual

Ticker: SAP

Shares Voted: 6,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For	For
7.2	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Swire Properties Limited

Meeting Date: 05/13/2025

Country: Hong Kong

Ticker: 1972

Record Date: 05/07/2025

Meeting Type: Annual

Primary Security ID: Y83191109

Shares Voted: 6,402

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Bradley, Guy Martin Coutts as Director	Mgmt	For	For	For
1b	Elect Blackburn, Timothy Joseph as Director	Mgmt	For	For	For
1c	Elect Fenwick, Nicholas Adam Hodnett as Director	Mgmt	For	For	For
1d	Elect FUNG, Spencer Theodore as Director	Mgmt	For	For	For
1e	Elect Ma, Suk Ching Mabelle as Director	Mgmt	For	For	For
1f	Elect Swire, Merlin Bingham as Director	Mgmt	For	For	For
1g	Elect Yan, Yan as Director	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against