

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2023 to 06/30/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Koninklijke Ahold Delhaize NV

Meeting Date: 07/05/2023

Record Date: 06/07/2023

Primary Security ID: N0074E105

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: AD

Shares Voted: 4,302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Jolanda Poots-Bijl to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

National Grid Plc

Meeting Date: 07/10/2023

Record Date: 07/06/2023

Primary Security ID: G6S9A7120

Country: United Kingdom

Meeting Type: Annual

Ticker: NG

Shares Voted: 16,732

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	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
7	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
8	Re-elect Ian Livingston as Director	Mgmt	For	For	For
9	Re-elect Iain Mackay as Director	Mgmt	For	For	For
10	Re-elect Anne Robinson as Director	Mgmt	For	For	For
11	Re-elect Earl Shipp as Director	Mgmt	For	For	For
12	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
13	Re-elect Tony Wood as Director	Mgmt	For	For	For
14	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	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

Industria de Diseno Textil SA

Meeting Date: 07/11/2023

Record Date: 07/06/2023

Primary Security ID: E6282J125

Country: Spain

Meeting Type: Annual

Ticker: ITX

Shares Voted: 4,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve Standalone Financial Statements	Mgmt	For	For	For
1.b	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5.a	Fix Number of Directors at 10	Mgmt	For	For	For
5.b	Reelect Amancio Ortega Gaona as Director	Mgmt	For	For	For
5.c	Reelect Jose Luis Duran Schulz as Director	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Long-Term Incentive Plan	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Receive Amendments to Board of Directors Regulations	Mgmt			

BT Group Plc

Meeting Date: 07/13/2023Country: United KingdomTicker: BT.A

Record Date: 07/11/2023Meeting Type: Annual

Primary Security ID: G16612106

Shares Voted: 30,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	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 Adam Crozier as Director	Mgmt	For	For	For
6	Re-elect Philip Jansen as Director	Mgmt	For	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For	For
8	Re-elect Adel Al-Saleh as Director	Mgmt	For	For	For
9	Re-elect Isabel Hudson as Director	Mgmt	For	For	For
10	Re-elect Matthew Key as Director	Mgmt	For	For	For
11	Re-elect Allison Kirkby as Director	Mgmt	For	For	For
12	Re-elect Sara Weller as Director	Mgmt	For	For	For
13	Elect Ruth Cairnie as Director	Mgmt	For	For	For
14	Elect Maggie Chan Jones as Director	Mgmt	For	For	For
15	Elect Steven Guggenheimer as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & 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

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Authorise UK Political Donations	Mgmt	For	For	For

Bank Leumi Le-Israel Ltd.

Meeting Date: 07/17/2023	Country: Israel	Ticker: LUMI
Record Date: 06/12/2023	Meeting Type: Annual	
Primary Security ID: M16043107		

Shares Voted: 6,683

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	For
	Regarding Items 3-5: Elect Two Directors Out of a Pool of Three Nominees	Mgmt			
3	Elect Uri Alon as Director	Mgmt	For	For	For
4	Elect Avi Bzura as Director	Mgmt	For	Against	Against
5	Elect Esther Deutsch as Director	Mgmt	For	For	For
	Regarding Items 6-7: Elect One External Directors Out of a Pool of Two Nominees	Mgmt			
6	Elect Yedidia Stern as External Director	Mgmt	For	For	For
7	Elect Oded Sarig as External Director	Mgmt	For	Abstain	Abstain
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	Do Not Vote
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	Do Not Vote

Bank Leumi Le-Israel Ltd.

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	Do Not Vote

NICE Ltd. (Israel)

Meeting Date: 07/17/2023

Country: Israel

Ticker: NICE

Record Date: 06/15/2023

Meeting Type: Annual

Primary Security ID: M7494X101

Shares Voted: 275					
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	Reapprove Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
3	Approve Extended CEO Bonus Plan	Mgmt	For	For	For
4	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Discuss Financial Statements and the Report of the Board for 2021	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	Do Not Vote

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	Do Not Vote
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	Do Not Vote

Experian Plc

Meeting Date: 07/19/2023

Record Date: 07/17/2023

Primary Security ID: G32655105

Country: Jersey

Meeting Type: Annual

Ticker: EXPN

Shares Voted: 4,185

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 Craig Boundy as Director	Mgmt	For	For	For
5	Elect Kathleen DeRose as Director	Mgmt	For	For	For
6	Elect Esther Lee as Director	Mgmt	For	For	For
7	Elect Louise Pentland as Director	Mgmt	For	For	For
8	Re-elect Alison Brittain as Director	Mgmt	For	For	For
9	Re-elect Brian Cassin as Director	Mgmt	For	For	For
10	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
11	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
12	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
13	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
14	Re-elect Mike Rogers as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Experian Plc

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

Link Real Estate Investment Trust

Meeting Date: 07/19/2023

Country: Hong Kong

Ticker: 823

Record Date: 07/13/2023

Meeting Type: Annual

Primary Security ID: Y5281M111

Shares Voted: 11,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Nicholas Charles Allen as Director	Mgmt	For	For	For
3.2	Elect Christopher John Brooke as Director	Mgmt	For	For	For
3.3	Elect Poh Lee Tan as Director	Mgmt	For	For	For
4	Elect Melissa Wu Mao Chin as Director	Mgmt	For	For	For
5	Authorize Repurchase of Issued Units	Mgmt	For	For	For

Santander Bank Polska SA

Meeting Date: 07/20/2023

Country: Poland

Ticker: SPL

Record Date: 07/04/2023

Meeting Type: Special

Primary Security ID: X0646L107

Shares Voted: 146

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 Collective Suitability of Supervisory Board Members	Mgmt	For	Against	Against
6	Elect Supervisory Board Member	Mgmt	For	Against	Against
7	Approve Terms of Remuneration of Supervisory Board Members	Mgmt	For	For	For
8	Receive Information on Amendments in Regulations on Supervisory Board	Mgmt			

Santander Bank Polska SA

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

SSE Plc

Meeting Date: 07/20/2023	Country: United Kingdom	Ticker: SSE
Record Date: 07/18/2023	Meeting Type: Annual	
Primary Security ID: G8842P102		

Shares Voted: 4,525

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 Gregor Alexander as Director	Mgmt	For	For	For
5	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For	For
6	Re-elect John Bason as Director	Mgmt	For	For	For
7	Re-elect Tony Cocker as Director	Mgmt	For	For	For
8	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For
9	Re-elect Helen Mahy as Director	Mgmt	For	For	For
10	Re-elect Sir John Manzoni 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	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Net Zero Transition Report	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



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

Vodafone Group Plc

Meeting Date: 07/25/2023Country: United KingdomTicker: VOD

Record Date: 07/21/2023Meeting Type: Annual

Primary Security ID: G93882192

Shares Voted: 115,681

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	Re-elect Stephen Carter as Director	Mgmt	For	For	For
5	Re-elect Michel Demare as Director	Mgmt	For	For	For
6	Re-elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For
7	Re-elect Deborah Kerr as Director	Mgmt	For	For	For
8	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
9	Re-elect David Nish as Director	Mgmt	For	For	For
10	Elect Christine Ramon as Director	Mgmt	For	For	For
11	Re-elect Simon Segars as Director	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise 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

## Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Approve Global Incentive Plan	Mgmt	For	For	For

## Macquarie Group Limited

Meeting Date: 07/27/2023	Country: Australia	Ticker: MQG
Record Date: 07/25/2023	Meeting Type: Annual	
Primary Security ID: Q57085286		

Shares Voted: 1,568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Nicola M Wakefield Evans as Director	Mgmt	For	For	For
2b	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
3	Adopt Remuneration Report	Mgmt	For	Against	Against
4	Approve Termination Benefits	Mgmt	For	For	For
5	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	Mgmt	For	For	For

## Singapore Airlines Limited

Meeting Date: 07/27/2023	Country: Singapore	Ticker: C6L
Record Date:	Meeting Type: Annual	
Primary Security ID: Y7992P128		

Shares Voted: 5,635

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 Goh Choon Phong as Director	Mgmt	For	For	For
3b	Elect Dominic Ho Chiu Fai as Director	Mgmt	For	For	For
3c	Elect Lee Kim Shin 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

## Singapore Airlines Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7	Approve Grant of Awards and Issuance of Shares Under the SIA Performance Share Plan 2014 and/or the SIA Restricted Share Plan 2014	Mgmt	For	For	For
8	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For

## Singapore Telecommunications Limited

**Meeting Date:** 07/28/2023

**Country:** Singapore

**Ticker:** Z74

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** Y79985209

Shares Voted: 30,626

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 Lee Theng Kiat as Director	Mgmt	For	For	For
4	Elect Tan Tze Gay as Director	Mgmt	For	For	For
5	Elect Yong Ying-I as Director	Mgmt	For	For	For
6	Approve Directors' Fees	Mgmt	For	For	For
7	Approve Auditors and Authorize Board 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	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Approve Mandate for Transactions with Sembcorp Power Pte Ltd under the Conditional Power Purchase Agreement	Mgmt	For	For	For

## James Hardie Industries Plc

**Meeting Date:** 08/03/2023

**Country:** Ireland

**Ticker:** JHX

**Record Date:** 08/02/2023

**Meeting Type:** Annual

**Primary Security ID:** G4253H119

# James Hardie Industries Plc

Shares Voted: 1,908

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 the Remuneration Report	Mgmt	For	For	For
3a	Elect Renee Peterson as Director	Mgmt	For	For	For
3b	Elect Nigel Stein as Director	Mgmt	For	Against	Against
3c	Elect Harold Wiens as Director	Mgmt	For	For	For
4	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Grant of Return on Capital Employed Restricted Stock Units to Aaron Erter	Mgmt	For	For	For
6	Approve Grant of Relative Total Shareholder Return Restricted Stock Units to Aaron Erter	Mgmt	For	For	For
7	Approve Renewal of the James Hardie 2020 Non-Executive Director Equity Plan and Issue of Shares Thereunder	Mgmt	None	For	For
8	Approve Renewal of Authority for Directors to Allot and Issue Shares	Mgmt	For	For	For
9	Approve Renewal of Authority for Director to Issues Shares without Pre-emptive Rights	Mgmt	For	For	For

# Elbit Systems Ltd.

Meeting Date: 08/08/2023Country: IsraelTicker: ESLT

Record Date: 07/03/2023Meeting Type: Annual

Primary Security ID: M3760D101

Shares Voted: 214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Michael Federmann as Director	Mgmt	For	For	For
1.2	Reelect Ehud (Udi) Adam as Director	Mgmt	For	For	For
1.3	Reelect Rina Baum as Director	Mgmt	For	For	For
1.4	Reelect David Federmann as Director	Mgmt	For	For	For
1.5	Reelect Tzipi Linvni as Director	Mgmt	For	For	For
1.6	Reelect Dov Ninveh as Director	Mgmt	For	For	For
1.7	Reelect Ehoud (Udi) Nisan as Director	Mgmt	For	For	For
2	Reelect Noaz Bar Nir as External Director	Mgmt	For	For	For

Elbit Systems Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Issue Extended Indemnification Agreements to Michael Federmann and David Federmann	Mgmt	For	For	For
4	Issue Extended Exemption Agreements to Michael Federmann and David Federmann	Mgmt	For	For	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors	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

Bank Leumi Le-Israel Ltd.

Meeting Date: 08/10/2023

Record Date: 07/12/2023

Primary Security ID: M16043107

Country: Israel

Meeting Type: Special

Ticker: LUMI

Shares Voted: 6,664

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Grant of Options to Hanan Friedman, CEO	Mgmt	For	For	For
2	Approve Restricted Shares Plan to Directors	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 Leumi Le-Israel Ltd.

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	Against

EMS-Chemie Holding AG

Meeting Date: 08/12/2023Country: SwitzerlandTicker: EMSN

Record Date:Meeting Type: Annual

Primary Security ID: H22206199

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
3.2.1	Approve Remuneration of Board of Directors in the Amount of CHF 764,000	Mgmt	For	For	For
3.2.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	Against	Against
4	Approve Allocation of Income and Ordinary Dividends of CHF 15.75 per Share and a Special Dividend of CHF 4.25 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For	Against	Against
6.1.2	Elect Magdalena Martullo as Director	Mgmt	For	For	For
6.1.3	Elect Joachim Streu as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.1.4	Elect Rainer Roten 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 Daepfen as Independent Proxy	Mgmt	For	For	For
7	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	For	For

EMS-Chemie Holding AG

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

Prosus NV

Meeting Date: 08/23/2023	Country: Netherlands	Ticker: PRX
Record Date: 07/26/2023	Meeting Type: Annual	
Primary Security ID: N7163R103		

Shares Voted: 5,017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	For	For
8.2	Reelect Rachel Jafta as Non-Executive Director	Mgmt	For	Against	Against
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	For	For
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	For	For
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
10	Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
14	Discuss Voting Results	Mgmt			
15	Close Meeting	Mgmt			

## Oracle Corp Japan

Meeting Date: 08/24/2023

Record Date: 05/31/2023

Primary Security ID: J6165M109

Country: Japan

Meeting Type: Annual

Ticker: 4716

Shares Voted: 144					
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

## Fisher & Paykel Healthcare Corporation Limited

Meeting Date: 08/29/2023

Record Date: 08/25/2023

Primary Security ID: Q38992105

Country: New Zealand

Meeting Type: Annual

Ticker: FPH

Shares Voted: 2,500					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Pip Greenwood as Director	Mgmt	For	For	For
2	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
3	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	For	Against	Against
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

## Mizrahi Tefahot Bank Ltd.

Meeting Date: 09/05/2023

Record Date: 08/06/2023

Primary Security ID: M7031A135

Country: Israel

Meeting Type: Special

Ticker: MZTF



Mizrahi Tefahot Bank Ltd.

Shares Voted: 644

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles	Mgmt	For	For	For
2	Issue Amended the Bank's Indemnification and Exemption Agreements	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

Ashtead Group Plc

Meeting Date: 09/06/2023Country: United KingdomTicker: AHT

Record Date: 09/04/2023Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 1,939

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 Paul Walker as Director	Mgmt	For	For	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
10	Re-elect Lindsley Ruth 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	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or 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

Compagnie Financiere Richemont SA

Meeting Date: 09/06/2023

Record Date:

Primary Security ID: H25662182

Country: Switzerland

Meeting Type: Annual

Ticker: CFR

Shares Voted: 2,253

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Management Proposal for Holders of A Registered Shares	Mgmt			

# Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	Against	Against
5.2	Reelect Josua Malherbe as Director	Mgmt	For	Against	Against
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Clay Brendish as Director	Mgmt	For	For	For
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Against	Against
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For	For
5.9	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For
5.12	Reelect Guillaume Pictet as Director	Mgmt	For	Against	Against
5.13	Reelect Maria Ramos as Director	Mgmt	For	For	For
5.14	Reelect Anton Rupert as Director	Mgmt	For	For	For
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	For	For
5.17	Elect Fiona Druckenmiller as Director	Mgmt	For	For	For
5.18	Elect Bram Schot as Director	Mgmt	For	For	For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Appoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Jasmine Whitbread 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 8.3 Million	Mgmt	For	For	For

## Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Mgmt	For	Against	Against
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Mgmt	For	Against	Against
10.1	Amend Articles Re: Registration Threshold for Nominees	Mgmt	For	For	For
10.2	Amend Articles Re: Restriction on Empty Voting	Mgmt	For	For	For
10.3	Amend Articles Re: General Meeting	Mgmt	For	Against	Against
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	For
10.5	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Novartis AG

<b>Meeting Date:</b> 09/15/2023	<b>Country:</b> Switzerland	<b>Ticker:</b> NOVN
<b>Record Date:</b>	<b>Meeting Type:</b> Extraordinary Shareholders	
<b>Primary Security ID:</b> H5820Q150		

Shares Voted: 20,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG	Mgmt	For	For	For
2	Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off	Mgmt	For	For	For
3	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Suncorp Group Limited

<b>Meeting Date:</b> 09/26/2023	<b>Country:</b> Australia	<b>Ticker:</b> SUN
<b>Record Date:</b> 09/24/2023	<b>Meeting Type:</b> Annual	
<b>Primary Security ID:</b> Q88040110		

## Suncorp Group Limited

Shares Voted: 5,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Grant of Performance Rights to Steven Johnston	Mgmt	For	For	For
3a	Elect Elmer Funke Kupper as Director	Mgmt	For	For	For
3b	Elect Simon Machell as Director	Mgmt	For	For	For

## Lasertec Corp.

Meeting Date: 09/27/2023      Country: Japan      Ticker: 6920  
Record Date: 06/30/2023      Meeting Type: Annual  
Primary Security ID: J38702106

Shares Voted: 334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 128	Mgmt	For	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	Mgmt	For	For	For
3.1	Elect Director Kusunose, Haruhiko	Mgmt	For	For	For
3.2	Elect Director Okabayashi, Osamu	Mgmt	For	For	For
3.3	Elect Director Moriizumi, Koichi	Mgmt	For	For	For
3.4	Elect Director Sendoda, Tetsuya	Mgmt	For	For	For
3.5	Elect Director Misawa, Yutaro	Mgmt	For	For	For
3.6	Elect Director Tajima, Atsushi	Mgmt	For	For	For
3.7	Elect Director Mihara, Koji	Mgmt	For	For	For
3.8	Elect Director Kamide, Kunio	Mgmt	For	For	For
3.9	Elect Director Iwata, Yoshiko	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For	For

## Pan Pacific International Holdings Corp.

Meeting Date: 09/27/2023      Country: Japan      Ticker: 7532  
Record Date: 06/30/2023      Meeting Type: Annual  
Primary Security ID: J6352W100

Pan Pacific International Holdings Corp.

Shares Voted: 2,301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	Mgmt	For	For	For
2.1	Elect Director Yoshida, Naoki	Mgmt	For	For	For
2.2	Elect Director Sekiguchi, Kenji	Mgmt	For	For	For
2.3	Elect Director Matsumoto, Kazuhiro	Mgmt	For	For	For
2.4	Elect Director Moriya, Hideki	Mgmt	For	For	For
2.5	Elect Director Ishii, Yuji	Mgmt	For	For	For
2.6	Elect Director Ninomiya, Hitomi	Mgmt	For	For	For
2.7	Elect Director Kubo, Isao	Mgmt	For	For	For
2.8	Elect Director Yasuda, Takao	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Nishitani, Junpei	Mgmt	For	For	For

Diageo Plc

Meeting Date: 09/28/2023Country: United KingdomTicker: DGE

Record Date: 09/26/2023Meeting Type: Annual

Primary Security ID: G42089113

Shares Voted: 10,061

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 Long Term Incentive Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Debra Crew as Director	Mgmt	For	For	For
7	Re-elect Javier Ferran as Director	Mgmt	For	For	For
8	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For	For
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
10	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
11	Re-elect Karen Blackett as Director	Mgmt	For	For	For
12	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
13	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For

Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers 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	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Singapore Exchange Limited

Meeting Date: 10/05/2023Country: SingaporeTicker: S68

Record Date:Meeting Type: Annual

Primary Security ID: Y79946102

Shares Voted: 3,697

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 Lim Chin Hu as Director	Mgmt	For	For	For
3b	Elect Loh Boon Chye as Director	Mgmt	For	For	For
3c	Elect Mark Makepeace as Director	Mgmt	For	For	For
3d	Elect Yeoh Oon Jin as Director	Mgmt	For	For	For
4a	Elect Julie Gao as Director	Mgmt	For	For	For
4b	Elect Lin Huey Ru as Director	Mgmt	For	For	For
5	Approve Directors' Fees to be Paid to the Chairman	Mgmt	For	For	For
6	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	Mgmt	For	For	For
7	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Elect Claire Perry O'Neill as Director	Mgmt	For	For	For

## Singapore Exchange Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

## Commonwealth Bank of Australia

Meeting Date: 10/11/2023	Country: Australia	Ticker: CBA
Record Date: 10/09/2023	Meeting Type: Annual	
Primary Security ID: Q26915100		

Shares Voted: 7,536

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Rob Whitfield as Director	Mgmt	For	For	For
2b	Elect Simon Moutter 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

## CSL Limited

Meeting Date: 10/11/2023	Country: Australia	Ticker: CSL
Record Date: 10/09/2023	Meeting Type: Annual	
Primary Security ID: Q3018U109		

Shares Voted: 2,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Appoint Deloitte Touche Tohmatsu as Auditor of the Company	Mgmt	For	For	For
3	Elect Carolyn Hewson as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of performance Share Units to Paul McKenzie	Mgmt	For	For	For

## Insurance Australia Group Ltd.

Meeting Date: 10/11/2023	Country: Australia	Ticker: IAG
Record Date: 10/09/2023	Meeting Type: Annual	
Primary Security ID: Q49361100		



## Insurance Australia Group Ltd.

Shares Voted: 10,973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Simon Allen as Director	Mgmt	For	For	For
2	Elect Jon Nicholson as Director	Mgmt	For	Against	Against
3	Elect Wendy Thorpe as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Allocation of Share Rights to Nick Hawkins	Mgmt	For	For	For
6	Approve Increase in the Non-Executive Director Fee Pool Cap	Mgmt	None	For	For
7	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For	For

## Brambles Limited

Meeting Date: 10/12/2023Country: AustraliaTicker: BXB

Record Date: 10/10/2023Meeting Type: Annual

Primary Security ID: Q6634U106

Shares Voted: 6,247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Priya Rajagopalan as Director	Mgmt	For	For	For
4	Elect Ken McCall as Director	Mgmt	For	For	For
5	Elect John Mullen as Director	Mgmt	For	For	For
6	Elect Nora Scheinkestel as Director	Mgmt	For	For	For
7	Approve Participation of Graham Chipchase in the Performance Share Plan	Mgmt	For	For	For
8	Approve Participation of Nessa O'Sullivan in the Performance Share Plan	Mgmt	For	For	For
9	Approve Participation of Nessa O'Sullivan in the MyShare Plan	Mgmt	For	For	For

## Meridian Energy Limited

Meeting Date: 10/12/2023Country: New ZealandTicker: MEL

Record Date: 10/09/2023Meeting Type: Annual

Primary Security ID: Q5997E121

## Meridian Energy Limited

Shares Voted: 5,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Mark Verbiest as Director	Mgmt	For	For	For
2	Elect David Carter as Director	Mgmt	For	For	For

## Newcrest Mining Ltd.

Meeting Date: 10/13/2023      Country: Australia      Ticker: NCM  
Record Date: 10/11/2023      Meeting Type: Court  
Primary Security ID: Q6651B114

Shares Voted: 4,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court-Ordered Meeting  Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Newmont Overseas Holdings Pty Ltd, A Wholly Owned Indirect Subsidiary of Newmont Corporation	Mgmt  Mgmt	For	For	For

## Auckland International Airport Limited

Meeting Date: 10/17/2023      Country: New Zealand      Ticker: AIA  
Record Date: 10/15/2023      Meeting Type: Annual  
Primary Security ID: Q06213146

Shares Voted: 5,894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Julia Hoare as Director	Mgmt	For	For	For
2	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

## Cochlear Limited

Meeting Date: 10/17/2023      Country: Australia      Ticker: COH  
Record Date: 10/15/2023      Meeting Type: Annual  
Primary Security ID: Q25953102

## Cochlear Limited

Shares Voted: 295

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 Bruce Robinson as Director	Mgmt	For	For	For
3.2	Elect Michael Daniell as Director	Mgmt	For	For	For
4.1	Approve Grant of Options and Performance Rights to Dig Howitt	Mgmt	For	For	For
5.1	Approve Renewal of Proportional Takeover Provisions in the Constitution	Mgmt	For	For	For

## Keppel Corporation Limited

Meeting Date: 10/18/2023Country: SingaporeTicker: BN4

Record Date:Meeting Type: Extraordinary Shareholders

Primary Security ID: Y4722Z120

Shares Voted: 6,221

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Distribution	Mgmt	For	For	For
2	Approve Change of Company Name	Mgmt	For	For	For

## Origin Energy Limited

Meeting Date: 10/18/2023Country: AustraliaTicker: ORG

Record Date: 10/16/2023Meeting Type: Annual

Primary Security ID: Q71610101

Shares Voted: 7,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Maxine Brenner as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For

## ASX Limited

Meeting Date: 10/19/2023Country: AustraliaTicker: ASX

Record Date: 10/17/2023Meeting Type: Annual

Primary Security ID: Q0604U105

ASX Limited

Shares Voted: 870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Grant of Performance Rights to Helen Lofthouse	Mgmt	For	For	For
5a	Elect Damian Roche as Director	Mgmt	For	For	For
5b	Elect Vicki Carter as Director	Mgmt	For	For	For
5c	Elect Luke Randell as Director	Mgmt	For	For	For
6	Elect Philip Galvin as Director	SH	Against	Against	Against
7	Approve the Spill Resolution	Mgmt	Against	Against	Against

Transurban Group

Meeting Date: 10/19/2023Country: AustraliaTicker: TCL

Record Date: 10/17/2023Meeting Type: Annual

Primary Security ID: Q9194A106

Shares Voted: 13,851

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 Sarah Ryan as Director	Mgmt	For	For	For
2b	Elect Mark Birrell as Director	Mgmt	For	For	For
2c	Elect Patricia Cross 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 Increase to the Non-Executive Director Fee Pool	Mgmt	None	For	For
5	Approve Grant of Performance Awards to Michelle Jablko	Mgmt	For	For	For

APA Group

Meeting Date: 10/26/2023Country: AustraliaTicker: APA

Record Date: 10/24/2023Meeting Type: Annual

Primary Security ID: Q0437B100

APA Group

Shares Voted: 5,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Nino Ficca as Director	Mgmt	For	For	For
3	Elect Peter Wasow as Director	Mgmt	For	For	For
4	Elect Shirley In't Veld as Director	Mgmt	For	For	For
5	Approve Grant of Performance Rights to Adam Watson	Mgmt	For	For	For

South32 Ltd.

Meeting Date: 10/26/2023Country: AustraliaTicker: S32  
Record Date: 10/24/2023Meeting Type: Annual  
Primary Security ID: Q86668102

Shares Voted: 20,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Xiaoling Liu as Director	Mgmt	For	Against	Against
2b	Elect Karen Wood as Director	Mgmt	For	For	For
3a	Elect Carlos Mesquita as Director	Mgmt	For	For	For
3b	Elect Jane Nelson 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 Renewal of Proportional Takeover Provisions	Mgmt	For	For	For

Wesfarmers Limited

Meeting Date: 10/26/2023Country: AustraliaTicker: WES  
Record Date: 10/24/2023Meeting Type: Annual  
Primary Security ID: Q95870103

Shares Voted: 5,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Michael Alfred Chaney as Director	Mgmt	For	For	For
2b	Elect Simon William (Bill) English as Director	Mgmt	For	For	For
2c	Elect Alan John Cransberg as Director	Mgmt	For	For	For

## Wesfarmers Limited

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

## Woolworths Group Limited

Meeting Date: 10/26/2023	Country: Australia	Ticker: WOW
Record Date: 10/24/2023	Meeting Type: Annual	
Primary Security ID: Q98418108		

Shares Voted: 5,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Scott Perkins as Director	Mgmt	For	Against	Against
2b	Elect Tracey Fellows as Director	Mgmt	For	For	For
2c	Elect Warwick Bray as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Share Rights to Brad Banducci	Mgmt	For	For	For
5	Approve Approach to Termination Benefits for Three Years	Mgmt	For	For	For
6	Approve Non-Executive Directors' Equity Plans	Mgmt	For	For	For

## UniCredit SpA

Meeting Date: 10/27/2023	Country: Italy	Ticker: UCG
Record Date: 10/18/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: T9T23L642		

Shares Voted: 8,112

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

## Endeavour Group Ltd. (Australia)

Meeting Date: 10/31/2023

Record Date: 10/29/2023

Primary Security ID: Q3482R103

Country: Australia

Meeting Type: Annual

Ticker: EDV

Shares Voted: 6,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Bruce Mathieson Jr as Director	Mgmt	For	For	For
2b	Elect Rod van Onselen as Director	Mgmt	For	For	For
3	Elect William Wavish as Director	SH	Against	Against	Against
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Performance Share Rights to Steve Donohue	Mgmt	For	For	For
6	Approve Renewal of Proportional Takeover Provisions in the Constitution	Mgmt	For	For	For

## BHP Group Limited

Meeting Date: 11/01/2023

Record Date: 10/30/2023

Primary Security ID: Q1498M100

Country: Australia

Meeting Type: Annual

Ticker: BHP

Shares Voted: 16,224

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Xiaoqun Clever as Director	Mgmt	For	For	For
3	Elect Ian Cockerill as Director	Mgmt	For	For	For
4	Elect Gary Goldberg as Director	Mgmt	For	For	For
5	Elect Michelle Hinchliffe as Director	Mgmt	For	For	For
6	Elect Ken MacKenzie as Director	Mgmt	For	Against	Against
7	Elect Christine O'Reilly as Director	Mgmt	For	For	For
8	Elect Catherine Tanna as Director	Mgmt	For	For	For
9	Elect Dion Weisler as Director	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Grant of Awards to Mike Henry	Mgmt	For	For	For
12	Approve Renewal of Potential Leaving Entitlements	Mgmt	None	For	For

# Sun Hung Kai Properties Limited

Meeting Date: 11/02/2023

Record Date: 10/27/2023

Primary Security ID: Y82594121

Country: Hong Kong

Meeting Type: Annual

Ticker: 16

Shares Voted: 6,775

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 Wong Chik-wing, Mike as Director	Mgmt	For	For	For
3.1b	Elect Lui Ting, Victor as Director	Mgmt	For	For	For
3.1c	Elect Li Ka-cheung, Eric as Director	Mgmt	For	For	For
3.1d	Elect Leung Ko May-yee, Margaret as Director	Mgmt	For	For	For
3.1e	Elect Kwok Kai-chun, Geoffrey as Director	Mgmt	For	For	For
3.1f	Elect Fung Yuk-lun, Allen as Director	Mgmt	For	For	For
3.2	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
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

# Coles Group Limited

Meeting Date: 11/03/2023

Record Date: 11/01/2023

Primary Security ID: Q26203408

Country: Australia

Meeting Type: Annual

Ticker: COL

Shares Voted: 6,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Wendy Stops 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



Bank Hapoalim BM

Meeting Date: 11/08/2023

Record Date: 10/10/2023

Primary Security ID: M1586M115

Country: Israel

Meeting Type: Annual

Ticker: POLI

Shares Voted: 5,650

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 Director	Mgmt			
3	Reelect Ronit Abramson Rokach as External Director	Mgmt	For	For	For
4	Elect Michal Halperin as External Director	Mgmt	For	Abstain	Abstain
5	Elect Michal (Cohen) Kremer as External Director	Mgmt	For	For	For
	Out of two candidates, one will be elected as Director	Mgmt			
6	Reelect Israel Trau as Director	Mgmt	For	For	For
7	Elect Mohammad Sayed Ahmad as Director	Mgmt	For	Abstain	Abstain
8	Amend Articles	Mgmt	For	For	For
9	Issue Updated Indemnification Agreements to Directors/Officers	Mgmt	For	For	For
10	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
11	Approve Employment Terms of Dov Kotler, 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

Evolution AB

**Meeting Date:** 11/09/2023

**Country:** Sweden

**Ticker:** EVO

**Record Date:** 11/01/2023

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** W3287P115

Shares Voted: 862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Approve Performance Share Plan for Key Employees	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Pernod Ricard SA

**Meeting Date:** 11/10/2023

**Country:** France

**Ticker:** RI

**Record Date:** 11/08/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F72027109

Shares Voted: 896

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

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
4	Reelect Kory Sorenson as Director	Mgmt	For	For	For
5	Reelect Philippe Petitcolin as Director	Mgmt	For	For	For
6	Elect Max Koeune as Director	Mgmt	For	For	For
7	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000	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	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize 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 up to Aggregate Nominal Amount of EUR 130 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Goodman Group

Meeting Date: 11/14/2023

Record Date: 11/12/2023

Primary Security ID: Q4229W132

Country: Australia

Meeting Type: Annual

Ticker: GMG

Shares Voted: 7,708

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 Stephen Johns as Director of Goodman Limited	Mgmt	For	For	For
2b	Elect Stephen Johns as Director of Goodman Logistics (HK) Limited	Mgmt	For	For	For
3	Elect Mark Johnson as Director of Goodman Limited	Mgmt	For	For	For
4	Elect Belinda Robson as Director of Goodman Limited	Mgmt	For	For	For
5	Elect George Zoghbi as Director of Goodman Limited	Mgmt	For	For	For
6	Elect Kitty Chung as Director of Goodman Logistics (HK) Limited	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Issuance of Performance Rights to Greg Goodman	Mgmt	For	For	For
9	Approve Issuance of Performance Rights to Danny Peeters	Mgmt	For	For	For
10	Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	For	For	For

Computershare Limited

Meeting Date: 11/15/2023

Record Date: 11/13/2023

Primary Security ID: Q2721E105

Country: Australia

Meeting Type: Annual

Ticker: CPU

## Computershare Limited

Shares Voted: 2,579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Joseph Velli as Director	Mgmt	For	For	For
3	Elect Abigail Cleland as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve LTI Grant to Stuart Irving	Mgmt	For	For	For

## Mineral Resources Limited

Meeting Date: 11/16/2023Country: AustraliaTicker: MIN  
Record Date: 11/14/2023Meeting Type: Annual  
Primary Security ID: Q60976109

Shares Voted: 778

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Colleen Hayward as Director	Mgmt	For	For	For
3	Elect Justin Langer as Director	Mgmt	For	For	For
4	Elect Xi Xi as Director	Mgmt	For	For	For
5	Elect Kelvin Flynn as Director	Mgmt	For	For	For
6	Approve Grant of FY24 Share Rights to Chris Ellison	Mgmt	For	For	For
7	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For

## Northern Star Resources Limited

Meeting Date: 11/16/2023Country: AustraliaTicker: NST  
Record Date: 11/14/2023Meeting Type: Annual  
Primary Security ID: Q6951U101

Shares Voted: 5,178

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve FY20 Share Plan	Mgmt	For	For	For
3	Approve Issuance of LTI Performance Rights to Stuart Tonkin	Mgmt	For	For	For
4	Approve Issuance of STI Performance Rights to Stuart Tonkin	Mgmt	For	For	For

## Northern Star Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Michael Chaney as Director	Mgmt	For	For	For
6	Elect John Fitzgerald as Director	Mgmt	For	For	For
7	Elect Sally Langer as Director	Mgmt	For	For	For
8	Adopt New Constitution	Mgmt	For	For	For
9	Approve Proportional Takeover Provisions	Mgmt	For	For	For

## REA Group Ltd

Meeting Date: 11/16/2023	Country: Australia	Ticker: REA
Record Date: 11/14/2023	Meeting Type: Annual	
Primary Security ID: Q8051B108		

Shares Voted: 232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Nick Dowling as Director	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Owen Wilson	Mgmt	For	For	For
5	Approve Increase in Non-Executive Directors' Fee Pool	Mgmt	None	For	For

## Sonic Healthcare Limited

Meeting Date: 11/16/2023	Country: Australia	Ticker: SHL
Record Date: 11/14/2023	Meeting Type: Annual	
Primary Security ID: Q8563C107		

Shares Voted: 2,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Mark Compton as Director	Mgmt	For	For	For
2	Elect Neville Mitchell as Director	Mgmt	For	For	For
3	Elect Suzanne Crowe as Director	Mgmt	For	For	For
4	Elect Chris Wilks as Director	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Issuance of Securities Under the Sonic Healthcare Limited Employee Option Plan	Mgmt	For	For	For
7	Approve Issuance of Securities Under the Sonic Healthcare Limited Performance Rights Plan	Mgmt	For	For	For

Sonic Healthcare Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve LTI Options and Performance Rights to Colin Goldschmidt	Mgmt	For	For	For
9	Approve LTI Options and Performance Rights to Chris Wilks	Mgmt	For	For	For
10	Approve Renewal of Proportional Takeover Bid Approval Provisions	Mgmt	For	For	For

Fortescue Metals Group Ltd.

Meeting Date: 11/21/2023Country: AustraliaTicker: FMG

Record Date: 11/19/2023Meeting Type: Annual

Primary Security ID: Q39360104

Shares Voted: 7,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	Against	Against
2	Elect Andrew Forrest as Director	Mgmt	For	For	For
3	Elect Mark Barnaba as Director	Mgmt	For	For	For
4	Elect Penny Bingham-Hall as Director	Mgmt	For	For	For
5	Elect Larry Marshall as Director	Mgmt	For	For	For
6	Approve the Change of Company Name to Fortescue Ltd	Mgmt	For	For	For

TOSHIBA Corp.

Meeting Date: 11/22/2023Country: JapanTicker: 6502

Record Date: 10/12/2023Meeting Type: Special

Primary Security ID: J89752117

Shares Voted: 1,947

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split to Squeeze Out Minority Shareholders	Mgmt	For	Against	Against
2	Amend Articles to Decrease Authorized Capital	Mgmt	For	Against	Against

Pilbara Minerals Ltd.

Meeting Date: 11/23/2023Country: AustraliaTicker: PLS

Record Date: 11/21/2023Meeting Type: Annual

Primary Security ID: Q7539C100

Pilbara Minerals Ltd.

Shares Voted: 12,672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Elect Sally-Anne Layman as Director	Mgmt	For	For	For
3	Elect Stephen Scudamore as Director	Mgmt	For	For	For
4	Approve Pilbara Minerals Limited Award Plan	Mgmt	None	For	For
5	Amend Existing Securities Under the Pilbara Minerals Limited Award Plan	Mgmt	None	For	For
6	Approve Issuance of LTI Performance Rights to Dale Henderson	Mgmt	For	For	For
7	Approve Issuance of Share Rights to Anthony Kiernan	Mgmt	None	For	For
8	Approve Issuance of Share Rights to Nicholas Cernotta	Mgmt	None	For	For
9	Approve Issuance of Share Rights to Sally-Anne Layman	Mgmt	None	For	For
10	Approve Issuance of Share Rights to Miriam Stanborough	Mgmt	None	For	For
11	Approve Potential Termination Benefits	Mgmt	For	For	For
12	Approve Increase in Non-Executive Directors' Fees	Mgmt	None	For	For

WiseTech Global Limited

Meeting Date: 11/24/2023Country: AustraliaTicker: WTC

Record Date: 11/22/2023Meeting Type: Annual

Primary Security ID: Q98056106

Shares Voted: 821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Charles Gibbon as Director	Mgmt	For	Against	Against
4	Approve Grant of Share Rights to Maree Isaacs	Mgmt	For	For	For
5	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For
6	Reinsertion of Proportional Takeover Provisions	Mgmt	For	For	For



## Ramsay Health Care Limited

Meeting Date: 11/28/2023

Record Date: 11/26/2023

Primary Security ID: Q7982Y104

Country: Australia

Meeting Type: Annual

Ticker: RHC

Shares Voted: 835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3.1	Elect Michael Stanley Siddle as Director	Mgmt	For	For	For
3.2	Elect Karen Lee Collett Penrose as Director	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Craig Ralph McNally	Mgmt	For	For	For

## FAST RETAILING CO., LTD.

Meeting Date: 11/30/2023

Record Date: 08/31/2023

Primary Security ID: J1346E100

Country: Japan

Meeting Type: Annual

Ticker: 9983

Shares Voted: 810

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yanai, Tadashi	Mgmt	For	For	For
1.2	Elect Director Hattori, Nobumichi	Mgmt	For	For	For
1.3	Elect Director Shintaku, Masaaki	Mgmt	For	For	For
1.4	Elect Director Ono, Naotake	Mgmt	For	For	For
1.5	Elect Director Kathy Mitsuko Koll	Mgmt	For	For	For
1.6	Elect Director Kurumado, Joji	Mgmt	For	For	For
1.7	Elect Director Kyoya, Yutaka	Mgmt	For	For	For
1.8	Elect Director Okazaki, Takeshi	Mgmt	For	For	For
1.9	Elect Director Yanai, Kazumi	Mgmt	For	For	For
1.10	Elect Director Yanai, Koji	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Mizusawa, Masumi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Tanaka, Tomohiro	Mgmt	For	For	For

## Origin Energy Limited

Meeting Date: 12/04/2023

Record Date: 11/21/2023

Primary Security ID: Q71610101

Country: Australia

Meeting Type: Court

Ticker: ORG

Shares Voted: 7,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court-Ordered Meeting  Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by MidOcean Reef Bidco Pty Ltd	Mgmt	For	For	For

Coloplast A/S

Meeting Date: 12/07/2023

Record Date: 11/30/2023

Primary Security ID: K16018192

Country: Denmark

Meeting Type: Annual

Ticker: COLO.B

Shares Voted: 525

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 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.1	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
6.2	Amend Articles Re: Indemnification	Mgmt	For	For	For
6.3	Amend Remuneration Policy	Mgmt	For	For	For
6.4	Authorize Share Repurchase Program	Mgmt	For	For	For
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	For
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	For	For
7.3	Reelect Annette Bruls as Director	Mgmt	For	For	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
7.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 12/08/2023

Record Date: 12/06/2023

Primary Security ID: G05600138

Country: United Kingdom

Meeting Type: Annual

Ticker: ABF

Shares Voted: 1,680					
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	Elect Kumsal Bayazit as Director	Mgmt	For	For	For
7	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For
8	Re-elect Michael McLintock as Director	Mgmt	For	For	For
9	Elect Annie Murphy as Director	Mgmt	For	For	For
10	Re-elect Dame Heather Rabbatts as Director	Mgmt	For	For	For
11	Re-elect Richard Reid as Director	Mgmt	For	For	For
12	Elect Eoin Tonge as Director	Mgmt	For	For	For
13	Re-elect George Weston 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

Meeting Date: 12/08/2023

Record Date: 11/24/2023

Primary Security ID: B82095116

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: SOLB

Shares Voted: 328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Receive Special Board and Auditor Report Re: Demerger Proposal	Mgmt			
2	Acknowledge Information on Significant Changes in the Assets and Liabilities of the Companies Involved in the Demerger	Mgmt			
3	Approve Demerger Proposal	Mgmt	For	For	For
4	Approve Reduction in Share Capital	Mgmt	For	For	For
5	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For
6	Receive Special Board Report Re: Article 7:199 Paragraph 2 of the Code of Companies and Associations	Mgmt			
7	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
8	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital and Amend Article 9 Accordingly	Mgmt	For	For	For
10	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	For	For
11	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
12	Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Mgmt	For	For	For
13	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Change Date of the 2024 Ordinary Shareholders' Meeting	Mgmt	For	For	For
15	Adopt New Articles of Association	Mgmt	For	For	For
16	Approve Change-in-Control Provision: Environmental Liabilities	Mgmt	For	For	For
17	Approve Change-in-Control Provision related to U.S. Tax Matters	Mgmt	For	For	For

Solvay SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Exceptional Bonus for the CEO	Mgmt	For	Against	Against
19	Acknowledge Resignation of Directors	Mgmt			
20.1	Elect Thomas Aebischer as Independent Director	Mgmt	For	For	For
20.2	Elect Thierry Bonnefous as Director	Mgmt	For	For	For
20.3	Elect Yves Bonte as Independent Director	Mgmt	For	For	For
20.4	Elect Philippe Kehren as Director	Mgmt	For	For	For
20.5	Elect Annette Stube as Independent Director	Mgmt	For	For	For
20.6	Elect Melchior de Vogue as Director	Mgmt	For	For	For
21	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Westpac Banking Corp.

**Meeting Date:** 12/14/2023

**Country:** Australia

**Ticker:** WBC

**Record Date:** 12/12/2023

**Meeting Type:** Annual

**Primary Security ID:** Q97417101

Shares Voted: 17,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Grant of Performance Share Rights and Restricted Share Rights to Peter King	Mgmt	For	For	For
4a	Elect Tim Burroughs as Director	Mgmt	For	For	For
4b	Elect Michael Ullmer as Director	Mgmt	For	For	For
4c	Elect Steven Gregg as Director	Mgmt	For	For	For
5	Approve Westpac Climate Change Position Statement and Action Plan	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:** 12/15/2023

**Country:** Australia

**Ticker:** NAB

**Record Date:** 12/13/2023

**Meeting Type:** Annual

**Primary Security ID:** Q65336119

# National Australia Bank Limited

Shares Voted: 15,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Simon McKeon as Director	Mgmt	For	For	For
1b	Elect Ann Sherry as Director	Mgmt	For	For	For
1c	Elect Christine Fellowes as Director	Mgmt	For	For	For
1d	Elect Carolyn Kay as Director	Mgmt	For	For	For
1e	Elect Alison Kitchen as Director	Mgmt	For	For	For
1f	Elect Stephen Mayne as Director	SH	Against	Against	Against
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Approve Grant of Deferred Rights to Ross McEwan	Mgmt	For	For	For
3b	Approve Grant of Performance Rights to Ross McEwan	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

# Sodexo SA

Meeting Date: 12/15/2023

Record Date: 12/13/2023

Primary Security ID: F84941123

Country: France

Meeting Type: Annual/Special

Ticker: SW

Shares Voted: 402

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 3.10 per Share	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
4	Amend Article 17 of Bylaws Re: Allocation of Income	Mgmt	For	For	For
5	Suspension, on an Exceptional Basis, of Dividend Premium with Regard to Distribution in Kind of Shares of Pluxee	Mgmt	For	For	For
	Ordinary Business	Mgmt			
6	Reelect Sophie Bellon as Director	Mgmt	For	Against	Against

Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Nathalie Bellon-Szabo as Director	Mgmt	For	For	For
8	Reelect Federico J. Gonzalez Tejera as Director	Mgmt	For	For	For
9	Elect Gilles Pelisson as Director	Mgmt	For	For	For
10	Approve Compensation of Sophie Bellon, Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	Against	Against
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	For	For
17	Authorize Capitalization of Reserves of Up to EUR 85 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
18	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Extraordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 12/20/2023	Country: Israel	Ticker: MZTF
Record Date: 11/21/2023	Meeting Type: Annual	
Primary Security ID: M7031A135		

Shares Voted: 671

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
3	Reelect Moshe Vidman as Director	Mgmt	For	For	For
4	Approve Updated Compensation Policy for the Directors and Officers of the Company	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	For

## ANZ Group Holdings Limited

Meeting Date: 12/21/2023Country: AustraliaTicker: ANZ

Record Date: 12/19/2023Meeting Type: Annual

Primary Security ID: Q0429F119

Shares Voted: 15,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Holly Suzanna Kramer 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 C Elliott	Mgmt	For	For	For



# Hamamatsu Photonics KK

Meeting Date: 12/22/2023

Country: Japan

Ticker: 6965

Record Date: 09/30/2023

Meeting Type: Annual

Primary Security ID: J18270108

Shares Voted: 661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For
2.1	Elect Director Hiruma, Akira	Mgmt	For	For	For
2.2	Elect Director Suzuki, Kenji	Mgmt	For	For	For
2.3	Elect Director Maruno, Tadashi	Mgmt	For	For	For
2.4	Elect Director Kato, Hisaki	Mgmt	For	For	For
2.5	Elect Director Suzuki, Takayuki	Mgmt	For	For	For
2.6	Elect Director Mori, Kazuhiko	Mgmt	For	For	For
2.7	Elect Director Koibuchi, Ken	Mgmt	For	For	For
2.8	Elect Director Kurihara, Kazue	Mgmt	For	For	For
2.9	Elect Director Hirose, Takuo	Mgmt	For	For	For
2.10	Elect Director Minoshima, Kaoru	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

# Azrieli Group Ltd.

Meeting Date: 01/01/2024

Country: Israel

Ticker: AZRG

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: M1571Q105

Shares Voted: 164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Danna Azrieli as Director	Mgmt	For	For	For
1.2	Reelect Sharon Azrieli as Director	Mgmt	For	For	For
1.3	Reelect Naomi Azrieli as Director	Mgmt	For	For	For
1.4	Reelect Menachem Einan as Director	Mgmt	For	Against	Against
1.5	Reelect Dan Yitzhak Gillerman as Director	Mgmt	For	For	For
1.6	Reelect Ariel Kor as Director	Mgmt	For	Against	Against
2	Reappoint Deloitte Brightman, Almagor, Zohar & Co. as Auditors	Mgmt	For	Against	Against
3	Discuss Financial Statements and the Report of the Board	Mgmt			

Bank Leumi Le-Israel Ltd.

Meeting Date: 01/04/2024

Record Date: 12/06/2023

Primary Security ID: M16043107

Country: Israel

Meeting Type: Special

Ticker: LUMI

Shares Voted: 7,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Employment Terms of Shmuel Ben Zvi, Chairman	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

Santander Bank Polska SA

Meeting Date: 01/11/2024

Record Date: 12/26/2023

Primary Security ID: X0646L107

Country: Poland

Meeting Type: Special

Ticker: SPL

Shares Voted: 168

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

## Santander Bank Polska SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend April 19, 2023, AGM, Resolution Re: 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
6	Amend Statute	Mgmt	For	For	For
7	Receive Amendments to the Supervisory Board Terms of Reference	Mgmt			
8	Close Meeting	Mgmt			

## Dino Polska SA

Meeting Date: 01/24/2024Country: PolandTicker: DNP

Record Date: 01/08/2024Meeting Type: Special

Primary Security ID: X188AF102

Shares Voted: 241

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 Supervisory Board Member	Mgmt	For	Against	Against
6	Approve Remuneration of Newly Elected Supervisory Board Member	Mgmt	For	For	For
7	Close Meeting	Mgmt			

## Kobe Bussan Co., Ltd.

Meeting Date: 01/30/2024Country: JapanTicker: 3038

Record Date: 10/31/2023Meeting Type: Annual

Primary Security ID: J3478K102

Shares Voted: 652

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Numata, Hirokazu	Mgmt	For	Against	Against
1.2	Elect Director Tanaka, Yasuhiro	Mgmt	For	For	For
1.3	Elect Director Kido, Yasuharu	Mgmt	For	For	For
1.4	Elect Director Asami, Kazuo	Mgmt	For	For	For

Kobe Bussan Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Nishida, Satoshi	Mgmt	For	For	For
1.6	Elect Director Watanabe, Akihito	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Masada, Koichi	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Ieki, Takeshi	Mgmt	For	Against	Against
2.3	Elect Director and Audit Committee Member Nomura, Sachiko	Mgmt	For	For	For

Sodexo SA

Meeting Date: 01/30/2024Country: FranceTicker: SW

Record Date: 01/26/2024Meeting Type: Ordinary Shareholders

Primary Security ID: F84941123

Shares Voted: 421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Distribution in Kind of Shares of Pluxee	Mgmt	For	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Imperial Brands Plc

Meeting Date: 01/31/2024Country: United KingdomTicker: IMB

Record Date: 01/29/2024Meeting Type: Annual

Primary Security ID: G4720C107

Shares Voted: 4,484

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 Therese Esperdy as Director	Mgmt	For	For	For
6	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
7	Re-elect Susan Clark as Director	Mgmt	For	For	For
8	Re-elect Diane de Saint Victor as Director	Mgmt	For	For	For
9	Re-elect Ngozi Edozien as Director	Mgmt	For	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Alan Johnson as Director	Mgmt	For	For	For
11	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For
12	Re-elect Lukas Paravicini as Director	Mgmt	For	For	For
13	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For
14	Elect Andrew Gilchrist as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise 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

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 02/02/2024Country: PolandTicker: PKO

Record Date: 01/17/2024Meeting Type: Special

Primary Security ID: X6919X108

Shares Voted: 4,325

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 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

Powszechna Kasa Oszczednosci Bank Polski SA

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

ORLEN SA

Meeting Date: 02/06/2024	Country: Poland	Ticker: PKN
Record Date: 01/21/2024	Meeting Type: Special	
Primary Security ID: X6922W204		

Shares Voted: 2,934

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Management Proposals	Mgmt			
	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	Approve Sale of Shares of Gas Storage Poland Sp. z o.o of Debogorze	Mgmt	For	Against	Against
7	Approve Sale of Company Real Estate Property	Mgmt	For	For	For
8	Approve Sale of Organized Part of Enterprise	Mgmt	For	For	For
9	Approve In-Kind Contribution of Organized Part of Enterprise Polska Spolka Gazownictwa sp. z o.o. of Tarnow	Mgmt	For	For	For
10	Shareholder Proposals	Mgmt			
	Fix Size of Supervisory Board	SH	None	Against	Against
11.1	Recall Supervisory Board Member	SH	None	Against	Against
11.2	Elect Supervisory Board Member	SH	None	Against	Against
11.3	Elect Supervisory Board Chairman	SH	None	Against	Against
12	Management Proposals	Mgmt			
	Close Meeting	Mgmt			

Compass Group Plc

Meeting Date: 02/08/2024	Country: United Kingdom	Ticker: CPG
Record Date: 02/06/2024	Meeting Type: Annual	
Primary Security ID: G23296208		

Shares Voted: 8,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Petros Parras as Director	Mgmt	For	For	For
5	Elect Leanne Wood as Director	Mgmt	For	For	For
6	Re-elect Ian Meakins as Director	Mgmt	For	For	For
7	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
8	Re-elect Palmer Brown as Director	Mgmt	For	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
16	Reappoint KPMG 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	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 14 Clear Days' Notice	Mgmt	For	For	For

Siemens AG

Meeting Date: 02/08/2024

Country: Germany

Ticker: SIE

Record Date: 02/01/2024

Meeting Type: Annual

Primary Security ID: D69671218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For

Siemens AG

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

Powszechny Zaklad Ubezpiezen SA

Meeting Date: 02/15/2024Country: PolandTicker: PZU

Record Date: 01/30/2024Meeting Type: Special

Primary Security ID: X6919T107

Shares Voted: 2,866

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 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			

Mizrahi Tefahot Bank Ltd.

Meeting Date: 02/20/2024Country: IsraelTicker: MZTF

Record Date: 01/21/2024Meeting Type: Special

Primary Security ID: M7031A135

Shares Voted: 761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Estery Giloz-Ran as External Director	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

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

Aristocrat Leisure Limited

Meeting Date: 02/22/2024Country: AustraliaTicker: ALL

Record Date: 02/20/2024Meeting Type: Annual

Primary Security ID: Q0521T108

Shares Voted: 3,268

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Neil Chatfield as Director	Mgmt	For	For	For
2	***Withdrawn Resolution*** Elect Jennifer Aument as Director	Mgmt			
3	Approve Grant of Performance Share Rights to Trevor Croker under the Long-Term Incentive Program	Mgmt	For	Against	Against
4	Approve Non-Executive Director Rights Plan	Mgmt	None	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/23/2024Country: GermanyTicker: IFX

Record Date: 02/16/2024Meeting Type: Annual

Primary Security ID: D35415104

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

# Infiniteon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ute Wolf to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hermann Eul to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

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

Shares Voted: 1,789

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
14.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Fix Number of Auditors at One	Mgmt	For	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
20	Close Meeting	Mgmt			

Novartis AG

Meeting Date: 03/05/2024Country: SwitzerlandTicker: NOVN

Record Date:Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 10,357

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

Novartis AG

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

Orsted A/S

Meeting Date: 03/05/2024Country: DenmarkTicker: ORSTED

Record Date: 02/27/2024Meeting Type: Annual

Primary Security ID: K7653Q105

Shares Voted: 950

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 Treatment of Net Loss	Mgmt	For	For	For
6.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
6.2	Elect Lene Skole as Board Chairman	Mgmt	For	For	For
6.3	Elect Andrew Brown as Vice Chairman	Mgmt	For	For	For
6.4A	Reelect Peter Korsholm as Director	Mgmt	For	For	For
6.4B	Reelect Dieter Wemmer as Director	Mgmt	For	For	For
6.4C	Reelect Julia King as Director	Mgmt	For	For	For
6.4D	Reelect Annica Bresky as Director	Mgmt	For	For	For



Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
9	Other Business	Mgmt			

Wartsila Oyj Abp

Meeting Date: 03/07/2024	Country: Finland	Ticker: WRT1V
Record Date: 02/26/2024	Meeting Type: Annual	
Primary Security ID: X98155116		

Shares Voted: 2,442

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 0.32 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 200,000 for Chairman, EUR 105,000 for Vice Chairman and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For

Wartsila Oyj Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration of the Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For	For
17	Elect PricewaterhouseCoopers as Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For	For
18	Amend Articles Re: General Meeting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Carlsberg A/S

Meeting Date: 03/11/2024	Country: Denmark	Ticker: CARL.B
Record Date: 03/04/2024	Meeting Type: Annual	
Primary Security ID: K36628137		

Shares Voted: 467

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; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 27 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.A	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
5.B	Approve Remuneration of Directors	Mgmt	For	For	For
5.C	Approve DKK 62 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.a	Reelect Henrik Poulsen as New Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Majken Schultz as New Director	Mgmt	For	Abstain	Abstain

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.c	Reelect Mikael Aro as Director	Mgmt	For	For	For
6.d	Reelect Magdi Batato as Director	Mgmt	For	For	For
6.e	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
6.f	Reelect Richard Burrows as Director	Mgmt	For	For	For
6.g	Reelect Punita Lal as Director	Mgmt	For	For	For
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	Abstain	Abstain
6.i	Elect Bob Kunze-Concewitz as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Roche Holding AG

Meeting Date: 03/12/2024

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	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2.1	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
2.2	Approve Sustainability Report	Mgmt	For	For	Do Not Vote
3.1	Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2023	Mgmt	For	Against	Do Not Vote
3.2	Approve CHF 583,334 Share Bonus for the Former Board Chair Christoph Franz for Fiscal Year 2023	Mgmt	For	Against	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 9.60 per Share	Mgmt	For	For	Do Not Vote
6.1	Reelect Severin Schwan as Director and Board Chair	Mgmt	For	For	Do Not Vote
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	Against	Do Not Vote
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	Against	Do Not Vote

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	Do Not Vote
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Akiko Iwasaki as Director	Mgmt	For	For	Do Not Vote
6.7	Reelect Richard Lifton as Director	Mgmt	For	For	Do Not Vote
6.8	Reelect Jemilah Mahmood as Director	Mgmt	For	For	Do Not Vote
6.9	Reelect Mark Schneider as Director	Mgmt	For	For	Do Not Vote
6.10	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	Do Not Vote
6.11	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.12	Reappoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
6.13	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
6.14	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
7	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	Against	Do Not Vote
8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	For	Do Not Vote
9	Designate Testaris AG as Independent Proxy	Mgmt	For	For	Do Not Vote
10	Ratify KPMG AG as Auditors	Mgmt	For	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

Roche Holding AG

Meeting Date: 03/12/2024

Record Date:

Primary Security ID: H69293217

Country: Switzerland

Meeting Type: Annual

Ticker: ROG

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

Meeting Date: 03/13/2024	Country: Denmark	Ticker: GMAB
Record Date: 03/06/2024	Meeting Type: Annual	
Primary Security ID: K3967W102		

Shares Voted: 329

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; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For	For
6	Ratify Deloitte as Auditors	Mgmt	For	For	For
7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
7.b	Approve Director Indemnification	Mgmt	For	For	For
7.c	Amend Articles Re: Indemnification	Mgmt	For	For	For
7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Against
7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For	For
7.g	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

## A.P. Moller-Maersk A/S

**Meeting Date:** 03/14/2024

**Country:** Denmark

**Ticker:** MAERSK.B

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** K0514G101

Shares Voted: 13

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 Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 515 Per Share	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6.1	Reelect Robert Maersk Uggla as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Marika Frederiksson as Director	Mgmt	For	For	For
6.3	Reelect Thomas Lindegaard Madsen as Director	Mgmt	For	For	For
6.4	Reelect Julija Voitieskute as Director	Mgmt	For	For	For
6.5	Elect Allan Thygesen as New Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Authorize Board to Declare Extraordinary Dividend	Mgmt	For	For	For
8.2	Approve DKK 1.7 Billion Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
8.3	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
8.4	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
8.5	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
	Report on Efforts and Risks Related to Human Rights	SH	Against	For	For
8.6	Shareholder Proposals Submitted by Lotta Aho	Mgmt			
	Approve Enforcement of the Supplier Code of Conduct	SH	For	For	For

## Banco Bilbao Vizcaya Argentaria SA

**Meeting Date:** 03/14/2024

**Country:** Spain

**Ticker:** BBVA

**Record Date:** 03/08/2024

**Meeting Type:** Annual

**Primary Security ID:** E11805103

Banco Bilbao Vizcaya Argentaria SA

Shares Voted: 28,534

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

DSV A/S

Meeting Date: 03/14/2024Country: DenmarkTicker: DSV

Record Date: 03/07/2024Meeting Type: Annual

Primary Security ID: K31864117

Shares Voted: 865

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	Against	Against
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For	For
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	Abstain	Abstain
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	For	For
9	Other Business	Mgmt			

Schindler Holding AG

Meeting Date: 03/19/2024

Country: Switzerland

Ticker: SCHP

Record Date:

Meeting Type: Annual

Primary Security ID: H7258G209

Shares Voted: 104					
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 Ordinary Dividends of CHF 4.00 per Share and Extraordinary Dividends of CHF 1.00 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For



# Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 18 Million	Mgmt	For	Against	Against
5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7.6 Million	Mgmt	For	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	For	For
6.1	Reelect Silvio Napoli 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
6.2.3	Reelect Luc Bonnard as Director	Mgmt	For	Against	Against
6.2.4	Reelect Monika Buetler 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
6.3	Elect Christoph Maeder as Director	Mgmt	For	Against	Against
6.4	Elect Thomas Zurbuchen 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	For	For
6.6	Appoint Petra Winkler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.7	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
6.8	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For	For
7	Amend Articles Re: Annulment of the Compulsory Shares for the Board of Directors Clause	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

# Skandinaviska Enskilda Banken AB

Meeting Date: 03/19/2024	Country: Sweden	Ticker: SEB.A
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: W25381141		

Shares Voted: 8,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For	For
5.2	Designate Carina Sverin as Inspector 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 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 Sven Nyman	Mgmt	For	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	For
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	For
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 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	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For	For
14a7	Reelect Sven Nyman as Director	Mgmt	For	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For	For
14a9	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16a	Approve Remuneration Report	Mgmt	For	For	For
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	For
18a	Authorize Share Repurchase Program	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	For
18c	Approve Transfer of Class A Shares to Participants in 2024 Long-Term Equity Programmes	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20a	Approve SEK 411 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For	For
20b	Approve Capitalization of Reserves of SEK 411 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
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
	Change Bank Software	SH	None	Against	Against
23	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic	Mgmt			
	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against	Against
24	Close Meeting	Mgmt			

Gjensidige Forsikring ASA

Meeting Date: 03/20/2024

Record Date: 03/13/2024

Primary Security ID: R2763X101

Country: Norway

Meeting Type: Annual

Ticker: GJF

Shares Voted: 951

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	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

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 8.75 Per Share	Mgmt	For	For	For
7	Approve Remuneration Statement	Mgmt	For	Against	Against
8.a	Authorize the Board to Decide on Distribution of Dividends	Mgmt	For	For	For
8.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
8.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
8.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
8.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For
9	Amend Articles Re: Notice of Attendance at General Meetings	Mgmt	For	For	For
10.a	Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director	Mgmt	For	Against	Against
10.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For
10.b2	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For
10.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For
10.b4	Reelect Inger Groggaard Stensaker as Member of Nominating Committee	Mgmt	For	For	For
10.b5	Elect Hans Seierstad as New Member of Nominating Committee	Mgmt	For	For	For
10.c	Ratify Deloitte as Auditors	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of NOK 786,000 for Chairman, NOK 395,000 for Other Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Stora Enso Oyj

Meeting Date: 03/20/2024	Country: Finland	Ticker: STERV
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: X8T9CM113		

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 0.10 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
11	Approve Remuneration of Directors in the Amount of EUR 215,270 for Chairman, EUR 121,540 for Vice Chairman and EUR 83,430 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 Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Ryttsola as New Director	Mgmt	For	Abstain	Abstain
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
18	Decision on Making Order	Mgmt			
19	Close Meeting	Mgmt			

Meeting Date: 03/20/2024	Country: Sweden	Ticker: SHB.A
Record Date: 03/12/2024	Meeting Type: Annual	
Primary Security ID: W9112U104		

Shares Voted: 7,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Discharge of Board and President	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	Amend Articles Re: Chairman of Shareholders Meetings	Mgmt	For	For	For
16	Determine Number of Directors (9)	Mgmt	For	For	For
17	Determine Number of Auditors (2)	Mgmt	For	For	For
18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 795,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
19.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	Against	Against
19.2	Reelect Helene Barnekow as Director	Mgmt	For	For	For
19.3	Reelect Stina Bergfors as Director	Mgmt	For	For	For
19.4	Reelect Hans Biorck as Director	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19.5	Reelect Par Boman as Director	Mgmt	For	Against	Against
19.6	Reelect Kerstin Hessius as Director	Mgmt	For	For	For
19.7	Elect Louise Lindh as New Director	Mgmt	For	For	For
19.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
19.9	Reelect Ulf Riese as Director	Mgmt	For	Against	Against
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Against
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	For
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
24	Amend Bank's Mainframe Computers Software	SH	None	Against	Against
25	Close Meeting	Mgmt			

ABB Ltd.

Meeting Date: 03/21/2024Country: SwitzerlandTicker: ABBN

Record Date: 03/13/2024Meeting Type: Annual

Primary Security ID: H0010V101

Shares Voted: 8,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.3	Reelect Lars Foerberg as Director	Mgmt	For	For	For
7.4	Elect Johan Forssell as Director	Mgmt	For	For	For
7.5	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.8	Reelect David Meline as Director	Mgmt	For	For	For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against	Against
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Banco Santander SA

Meeting Date: 03/21/2024Country: SpainTicker: SAN

Record Date: 03/15/2024Meeting Type: Annual

Primary Security ID: E19790109

Shares Voted: 77,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For	For
3.B	Elect Juan Carlos Barrabes Consul as Director	Mgmt	For	For	For
3.C	Elect Antonio Francesco Weiss as Director	Mgmt	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.E	Reelect German de la Fuente Escamilla as Director	Mgmt	For	For	For
3.F	Reelect Henrique de Castro as Director	Mgmt	For	For	For
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	Mgmt	For	For	For
3.H	Reelect Belen Romana Garcia as Director	Mgmt	For	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
6.A	Approve Remuneration Policy	Mgmt	For	Against	Against
6.B	Approve Remuneration of Directors	Mgmt	For	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

CaixaBank SA

Meeting Date: 03/21/2024

Record Date: 03/15/2024

Primary Security ID: E2427M123

Country: Spain

Meeting Type: Annual

Ticker: CABK

Shares Voted: 20,111

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

CaixaBank SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4	Reelect Maria Veronica Fisas Verges as Director	Mgmt	For	For	For
5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	Mgmt	For	For	For
6.1	Amend Remuneration Policy	Mgmt	For	For	For
6.2	Approve 2024 Variable Remuneration Scheme	Mgmt	For	For	For
6.3	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.4	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			

Danske Bank A/S

**Meeting Date:** 03/21/2024

**Country:** Denmark

**Ticker:** DANSKE

**Record Date:** 03/14/2024

**Meeting Type:** Annual

**Primary Security ID:** K22272114

Shares Voted: 3,409

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 7.50 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.a	Reelect Martin Blessing as Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Lars-Erik Brenoe Director	Mgmt	For	For	For
6.c	Reelect Jacob Dahl as Director	Mgmt	For	For	For
6.d	Reelect Raija-Leena Hankonen-Nybom as Director	Mgmt	For	For	For
6.e	Reelect Allan Polack as Director	Mgmt	For	For	For
6.f	Reelect Helle Valentin as Director	Mgmt	For	Abstain	Abstain
6.g	Elect Lieve Mostrey as New Director	Mgmt	For	For	For
6.h	Elect Martin Norkaer Larsen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Thomas Kudsk Larsen	Mgmt			
12.a	Approve Banking Benefits for Shareholders	SH	Against	Against	Against
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt			
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	SH	Against	Against	Against
12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	SH	Against	Against	Against
	Management Proposals	Mgmt			
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
14	Other Business	Mgmt			

Essity AB

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President, Chairmen and Auditor Review	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	For
8.c6	Approve Discharge of Bjorn Gulden	Mgmt	For	For	For
8.c7	Approve Discharge of Jan Gurander	Mgmt	For	For	For
8.c8	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
8.c9	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	For
8.c12	Approve Discharge of Louise Svanberg	Mgmt	For	For	For
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For	For
8.c16	Approve Discharge of Magnus Groth	Mgmt	For	For	For
9	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Ewa Bjorling as Director	Mgmt	For	For	For
12.b	Reelect Maria Carell as Director	Mgmt	For	For	For
12.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.d	Reelect Magnus Groth as Director	Mgmt	For	For	For
12.e	Reelect Jan Gurander as Director	Mgmt	For	For	For
12.f	Reelect Torbjorn Loof as Director	Mgmt	For	For	For
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For	For
12.h	Reelect Barbara Milian Thoralfsson as Director	Mgmt	For	For	For
12.i	Elect Karl Aberg as New Director	Mgmt	For	Against	Against
13	Elect Jan Gurander as Board Chair	Mgmt	For	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Givaudan SA

Meeting Date: 03/21/2024

Record Date:

Primary Security ID: H3238Q102

Country: Switzerland

Meeting Type: Annual

Ticker: GIVN

Shares Voted: 46

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

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income and Dividends of CHF 68.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For
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 Olivier Filliol as Director	Mgmt	For	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Nordea Bank Abp

Meeting Date: 03/21/2024

Record Date: 03/11/2024

Primary Security ID: X5S8VL105

Country: Finland

Meeting Type: Annual

Ticker: NDA.SE

Shares Voted: 119

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For



Nordea Bank Abp

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

Novo Nordisk A/S

Meeting Date: 03/21/2024

Record Date: 03/14/2024

Primary Security ID: K72807140

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 17,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Abstain	Abstain

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
9	Other Business	Mgmt			

Yamaha Motor Co., Ltd.

Meeting Date: 03/21/2024

Record Date: 12/31/2023

Primary Security ID: J95776126

Country: Japan

Meeting Type: Annual

Ticker: 7272

Shares Voted: 1,527

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 72.5	Mgmt	For	For	For
2.1	Elect Director Watanabe, Katsuaki	Mgmt	For	For	For
2.2	Elect Director Hidaka, Yoshihiro	Mgmt	For	For	For
2.3	Elect Director Maruyama, Heiji	Mgmt	For	For	For
2.4	Elect Director Matsuyama, Satohiko	Mgmt	For	For	For
2.5	Elect Director Shitara, Motofumi	Mgmt	For	For	For
2.6	Elect Director Nakata, Takuya	Mgmt	For	For	For
2.7	Elect Director Tashiro, Yuko	Mgmt	For	For	For
2.8	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.9	Elect Director Jin Song Montesano	Mgmt	For	For	For

Yamaha Motor Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Masui, Keiji	Mgmt	For	For	For

Japan Tobacco, Inc.

Meeting Date: 03/22/2024	Country: Japan	Ticker: 2914
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J27869106		

Shares Voted: 5,586

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For
2	Approve Accounting Transfers	Mgmt	For	For	For
3.1	Elect Director Iwai, Mutsuo	Mgmt	For	For	For
3.2	Elect Director Okamoto, Shigeaki	Mgmt	For	For	For
3.3	Elect Director Terabatake, Masamichi	Mgmt	For	For	For
3.4	Elect Director Nakano, Kei	Mgmt	For	For	For
3.5	Elect Director Shimayoshi, Koji	Mgmt	For	For	For
3.6	Elect Director Nagashima, Yukiko	Mgmt	For	For	For
3.7	Elect Director Kitera, Masato	Mgmt	For	For	For
3.8	Elect Director Shoji, Tetsuya	Mgmt	For	For	For
3.9	Elect Director Yamashina, Hiroko	Mgmt	For	For	For
3.10	Elect Director Asakura, Kenji	Mgmt	For	For	For
4	Appoint Statutory Auditor Takeishi, Emiko	Mgmt	For	For	For

Kao Corp.

Meeting Date: 03/22/2024	Country: Japan	Ticker: 4452
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J30642169		

Shares Voted: 2,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	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

Kao Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director David J. Muenz	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
3	Appoint Statutory Auditor Arai, Saeko	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Kubota Corp.

Meeting Date: 03/22/2024Country: JapanTicker: 6326

Record Date: 12/31/2023Meeting Type: Annual

Primary Security ID: J36662138

Shares Voted: 5,762

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

Kyowa Kirin Co., Ltd.

Meeting Date: 03/22/2024Country: JapanTicker: 4151

Record Date: 12/31/2023Meeting Type: Annual

Primary Security ID: J38296117

Shares Voted: 1,255

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
2.1	Elect Director Miyamoto, Masashi	Mgmt	For	For	For
2.2	Elect Director Osawa, Yutaka	Mgmt	For	For	For
2.3	Elect Director Yamashita, Takeyoshi	Mgmt	For	For	For
2.4	Elect Director Akieda, Shinjiro	Mgmt	For	For	For
2.5	Elect Director Morita, Akira	Mgmt	For	For	For
2.6	Elect Director Haga, Yuko	Mgmt	For	For	For
2.7	Elect Director Oyamada, Takashi	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
2.9	Elect Director Nakata, Rumiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Kobayashi, Hajime	Mgmt	For	Against	Against
4	Approve Performance Share Plan	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Meeting Date: 03/22/2024Country: SwedenTicker: SCA.B

Record Date: 03/14/2024Meeting Type: Annual

Primary Security ID: W90152120

Shares Voted: 3,096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c1	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8.c6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For	For
8.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8.c8	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8.c11	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8.c12	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8.c13	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8.c14	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8.c15	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8.c16	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8.c17	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chairman and SEK 715,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	For	For
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For	For
12.7	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.8	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	Against
12.9	Elect Helena Stjernholm as New 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 2024-2026) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Fortum Oyj

Meeting Date: 03/25/2024

Record Date: 03/13/2024

Primary Security ID: X2978Z118

Country: Finland

Meeting Type: Annual

Ticker: FORTUM

Shares Voted: 2,204

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 1.15 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 128,200 for Chair, EUR 79,400 for Deputy Chair and EUR 56,800 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, Essimari Kairisto (Vice-Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstram and Vesa-Pekka Takala as Directors	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 Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Amend Articles Re: Auditor	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Approve Charitable Donations	Mgmt	For	For	For
23	Approve the Revised Charter of the Shareholders Nomination Board	Mgmt	For	For	For
24	Close Meeting	Mgmt			

Asahi Group Holdings Ltd.

Meeting Date: 03/26/2024

Record Date: 12/31/2023

Primary Security ID: J02100113

Country: Japan

Meeting Type: Annual

Ticker: 2502

Shares Voted: 2,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For
2.1	Elect Director Koji, Akiyoshi	Mgmt	For	For	For
2.2	Elect Director Katsuki, Atsushi	Mgmt	For	For	For
2.3	Elect Director Tanimura, Keizo	Mgmt	For	For	For
2.4	Elect Director Sakita, Kaoru	Mgmt	For	For	For
2.5	Elect Director Christina L. Ahmadjian	Mgmt	For	For	For
2.6	Elect Director Sasae, Kenichiro	Mgmt	For	For	For



Asahi Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.8	Elect Director Matsunaga, Mari	Mgmt	For	For	For
2.9	Elect Director Nishinaka, Naoko	Mgmt	For	For	For
2.10	Elect Director Sato, Chika	Mgmt	For	For	For
2.11	Elect Director Melanie Brock	Mgmt	For	For	For
3	Appoint Statutory Auditor Oshima, Akiko	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Bridgestone Corp.

Meeting Date: 03/26/2024

Record Date: 12/31/2023

Primary Security ID: J04578126

Country: Japan

Meeting Type: Annual

Ticker: 5108

Shares Voted: 2,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For	For
2.2	Elect Director Higashi, Masahiro	Mgmt	For	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.4	Elect Director Okina, Yuri	Mgmt	For	For	For
2.5	Elect Director Masuda, Kenichi	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
2.7	Elect Director Shiba, Yojiro	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoko	Mgmt	For	For	For
2.9	Elect Director Kobayashi, Yukari	Mgmt	For	For	For
2.10	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For	For

Hulic Co., Ltd.

Meeting Date: 03/26/2024

Record Date: 12/31/2023

Primary Security ID: J23594112

Country: Japan

Meeting Type: Annual

Ticker: 3003

Shares Voted: 2,767

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
2.1	Elect Director Nishiura, Saburo	Mgmt	For	For	For
2.2	Elect Director Maeda, Takaya	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Hajime	Mgmt	For	For	For
2.4	Elect Director Nakajima, Tadashi	Mgmt	For	For	For
2.5	Elect Director Hara, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Miyajima, Tsukasa	Mgmt	For	For	For
2.7	Elect Director Yamada, Hideo	Mgmt	For	For	For
2.8	Elect Director Fukushima, Atsuko	Mgmt	For	For	For
2.9	Elect Director Tsuji, Shinji	Mgmt	For	For	For
2.10	Elect Director Akita, Kiyomi	Mgmt	For	For	For
2.11	Elect Director Takahashi, Yuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kobayashi, Nobuyuki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Aratani, Masao	Mgmt	For	Against	Against
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Meeting Date: 03/26/2024Country: JapanTicker: 1605

Record Date: 12/31/2023Meeting Type: Annual

Primary Security ID: J2467E101

Shares Voted: 4,443

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14,800 for Class Ko Shares, and JPY 37 for Ordinary Shares	Mgmt	For	For	For
2.1	Elect Director Ueda, Takayuki	Mgmt	For	For	For
2.2	Elect Director Kawano, Kenji	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

INPEX Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Nishikawa, Tomo	Mgmt	For	For	For
2.10	Elect Director Morimoto, Hideka	Mgmt	For	For	For

Renesas Electronics Corp.

Meeting Date: 03/26/2024Country: JapanTicker: 6723

Record Date: 12/31/2023Meeting Type: Annual

Primary Security ID: J4881V107

Shares Voted: 6,508

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	Amend Articles to Authorize Board to Determine Income Allocation - Establish Record Dates for Quarterly Dividends	Mgmt	For	For	For
3	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
4.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For	For
4.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	For
4.3	Elect Director Selen Loh Lacroix	Mgmt	For	For	For
4.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	For
4.5	Elect Director Hirano, Takuya	Mgmt	For	For	For
4.6	Elect Director Mizuno, Tomoko	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Meeting Date: 03/26/2024Country: FranceTicker: DIM

Record Date: 03/22/2024Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 134

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

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For	For
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For	For
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	Against	Against
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 Susan Dexter as Director	Mgmt	For	For	For
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	Against	Against
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
17	Extraordinary Business	Mgmt	For	For	For
	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 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 6 Million	Mgmt	For	Against	Against

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against	Against
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

SGS SA

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H63838116

Shares Voted: 773

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
3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	Against	Against
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Jens Riedl as Director	Mgmt	For	For	For
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	Against	Against
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Kory Sorenson 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 5 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	Mgmt	For	For	For
5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	Mgmt	For	For	For
6.1	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Shiseido Co., Ltd.

Meeting Date: 03/26/2024

Record Date: 12/31/2023

Primary Security ID: J74358144

Country: Japan

Meeting Type: Annual

Ticker: 4911

Shares Voted: 2,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For

Shiseido Co., 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 - Indemnify Directors	Mgmt	For	For	For
3.1	Elect Director Uotani, Masahiko	Mgmt	For	For	For
3.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For	For
3.3	Elect Director Anno, Hiromi	Mgmt	For	For	For
3.4	Elect Director Yoshida, Takeshi	Mgmt	For	For	For
3.5	Elect Director Oishi, Kanoko	Mgmt	For	For	For
3.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
3.7	Elect Director Tokuno, Mariko	Mgmt	For	For	For
3.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
3.9	Elect Director Ozu, Hiroshi	Mgmt	For	For	For
3.10	Elect Director Goto, Yasuko	Mgmt	For	For	For
3.11	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	For

Sika AG

Meeting Date: 03/26/2024

Record Date:

Primary Security ID: H7631K273

Country: Switzerland

Meeting Type: Annual

Ticker: SIKA

Shares Voted: 834

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 3.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.3	Reelect Justin Howell as Director	Mgmt	For	Against	Against
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Elect Thomas Aebischer 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	Appoint 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 23 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/26/2024

Record Date: 03/18/2024

Primary Security ID: W84237143

Country: Sweden

Meeting Type: Annual

Ticker: SKF.B

Shares Voted: 1,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 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 Schneeberger	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
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 (10) and Deputy Members (0) of Board	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.8 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 900,000 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration Report	Mgmt	For	Against	Against
17	Approve 2024 Performance Share Program	Mgmt	For	For	For

Swedbank AB

Meeting Date: 03/26/2024Country: SwedenTicker: SWED.A

Record Date: 03/18/2024Meeting Type: Annual

Primary Security ID: W94232100

Shares Voted: 5,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate 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 15.15 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For	For
10.m	Approve Discharge of Jens Henriksson	Mgmt	For	For	For
10.n	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.o	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.p	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
10.q	Approve Discharge of Camilla Linder	Mgmt	For	For	For
11	Determine Number of Members (10) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.1 Million for Vice Chairman and SEK 750,000 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 Creutz 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
13.i	Reelect Goran Persson as Director	Mgmt	For	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For	For
14	Elect Goran Persson as Board Chairman	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

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20.a	Approve Common Deferred Share Bonus Plan (Eken 2024)	Mgmt	For	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2024)	Mgmt	For	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For	For
21	Amend Articles Re: Business Name; Business Object; Business of the Annual General Meeting; General Meetings	Mgmt	For	For	For
22	Approve Remuneration Report	Mgmt	For	For	For
23	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt	None	Against	Against
	Change Bank Software	SH			
24	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt	None	Against	Against
	Adopt Company Strategy Aligned with the Paris Agreement Goal	SH			
25	Close Meeting	Mgmt			

Volvo Car AB

Meeting Date: 03/26/2024	Country: Sweden	Ticker: VOLCAR.B
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: W9835L183		

Shares Voted: 2,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive 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			

Volvo Car 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 Omission of Dividends	Mgmt	For	For	For
9.c1	Approve Discharge of Eric Li (Li Shufu) as Chair	Mgmt	For	For	For
9.c2	Approve Discharge of Lone Fonss Schroder as Vice Chair	Mgmt	For	For	For
9.c3	Approve Discharge of Thomas Johnstone	Mgmt	For	For	For
9.c4	Approve Discharge of Daniel Li (Li Donghui)	Mgmt	For	For	For
9.c5	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
9.c6	Approve Discharge of Diarmuid O'Connell	Mgmt	For	For	For
9.c7	Approve Discharge of Jim Rowan	Mgmt	For	For	For
9.c8	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
9.c9	Approve Discharge of Lila Tretikov	Mgmt	For	For	For
9.c10	Approve Discharge of Winfried Vahland	Mgmt	For	For	For
9.c11	Approve Discharge of Ruby Lu	Mgmt	For	For	For
9.c12	Approve Discharge of Adrian Avdullahu	Mgmt	For	For	For
9.c13	Approve Discharge of Bjorn Olsson	Mgmt	For	For	For
9.c14	Approve Discharge of Jorgen Olsson	Mgmt	For	For	For
9.c15	Approve Discharge of Anna Margitin	Mgmt	For	For	For
9.c16	Approve Discharge of Marie Stenqvist	Mgmt	For	For	For
9.c17	Approve Discharge of Jim Rowan as CEO	Mgmt	For	For	For
10.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.84 Million to Chairman and SEK 1.2 Million to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Eric Li (Li Shufu) as Director	Mgmt	For	For	For
12.b	Reelect Lone Fonss Schroder as Director	Mgmt	For	Against	Against
12.c	Reelect Daniel Li (Li Donghui) as Director	Mgmt	For	Against	Against
12.d	Reelect Anna Mossberg as Director	Mgmt	For	For	For

Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.e	Reelect Diarmuid O'Connell as Director	Mgmt	For	For	For
12.f	Reelect Jim Rowan as Director	Mgmt	For	For	For
12.g	Reelect Jonas Samuelson as Director	Mgmt	For	For	For
12.h	Reelect Lila Tretikov as Director	Mgmt	For	For	For
12.i	Reelect Ruby Lu as Director	Mgmt	For	For	For
12.j	Reelect Eric Li (Li Shufu) as Board Chair	Mgmt	For	For	For
12.k	Reelect Lone Fonss Schroder as Vice Chair	Mgmt	For	Against	Against
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15.A2	Approve Performance Share Plan 2024 for Key Employees	Mgmt	For	For	For
15.A3	Approve Share Matching Plan 2024 for Key Employees	Mgmt	For	For	For
15.B1	Approve Equity Plan Financing	Mgmt	For	For	For
15.B2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
16.B	Amend Performance Share Plan 2022 and 2023 for Key Employees	Mgmt	For	For	For
16.C1	Approve Equity Plan Financing	Mgmt	For	For	For
16.C2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
17	Approve Equity Plan Financing	Mgmt	For	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
19	Approve 2:1 Stock Split; Approve SEK 30.5 Million Reduction in Share Capital; Approve SEK 30 Million Increase in Share Capital through a Bonus Issue	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Neste Corp.

Meeting Date: 03/27/2024

Record Date: 03/15/2024

Primary Security ID: X5688A109

Country: Finland

Meeting Type: Annual

Ticker: NESTE

Shares Voted: 2,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.20 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 135,000 for Chairman, EUR 75,000 for Vice Chairman, and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipilä (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify KPMG as Auditor	Mgmt	For	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
18	Ratify KPMG as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Amend Articles Re: Sustainability Reporting Assurer; Annual General Meetings	Mgmt	For	For	For
22	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For	For
23	Close Meeting	Mgmt			

NEXON Co., Ltd.

Meeting Date: 03/27/2024

Record Date: 12/31/2023

Primary Security ID: J4914X104

Country: Japan

Meeting Type: Annual

Ticker: 3659

Shares Voted: 2,249

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 Owen Mahoney	Mgmt	For	For	For
1.5	Elect Director Mitchell Lasky	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Alexander Iosilevich	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Honda, Satoshi	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Kuniya, Shiro	Mgmt	For	For	For
3	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2024

Record Date: 12/31/2023

Primary Security ID: J55053128

Country: Japan

Meeting Type: Annual

Ticker: 4612

Shares Voted: 4,892

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 Peter M Kirby	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



OTSUKA CORP.

Meeting Date: 03/27/2024

Record Date: 12/31/2023

Primary Security ID: J6243L115

Country: Japan

Meeting Type: Annual

Ticker: 4768

Shares Voted: 612

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 135	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Nakai, Kazuhiko	Mgmt	For	Against	Against
2.2	Appoint Statutory Auditor Hada, Etsuo	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Minagawa, Katsumasa	Mgmt	For	For	For
3	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Shimano, Inc.

Meeting Date: 03/27/2024

Record Date: 12/31/2023

Primary Security ID: J72262108

Country: Japan

Meeting Type: Annual

Ticker: 7309

Shares Voted: 416

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	Mgmt	For	For	For
2.1	Elect Director Shimano, Yozo	Mgmt	For	For	For
2.2	Elect Director Shimano, Taizo	Mgmt	For	For	For
2.3	Elect Director Toyoshima, Takashi	Mgmt	For	For	For
2.4	Elect Director Tsuzaki, Masahiro	Mgmt	For	For	For
3	Appoint Statutory Auditor Yoshimoto, Masayoshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Kondo, Yukihiro	Mgmt	For	For	For

Suntory Beverage & Food Ltd.

Meeting Date: 03/27/2024

Record Date: 12/31/2023

Primary Security ID: J78186103

Country: Japan

Meeting Type: Annual

Ticker: 2587

Suntory Beverage & Food Ltd.

Shares Voted: 631

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Ono, Makiko	Mgmt	For	For	For
2.2	Elect Director Shekhar Mundlay	Mgmt	For	For	For
2.3	Elect Director Naiki, Hachiro	Mgmt	For	For	For
2.4	Elect Director Peter Harding	Mgmt	For	For	For
2.5	Elect Director Miyamori, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Nakamura, Maki	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Kanda, Hideki	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For

Swisscom AG

Meeting Date: 03/27/2024Country: SwitzerlandTicker: SCMN

Record Date:Meeting Type: Annual

Primary Security ID: H8398N104

Shares Voted: 132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
1.3	Approve 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
4.1	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	Against	Against
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin as Director	Mgmt	For	For	For
4.4	Reelect Guus Dekkers as Director	Mgmt	For	For	For
4.5	Reelect Frank Esser as Director	Mgmt	For	For	For
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	For	For
4.7	Reelect Anna Mossberg as Director	Mgmt	For	For	For

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Elect 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	Against	Against
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	For
7	Designate Reber Rechtsanwaelte 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

Unicharm Corp.

Meeting Date: 03/27/2024

Record Date: 12/31/2023

Primary Security ID: J94104114

Country: Japan

Meeting Type: Annual

Ticker: 8113

Shares Voted: 2,054

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 Hikosaka, Toshifumi	Mgmt	For	For	For
1.3	Elect Director Takaku, Kenji	Mgmt	For	For	For

Volvo AB

Meeting Date: 03/27/2024

Record Date: 03/19/2024

Primary Security ID: 928856301

Country: Sweden

Meeting Type: Annual

Ticker: VOLV.B

Shares Voted: 8,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
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 7.50 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 Jan Carlson	Mgmt	For	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.10	Approve Discharge of Hanne de Mora	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
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.3	Elect Par Boman as New Director	Mgmt	For	Against	Against
14.4	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
14.5	Reelect Eric Elzvik as Director	Mgmt	For	Against	Against
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	Against	Against
14.7	Reelect Kurt Jofs as Director	Mgmt	For	Against	Against
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	Against	Against
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	Against	Against
14.10	Reelect Martina Merz as Director	Mgmt	For	Against	Against
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 to Serve on Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For

AGC, Inc. (Japan)

Meeting Date: 03/28/2024

Record Date: 12/31/2023

Primary Security ID: J0025W100

Country: Japan

Meeting Type: Annual

Ticker: 5201

Shares Voted: 1,068

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 Shimamura, Takuya	Mgmt	For	Against	Against
2.2	Elect Director Hirai, Yoshinori	Mgmt	For	Against	Against
2.3	Elect Director Miyaji, Shinji	Mgmt	For	For	For
2.4	Elect Director Kurata, Hideyuki	Mgmt	For	For	For
2.5	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Honda, Keiko	Mgmt	For	For	For
2.7	Elect Director Teshirogi, Isao	Mgmt	For	For	For
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Canon, Inc.

Meeting Date: 03/28/2024

Record Date: 12/31/2023

Primary Security ID: J05124144

Country: Japan

Meeting Type: Annual

Ticker: 7751

Shares Voted: 4,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director 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
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	Appoint Statutory Auditor Okayama, Chikahiro	Mgmt	For	For	For

Canon, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 4519
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J06930101		

Shares Voted: 3,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Okuda, Osamu	Mgmt	For	For	For
3.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For	For
3.3	Elect Director Iikura, Hitoshi	Mgmt	For	For	For
3.4	Elect Director Momoi, Mariko	Mgmt	For	For	For
3.5	Elect Director Tateishi, Fumio	Mgmt	For	For	For
3.6	Elect Director Teramoto, Hideo	Mgmt	For	For	For
3.7	Elect Director Christoph Franz	Mgmt	For	For	For
3.8	Elect Director James H. Sabry	Mgmt	For	For	For
3.9	Elect Director Teresa A. Graham	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Masuda, Kenichi	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Yunoki, Mami	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/28/2024	Country: Singapore	Ticker: D05
Record Date: 03/26/2024	Meeting Type: Annual	
Primary Security ID: Y20246107		

DBS Group Holdings Ltd.

Shares Voted: 9,515

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	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Piyush Gupta as Director	Mgmt	For	For	For
6	Elect Chng Kai Fong as Director	Mgmt	For	For	For
7	Elect Judy Lee as Director	Mgmt	For	For	For
8	Elect David Ho Hing-Yuen 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

Dentsu Group, Inc.

Meeting Date: 03/28/2024Country: JapanTicker: 4324

Record Date: 12/31/2023Meeting Type: Annual

Primary Security ID: J1207N108

Shares Voted: 1,157

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy Andree	Mgmt	For	For	For
1.2	Elect Director Igarashi, Hiroshi	Mgmt	For	Against	Against
1.3	Elect Director Soga, Arinobu	Mgmt	For	For	For
1.4	Elect Director Matsui, Gan	Mgmt	For	For	For
1.5	Elect Director Paul Candland	Mgmt	For	For	For
1.6	Elect Director Andrew House	Mgmt	For	For	For
1.7	Elect Director Sagawa, Keiichi	Mgmt	For	Against	Against
1.8	Elect Director Sogabe, Mihoko	Mgmt	For	Against	Against
1.9	Elect Director Matsuda, Yuka	Mgmt	For	For	For



Kirin Holdings Co., Ltd.

Meeting Date: 03/28/2024

Record Date: 12/31/2023

Primary Security ID: 497350108

Country: Japan

Meeting Type: Annual

Ticker: 2503

Shares Voted: 4,094

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36.5	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	Mgmt	For	For	For
3.1	Elect Director Isozaki, Yoshinori	Mgmt	For	For	For
3.2	Elect Director Minakata, Takeshi	Mgmt	For	For	For
3.3	Elect Director Tsuboi, Junko	Mgmt	For	For	For
3.4	Elect Director Yoshimura, Toru	Mgmt	For	For	For
3.5	Elect Director Akieda, Shinjiro	Mgmt	For	For	For
3.6	Elect Director Mori, Masakatsu	Mgmt	For	For	For
3.7	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
3.8	Elect Director Shiono, Noriko	Mgmt	For	For	For
3.9	Elect Director Rod Eddington	Mgmt	For	For	For
3.10	Elect Director George Olcott	Mgmt	For	For	For
3.11	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
3.12	Elect Director Ando, Yoshiko	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Kashima, Kaoru	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Dochi, Yoko	Mgmt	For	For	For

Otsuka Holdings Co., Ltd.

Meeting Date: 03/28/2024

Record Date: 12/31/2023

Primary Security ID: J63117105

Country: Japan

Meeting Type: Annual

Ticker: 4578

Shares Voted: 2,293

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 Higuchi, Tatsuo	Mgmt	For	For	For
1.3	Elect Director Inoue, Makoto	Mgmt	For	For	For
1.4	Elect Director Matsuo, Yoshiro	Mgmt	For	For	For
1.5	Elect Director Makino, Yuko	Mgmt	For	For	For

Otsuka Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Takagi, Shuichi	Mgmt	For	For	For
1.7	Elect Director Kobayashi, Masayuki	Mgmt	For	For	For
1.8	Elect Director Tojo, Noriko	Mgmt	For	For	For
1.9	Elect Director Matsutani, Yukio	Mgmt	For	For	For
1.10	Elect Director Sekiguchi, Ko	Mgmt	For	For	For
1.11	Elect Director Aoki, Yoshihisa	Mgmt	For	For	For
1.12	Elect Director Mita, Mayo	Mgmt	For	For	For
1.13	Elect Director Kitachi, Tatsuki	Mgmt	For	For	For
2	Approve Restricted Stock Plan	Mgmt	For	For	For

Rakuten Group, Inc.

Meeting Date: 03/28/2024Country: JapanTicker: 4755

Record Date: 12/31/2023Meeting Type: Annual

Primary Security ID: J64264104

Shares Voted: 7,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Create Bond-Type Class Shares - Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	Against	Against
2.2	Elect Director Hosaka, Masayuki	Mgmt	For	For	For
2.3	Elect Director Hyakuno, Kentaro	Mgmt	For	For	For
2.4	Elect Director Takeda, Kazunori	Mgmt	For	For	For
2.5	Elect Director Hirose, Kenji	Mgmt	For	For	For
2.6	Elect Director Ando, Takaharu	Mgmt	For	For	For
2.7	Elect Director Sarah J. M. Whitley	Mgmt	For	For	For
2.8	Elect Director Tsedal Neeley	Mgmt	For	For	For
2.9	Elect Director Charles B. Baxter	Mgmt	For	For	For
2.10	Elect Director Habuka, Shigeki	Mgmt	For	For	For
2.11	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.12	Elect Director Murai, Jun	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamaguchi, Katsuyuki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Nakamura, Futoshi	Mgmt	For	For	For

## Naturgy Energy Group SA

Meeting Date: 04/02/2024

Record Date: 03/28/2024

Primary Security ID: E7S90S109

Country: Spain

Meeting Type: Annual

Ticker: NTGY

Shares Voted: 656

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	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
7	Renew Appointment of KPMG Auditores as Auditors	Mgmt	For	For	For
8	Authorize Share Repurchase Program	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

## Nokia Oyj

Meeting Date: 04/03/2024

Record Date: 03/20/2024

Primary Security ID: X61873133

Country: Finland

Meeting Type: Annual

Ticker: NOKIA

Shares Voted: 27,069

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	For	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
14.5	Reelect Lisa Hook as Director	Mgmt	For	For	For
14.6	Elect Michael McNamara as New Director	Mgmt	For	For	For
14.7	Reelect Thomas Saueressig as Director	Mgmt	For	For	For
14.8	Reelect Soren Skou (Vice Chair) as Director	Mgmt	For	For	For
14.9	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	For	For
21.1	Amend Corporate Purpose	Mgmt	For	For	For
21.2	Amend Articles Re: Auditor	Mgmt	For	For	For
21.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
21.4	Amend Articles Re: Matters to be considered at the Annual General Meeting	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Meeting Date: 04/03/2024	Country: Sweden	Ticker: ERIC.B
Record Date: 03/22/2024	Meeting Type: Annual	
Primary Security ID: W26049119		

Shares Voted: 15,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President and CEO Report; Allow Questions	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For	For
8.3.b	Approve Discharge of Board Member Ronnie Leten	Mgmt	For	For	For
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaa	Mgmt	For	For	For
8.3.e	Approve Discharge of Board Member Nora Denzel	Mgmt	For	For	For
8.3.f	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For	For
8.3.i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	For	For
8.3.j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
8.3.k	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
8.3.l	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For	For
8.3.m	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

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

Telefonaktiebolaget LM Ericsson

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

Rio Tinto Plc

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

Shares Voted: 5,560

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

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
14	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For
15	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
16	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
17	Re-elect Ngaire Woods as Director	Mgmt	For	For	For
18	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
19	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
20	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt			
	Approve Amendments to Rio Tinto Limited's Constitution	Mgmt	For	For	For
	Resolutions 23 to 26 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt			
23	Authorise Issue of Equity	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	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

Scentre Group

Meeting Date: 04/04/2024

Record Date: 04/02/2024

Primary Security ID: Q8351E109

Country: Australia

Meeting Type: Annual

Ticker: SCG

Shares Voted: 27,007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions of the Scentre Group Limited (Company)	Mgmt			
2	Elect Carolyn Kay as Director	Mgmt	For	For	For
3	Elect Guy Russo as Director	Mgmt	For	For	For
4	Elect Margaret Seale as Director	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Grant of Performance Rights to Elliott Rusanow	Mgmt	For	For	For



Scentre Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Amendment to the Constitution of Scentre Group Limited	Mgmt	For	For	For
	Resolution of Scentre Group Trust 1	Mgmt			
8	Approve Amendment to the Constitution of Scentre Group Trust 1	Mgmt	For	For	For
	Resolution of Scentre Group Trust 2	Mgmt			
9	Approve Amendment to the Constitution of Scentre Group Trust 2	Mgmt	For	For	For
	Resolution of Scentre Group Trust 3	Mgmt			
10	Approve Amendment to the Constitution of Scentre Group Trust 3	Mgmt	For	For	For

UPM-Kymmene Oyj

Meeting Date: 04/04/2024

Record Date: 03/21/2024

Primary Security ID: X9518S108

Country: Finland

Meeting Type: Annual

Ticker: UPM

Shares Voted: 2,775

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
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Against	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Remuneration of Directors in the Amount of EUR 231,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Elect Melanie Maas-Brunner as New Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young Oy as Auditor for FY 2025	Mgmt	For	For	For
17	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Authorize Charitable Donations	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Indutrade AB

Meeting Date: 04/09/2024Country: SwedenTicker: INDT

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: W4939U106

Shares Voted: 1,391

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Board's and Board Committee's Reports	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10b	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10d.1	Approve Discharge of Bo Annvik	Mgmt	For	For	For
10d.2	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
10d.3	Approve Discharge of Anders Jernhall	Mgmt	For	For	For
10d.4	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
10d.8	Approve Discharge of Krister Melve	Mgmt	For	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
11	Receive Nominating Committee's Report	Mgmt			
12.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 920,000 for Chairman and SEK 460,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.1b	Reelect Susanna Campbell as Director	Mgmt	For	For	For
14.1c	Reelect Anders Jernhall as Director	Mgmt	For	Against	Against
14.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For	For
14.1e	Reelect Ulf Lundahl as Director	Mgmt	For	Against	Against
14.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
14.1g	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
14.1h	Elect Pia Brantgarde Linder as New Director	Mgmt	For	For	For
14.2	Reelect Katarina Martinson as Board Chairman	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	Against	Against
18.a	Approve Performance Share Incentive Plan LTIP 2024 for Key Employees	Mgmt	For	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18.b	Approve Equity Plan Financing	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/09/2024

Record Date: 04/02/2024

Primary Security ID: K9773J201

Country: Denmark

Meeting Type: Annual

Ticker: VWS

Shares Voted: 5,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 946,764 for Vice Chairman and DKK 473,382 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
6.d	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.e	Reelect Lena Marie Olving as Director	Mgmt	For	For	For
6.f	Elect William (Bill) Fehrman as New Director	Mgmt	For	For	For
6.g	Elect Henriette Hallberg Thygesen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

VINCI SA

Meeting Date: 04/09/2024	Country: France	Ticker: DG
Record Date: 04/05/2024	Meeting Type: Annual/Special	
Primary Security ID: F5879X108		

Shares Voted: 2,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.50 per Share	Mgmt	For	For	For
4	Reelect Benoit Bazin as Director	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report	Mgmt	For	For	For
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Telekom AG

Meeting Date: 04/10/2024	Country: Germany	Ticker: DTE
Record Date: 04/05/2024	Meeting Type: Annual	
Primary Security ID: D2035M136		

Shares Voted: 17,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect Lars Hinrichs to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

EDP-Energias de Portugal SA

Meeting Date: 04/10/2024Country: PortugalTicker: EDP

Record Date: 04/03/2024Meeting Type: Annual

Primary Security ID: X67925119

Shares Voted: 14,739

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
1.3	Approve Progress Report on 2030 Climate Change Plan	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends	Mgmt	For	For	For

EDP-Energias de Portugal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	Mgmt	For	For	For
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	Mgmt	For	For	For
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	Mgmt	For	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
6	Amend Articles	SH	For	For	For
7	Approve Remuneration Policy Applicable to Executive Board	Mgmt	For	For	For
8	Approve Statement on Remuneration Policy Applicable to Other Corporate Bodies	Mgmt	For	For	For
9.1	Elect Corporate Bodies for 2024-2026 Term	SH	For	Against	Against
9.2	Elect Executive Board for 2024-2026 Term	SH	For	For	For
9.3	Appoint PricewaterhouseCoopers & Associados - Sociedade de Revisores de Contas, Lda. as Auditor and Carlos Jose Figueiredo Rodrigues as Alternate for 2024-2026 Term	Mgmt	For	For	For
9.4	Elect General Meeting Board for 2024-2026 Term	SH	For	For	For
9.5	Elect Remuneration Committee for 2024-2026 Term	SH	For	For	For
9.6	Approve Remuneration of Remuneration Committee Members	SH	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/10/2024

Record Date: 03/13/2024

Primary Security ID: N0074E105

Country: Netherlands

Meeting Type: Annual

Ticker: AD

Shares Voted: 4,669

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			

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Discussion on Company's Corporate Governance Structure	Mgmt			
2.3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.4	Adopt Financial Statements	Mgmt	For	For	For
2.5	Approve Dividends	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.1	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For
5.2	Reelect Helen Weir to Supervisory Board	Mgmt	For	For	For
5.3	Reelect Frank van Zanten to Supervisory Board	Mgmt	For	For	For
5.4	Elect Robert Jan van de Kraats to Supervisory Board	Mgmt	For	For	For
5.5	Elect Laura Miller to Supervisory Board	Mgmt	For	For	For
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7.3	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
7.4	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Telia Co. AB

Meeting Date: 04/10/2024	Country: Sweden	Ticker: TELIA
Record Date: 04/02/2024	Meeting Type: Annual	
Primary Security ID: W95890104		

Shares Voted: 11,702

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



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors (2) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports; Receive CEO and President Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.a	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b	Mgmt			
9.b.1	Approve Record Date for Dividend Payment Proposal by the Board of Directors	Mgmt	For	For	For
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt			
9.b.2	Approve Record Date for Dividend Payment Proposal by Shareholder	SH	None	Against	Against
	Management Proposals	Mgmt			
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 Nina Linander	Mgmt	For	For	For
10.10	Approve Discharge of Jimmy Maymann	Mgmt	For	For	For
10.11	Approve Discharge of Stefan Carlsson	Mgmt	For	For	For
10.12	Approve Discharge of Martin Saaf	Mgmt	For	For	For
10.13	Approve Discharge of Rickard Wast	Mgmt	For	For	For
10.14	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For

Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 955,000 for Vice Chairman, and SEK 685,000 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 Ingrid Bonde as Director	Mgmt	For	For	For
14.3	Reelect Luisa Delgado as Director	Mgmt	For	For	For
14.4	Reelect Sarah Eccleston as Director	Mgmt	For	For	For
14.5	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.7	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For	For
14.8	Reelect Jeanette Jager as Director	Mgmt	For	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For	For
15.2	Reelect Ingrid Bonde as Vice Chairman	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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
20.a	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For	For
20.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Zurich Insurance Group AG

Meeting Date: 04/10/2024

Record Date: 04/04/2024

Primary Security ID: H9870Y105

Country: Switzerland

Meeting Type: Annual

Ticker: ZURN

Shares Voted: 766

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For

## Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1.i	Reelect Monica Maechler as Director	Mgmt	For	For	For
4.1.j	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.k	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect John Rafter as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/11/2024

Record Date: 04/09/2024

Primary Security ID: G0593M107

Country: United Kingdom

Meeting Type: Annual

Ticker: AZN

Shares Voted: 8,064

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	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5h	Elect Anna Manz as Director	Mgmt	For	For	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5l	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Amend Performance Share Plan 2020	Mgmt	For	Against	Against
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 04/11/2024

Record Date: 04/03/2024

Primary Security ID: W45430100

Country: Sweden

Meeting Type: Annual

Ticker: INDU.A

Shares Voted: 1,474

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.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 7.75 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
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 Lars Pettersson	Mgmt	For	For	For
9c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
9c.9	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 1.4 Million for Vice Chair and SEK 712,000 for Other Directors	Mgmt	For	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Elect Fredrik Persson as New 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 Chairman	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 as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	Against	Against
18	Approve Performance Share Matching Plan	Mgmt	For	For	For
19	Close Meeting	Mgmt			

ING Bank Slaski SA

Meeting Date: 04/11/2024

Country: Poland

Ticker: ING

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: X0645S103

Shares Voted: 169

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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 Malgorzata Kolakowska (Supervisory Board Chairwoman)	Mgmt	For	For	For
9.7c	Approve Discharge of Michal Szczurek (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
9.7d	Approve Discharge of Aris Bogdaneris (Supervisory Board Member)	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 Monika Marcinkowska (Supervisory Board Member)	Mgmt	For	For	For
9.7h	Approve Discharge of Hans de Munck (Supervisory Board Member)	Mgmt	For	For	For

ING Bank Slaski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.7i	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 33.35 per Share and Terms of Dividend Payment	Mgmt	For	For	For
9.10	Amend Statute	Mgmt	For	For	For
9.11	Approve Suitability of Supervisory Board Members	Mgmt	For	For	For
9.12a	Fix Number of Supervisory Board Members	Mgmt	For	For	For
9.12b	Elect Supervisory Board Member	Mgmt	For	Against	Against
9.12c	Approve Assessment of Supervisory Board Suitability	Mgmt	For	Against	Against
9.13	Amend Remuneration Policy	Mgmt	For	Against	Against
9.14	Amend Policy on Appointment and Dismissal of Supervisory Board Members	Mgmt	For	For	For
10	Close Meeting	Mgmt			

Saab AB

Meeting Date: 04/11/2024

Record Date: 04/03/2024

Primary Security ID: W72838175

Country: Sweden

Meeting Type: Annual

Ticker: SAAB.B

Shares Voted: 479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
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 6.40 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Lena Erixon	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Daniel Nodhall	Mgmt	For	For	For
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c9	Approve Discharge of Erika Soderberg Johnson	Mgmt	For	For	For
8.c10	Approve Discharge of Sebastian Tham	Mgmt	For	For	For
8.c11	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
8.c12	Approve Discharge of Joakim Westh	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 Conny Holm	Mgmt	For	For	For
8.c18	Approve Discharge of Tina Mikkelsen	Mgmt	For	For	For
8.c19	Approve Discharge of Patrik Myren	Mgmt	For	For	For
8.c20	Approve Discharge of Lars Svensson	Mgmt	For	For	For
8.c21	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 2.25 Million to Chairman, SEK 850,000 for Vice Chairman and SEK 740,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Elect Anders Ynnerman as New Director	Mgmt	For	For	For
11.b	Reelect Lena Erixon as Director	Mgmt	For	For	For
11.c	Reelect Henrik Henriksson as Director	Mgmt	For	For	For
11.d	Reelect Micael Johansson as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.e	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
11.f	Reelect Johan Menckel as Director	Mgmt	For	Against	Against
11.g	Reelect Bert Nordberg as Director	Mgmt	For	For	For
11.h	Reelect Erika Soderberg Johnson as Director	Mgmt	For	For	For
11.i	Reelect Sebastian Tham as Director	Mgmt	For	Against	Against
11.j	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
11.k	Reelect Joakim Westh as Director	Mgmt	For	Against	Against
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.a	Approve 2025 Share Matching Plan for All Employees; Approve 2025 Performance Share Program for Key Employees; Approve Special Projects 2025 Incentive Plan	Mgmt	For	Against	Against
14.b	Approve Equity Plan Financing	Mgmt	For	Against	Against
14.c	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Mgmt	For	Against	Against
15.a	Authorize Share Repurchase Program	Mgmt	For	For	For
15.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
15.c	Approve Transfer of Shares for Previous Year's Incentive Programs	Mgmt	For	For	For
16	Approve 4:1 Stock Split; Amend Articles: Set Minimum (450 Million) and Maximum (1.8 Billion) Number of Shares	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Santos Limited

Meeting Date: 04/11/2024

Record Date: 04/09/2024

Primary Security ID: Q82869118

Country: Australia

Meeting Type: Annual

Ticker: STO

Shares Voted: 16,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Keith Spence as Director	Mgmt	For	For	For
2b	Elect Vanessa Guthrie as Director	Mgmt	For	Against	Against
2c	Elect John Lydon as Director	Mgmt	For	For	For

Santos Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2d	Elect Vickki McFadden as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Share Acquisition Rights to Kevin Gallagher	Mgmt	For	For	For
5	Approve Renewal of the Proportional Takeover Provisions for a Further Three Years	Mgmt	For	For	For

Telefonica SA

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

Shares Voted: 27,316

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

Meeting Date: 04/12/2024	Country: Finland	Ticker: ELISA
Record Date: 04/02/2024	Meeting Type: Annual	
Primary Security ID: X1949T102		

Shares Voted: 747

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 2.25 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	Against	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 150,000 for Chairman, EUR 87,000 for Vice Chairman and the Chairman of the Committees and EUR 72,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For
14	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors; Elect Christoph Vitzthum as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young Oy as Auditors	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Approve Forfeiture of Shares in Elisa Oyj on Joint Account (Kymen Puhelin Oy)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Forfeiture of Shares in Elisa Oyj on Joint Account (Telekarelia Oy)	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Straumann Holding AG

Meeting Date: 04/12/2024	Country: Switzerland	Ticker: STMN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8300N127		

Shares Voted: 578

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 Allocation of Income and Dividends of CHF 0.85 per Share	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 10.2 Million	Mgmt	For	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	For	For
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.3	Reelect Marco Gadola as Director	Mgmt	For	Against	Against
6.4	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.5	Reelect Regula Wallimann as Director	Mgmt	For	For	For
6.6	Elect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.7	Elect Stefan Meister as Director	Mgmt	For	For	For
7.1	Appoint 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	Against	Against

## Straumann Holding AG

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

## Swiss Re AG

Meeting Date: 04/12/2024	Country: Switzerland	Ticker: SREN
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: H8431B109		

Shares Voted: 1,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Remuneration Report	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
1.3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 6.80 per Share	Mgmt	For	For	For
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 15 Million	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	For	For	For
5.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For
5.1.c	Reelect Vanessa Lau as Director	Mgmt	For	For	For
5.1.d	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
5.1.e	Reelect Deanna Ong as Director	Mgmt	For	For	For
5.1.f	Reelect Jay Ralph as Director	Mgmt	For	For	For
5.1.g	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
5.1.h	Reelect Philip Ryan as Director	Mgmt	For	For	For
5.1.i	Reelect Pia Tischhauser as Director	Mgmt	For	For	For
5.1.j	Reelect Paul Tucker as Director	Mgmt	For	For	For
5.1.k	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
5.1.l	Elect Geraldine Matchett as Director	Mgmt	For	For	For
5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
5.2.4	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.4	Ratify KPMG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 29 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

UniCredit SpA

Meeting Date: 04/12/2024

Record Date: 04/03/2024

Primary Security ID: T9T23L642

Country: Italy

Meeting Type: Annual/Special

Ticker: UCG

Shares Voted: 8,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate 1 Submitted by Management	Mgmt	For	For	For
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
10	Approve 2024 Group Incentive System	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Employees Share Ownership Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Meeting Date: 04/17/2024Country: PolandTicker: PEO

Record Date: 04/01/2024Meeting Type: Annual

Primary Security ID: X0R77T117

Shares Voted: 1,092					
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	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 19.20 per Share	Mgmt	For	For	For
10.5	Approve Supervisory Board Report	Mgmt	For	For	For



BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.6a	Approve Individual Suitability of Beata Kozłowska-Chyla (Supervisory Board Chairwoman)	Mgmt	For	For	For
10.6b	Approve Individual Suitability of Joanna Dynysiuk (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
10.6c	Approve Individual Suitability of Malgorzata Sadurska (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
10.6d	Approve Individual Suitability of Stanislaw Kaczoruk (Supervisory Board Secretary)	Mgmt	For	For	For
10.6e	Approve Individual Suitability of Marcin Izdebski (Supervisory Board Member)	Mgmt	For	For	For
10.6f	Approve Individual Suitability of Sabina Bigos-Jaworowska (Supervisory Board Member)	Mgmt	For	For	For
10.6g	Approve Individual Suitability of Justyna Glebikowska-Michalak (Supervisory Board Member)	Mgmt	For	For	For
10.6h	Approve Individual Suitability of Michal Kaszynski (Supervisory Board Member)	Mgmt	For	For	For
10.6i	Approve Individual Suitability of Marian Majcher (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
10.8a	Approve Discharge of Beata Kozłowska-Chyla (Supervisory Board Chairwoman)	Mgmt	For	For	For
10.8b	Approve Discharge of Joanna Dynysiuk (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.8c	Approve Discharge of Malgorzata Sadurska (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
10.8d	Approve Discharge of Stanislaw Ryszard Kaczoruk (Supervisory Board Secretary)	Mgmt	For	For	For
10.8e	Approve Discharge of Marcin Izdebski (Supervisory Board Member)	Mgmt	For	For	For
10.8f	Approve Discharge of Sabina Bigos-Jaworowska (Supervisory Board Member)	Mgmt	For	For	For
10.8g	Approve Discharge of Justyna Glebikowska-Michalak (Supervisory Board Member)	Mgmt	For	For	For
10.8h	Approve Discharge of Michal Kaszynski (Supervisory Board Member)	Mgmt	For	For	For
10.8i	Approve Discharge of Marian Majcher (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	Elect Supervisory Board Members	Mgmt	For	Against	Against
16	Approve Assessment of Supervisory Board Suitability	Mgmt	For	Against	Against
17.1	Amend Statute Re: Corporate Purpose; Share Capital	Mgmt	For	For	For
17.2	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For
17.3	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For
17.4	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Geberit AG

Meeting Date: 04/17/2024

Record Date: 04/11/2024

Primary Security ID: H2942E124

Country: Switzerland

Meeting Type: Annual

Ticker: GEBN

Shares Voted: 174

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

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 12.70 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	For	For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	For	For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	For	For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Against	Against
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration Report	Mgmt	For	Against	Against
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 12.9 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Royal KPN NV

Meeting Date: 04/17/2024

Record Date: 03/20/2024

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Annual

Ticker: KPN

Shares Voted: 16,026

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

Royal KPN NV

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

Aena S.M.E. SA

Meeting Date: 04/18/2024

Record Date: 04/12/2024

Primary Security ID: E526K0106

Country: Spain

Meeting Type: Annual

Ticker: AENA

Shares Voted: 382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For

Aena S.M.E. SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Ratify Appointment of and Elect Beatriz Alcocer Pinilla as Director	Mgmt	For	For	For
7.2	Ratify Appointment of and Elect Angel Faus Alcaraz as Director	Mgmt	For	For	For
7.3	Ratify Appointment of and Elect Ainhoa Morondo Quintano as Director	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Advisory Vote on Company's 2023 Updated Report on Climate Action Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Beiersdorf AG

Meeting Date: 04/18/2024

Record Date: 03/27/2024

Primary Security ID: D08792109

Country: Germany

Meeting Type: Annual

Ticker: BEI

Shares Voted: 509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Donya-Florence Amer to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Hong Chow to the Supervisory Board	Mgmt	For	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	Against	Against
7.4	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Frederic Pflanz to the Supervisory Board	Mgmt	For	Against	Against
7.6	Elect Reinhard Poellath to the Supervisory Board	Mgmt	For	Against	Against
7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 04/18/2024

Record Date: 04/03/2024

Primary Security ID: H49983176

Country: Switzerland

Meeting Type: Annual

Ticker: LISN

Shares Voted: 1					
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	Against	Against
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 1,400 per Registered Share and CHF 140 per Participation Certificate	Mgmt	For	For	For
6	Approve CHF 62,400 Reduction in Share Capital and CHF 511,800 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7.1.1	Reelect Ernst Tanner as Director and Board Chair	Mgmt	For	Against	Against
7.1.2	Reelect Dieter Weisskopf as Director	Mgmt	For	Against	Against
7.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Against	Against
7.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Against	Against
7.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	For	For
7.1.6	Reelect Silvio Denz as Director	Mgmt	For	For	For
7.1.7	Reelect Monique Bourquin as Director	Mgmt	For	Against	Against

## Chocoladefabriken Lindt & Spruengli AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2.1	Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
7.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate Patrick Schleiffer as Independent Proxy	Mgmt	For	For	For
7.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 21 Million	Mgmt	For	For	For
9	Approve Creation of CHF 3.1 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Elbit Systems Ltd.

Meeting Date: 04/18/2024	Country: Israel	Ticker: ESLT
Record Date: 03/04/2024	Meeting Type: Special	
Primary Security ID: M3760D101		

Shares Voted: 125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against	Against
2	Approve Amended Employment Terms of Bezahel Machlis, President and CEO	Mgmt	For	Against	Against
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	For

## Genting Singapore Limited

Meeting Date: 04/18/2024	Country: Singapore	Ticker: G13
Record Date:	Meeting Type: Annual	
Primary Security ID: Y2692C139		

## Genting Singapore Limited

Shares Voted: 29,649

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	Approve Final Dividend	Mgmt	For	For	For
3	Elect Tan Wah Yeow as Director	Mgmt	For	For	For
4	Elect Hauw Sze Shiung Winston as Director	Mgmt	For	For	For
5(a)	Approve Directors' Fees	Mgmt	For	For	For
5(b)	Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Mgmt	For	Against	Against
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	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

## Jeronimo Martins SGPS SA

Meeting Date: 04/18/2024Country: PortugalTicker: JMT

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: X40338109

Shares Voted: 1,432

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	Mgmt	For	For	For
4	Amend Articles 14, 23, and 31	Mgmt	For	For	For

## LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024Country: FranceTicker: MC

Record Date: 04/16/2024Meeting Type: Annual/Special

Primary Security ID: F58485115



**Shares Voted: 1,338**

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	Mgmt	For	Against	Against
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	Against
6	Elect Henri de Castries as Director	Mgmt	For	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Against	Against
8	Elect Frederic Arnault as Director	Mgmt	For	Against	Against
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

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

Shares Voted: 13,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	Against	Against
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	For	For
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Against	Against	Against
	Management Proposal	Mgmt			
8	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Orkla ASA

Meeting Date: 04/18/2024

Record Date: 04/11/2024

Primary Security ID: R67787102

Country: Norway

Meeting Type: Annual

Ticker: ORK

Shares Voted: 3,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6 Per Share	Mgmt	For	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	Against	Against
4	Discuss Company's Corporate Governance Statement	Mgmt			
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	Against	Against
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For	For
6.4	Reelect Christina Fagerberg as Director	Mgmt	For	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For	For
6.6	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For	For

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Elect Bengt Arve Rem as New Director	Mgmt	For	For	For
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For	For
8.1	Elect Anders Christian Stray Ryssdal as Members of Nominating Committee	Mgmt	For	For	For
8.2	Elect Kjetil Houg as Members of Nominating Committee	Mgmt	For	For	For
8.3	Elect Rebekka Glasser Herlofsen as Members of Nominating Committee	Mgmt	For	For	For
9	Elect Anders Christian Stray Ryssdal as Chair of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Directors	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Auditors	Mgmt	For	For	For

Prysmian SpA

Meeting Date: 04/18/2024

Record Date: 04/09/2024

Primary Security ID: T7630L105

Country: Italy

Meeting Type: Annual

Ticker: PRY

Shares Voted: 1,419

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

Meeting Date: 04/18/2024	Country: Poland	Ticker: SPL
Record Date: 04/02/2024	Meeting Type: Annual	
Primary Security ID: X0646L107		

Shares Voted: 173

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	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 Maria Elena Lanciego Perez (Management Board Member)	Mgmt	For	For	For
9.6	Approve Discharge of Patryk Nowakowski (Management Board Member)	Mgmt	For	For	For
9.7	Approve Discharge of Juan de Porras Aguirre (Deputy CEO)	Mgmt	For	For	For
9.8	Approve Discharge of Magdalena Proga-Stepien (Management Board Member)	Mgmt	For	For	For
9.9	Approve Discharge of Arkadiusz Przybyl (Deputy CEO)	Mgmt	For	For	For
9.10	Approve Discharge of Maciej Reluga (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
11	Approve Supervisory Board Reports	Mgmt	For	For	For
12.1	Approve Discharge of Antonio Escamez Torres (Supervisory Board Chairman)	Mgmt	For	For	For

Santander Bank Polska SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Approve Discharge of Dominika Bettman (Supervisory Board Member)	Mgmt	For	For	For
12.3	Approve Discharge of Jose Garcia Cantera (Supervisory Board Member)	Mgmt	For	For	For
12.4	Approve Discharge of Adam Celinski (Supervisory Board Member)	Mgmt	For	For	For
12.5	Approve Discharge of Danuta Dabrowska (Supervisory Board Member)	Mgmt	For	For	For
12.6	Approve Discharge of Isabel Guerreiro (Supervisory Board Member)	Mgmt	For	For	For
12.7	Approve Discharge of David Hexter (Supervisory Board Member)	Mgmt	For	For	For
12.8	Approve Discharge of Jose Luis De Mora (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
12.9	Approve Discharge of John Power (Supervisory Board Member)	Mgmt	For	For	For
12.10	Approve Discharge of Jerzy Surma (Supervisory Board Member)	Mgmt	For	For	For
12.11	Approve Discharge of Marynika Woroszylska-Sapieha (Supervisory Board Member)	Mgmt	For	For	For
13	Approve Assessment of Supervisory Board Suitability	Mgmt	For	For	For
14.1	Elect Dominika Bettman as Supervisory Board Member	Mgmt	For	For	For
14.2	Elect Jose Garcia Cantera as Supervisory Board Member	Mgmt	For	For	For
14.3	Elect Adam Celinski as Supervisory Board Member	Mgmt	For	For	For
14.4	Elect Danuta Dabrowska as Supervisory Board Member	Mgmt	For	For	For
14.5	Elect Antonio Escamez Torres as Supervisory Board Member	Mgmt	For	For	For
14.6	Elect Isabel Guerreiro as Supervisory Board Member	Mgmt	For	For	For
14.7	Elect Kamilla Marchewka-Bartkowiak as Supervisory Board Member	Mgmt	For	For	For
14.8	Elect Jose Luis de Mora as Supervisory Board Member	Mgmt	For	For	For
14.9	Elect Tomasz Sojka as Supervisory Board Member	Mgmt	For	For	For
14.10	Elect Jerzy Surma as Supervisory Board Member	Mgmt	For	For	For
15	Elect Antonio Escamez Torres as Chairman of Supervisory Board	Mgmt	For	For	For
16	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
17.1	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For

# Santander Bank Polska SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.2	Amend Statute Re: Corporate Purpose	Mgmt	For	For	For
18	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
19	Receive Report on Share Repurchase Program for Purposes of Performance Share Plan	Mgmt			
20	Close Meeting	Mgmt			

# Siemens Healthineers AG

Meeting Date: 04/18/2024

Country: Germany

Ticker: SHL

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 1,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Veronika Bienert (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2023	Mgmt	For	For	For

# Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Norbert Gaus (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andreas Hoffmann (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Koerte (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sarena Lin (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Philipp Roesler (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Gregory Sorensen (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dow Wilson (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Corporate Purpose	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against
9.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
9.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	Against	Against
9.4	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For
9.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against
9.6	Elect Peer Schatz to the Supervisory Board	Mgmt	For	Against	Against
9.7	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against
9.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against



Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.9	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against
9.10	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against

United Overseas Bank Limited (Singapore)

Meeting Date: 04/18/2024Country: SingaporeTicker: U11

Record Date:Meeting Type: Annual

Primary Security ID: Y9T10P105

Shares Voted: 6,982

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	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Wong Kan Seng as Director	Mgmt	For	For	For
6	Elect Michael Lien Jown Leam as Director	Mgmt	For	For	For
7	Elect Dinh Ba Thanh 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

Keppel Limited

Meeting Date: 04/19/2024Country: SingaporeTicker: BN4

Record Date: 04/17/2024Meeting Type: Annual

Primary Security ID: Y4722Z120

Shares Voted: 7,189

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 Penny Goh as Director	Mgmt	For	For	For

Keppel Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Ang Wan Ching as Director	Mgmt	For	For	For
5	Approve Additional Directors' Fees for FY 2023	Mgmt	For	For	For
6	Approve Directors' Fees for FY 2024	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

Keppel Limited

Meeting Date: 04/19/2024	Country: Singapore	Ticker: BN4
Record Date: 04/17/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y4722Z120		

Shares Voted: 7,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Transaction including the Amendment and Extension of the Capacity Tolling Agreement between KMC and KIHPL and Amendment and Extension of the Operations and Maintenance Services Agreement between KMC, KMC O&M Pte. Ltd., and KIHPL	Mgmt	For	For	For
2	Approve Subscription of New Units in KIT by KIHPL Pursuant to the KIT Equity Fund Raising	Mgmt	For	For	For

Wilmar International Limited

Meeting Date: 04/19/2024	Country: Singapore	Ticker: F34
Record Date:	Meeting Type: Annual	
Primary Security ID: Y9586L109		

Shares Voted: 9,388

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

Wilmar International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Directors' Fees	Mgmt	For	For	For
4	Elect Kuok Khoon Hong as Director	Mgmt	For	For	For
5	Elect Pua Seck Guan as Director	Mgmt	For	For	For
6	Elect Teo La-Mei as Director	Mgmt	For	For	For
7	Elect Cheung Chi Yan, Louis as Director	Mgmt	For	For	For
8	Elect Jessica Cheam as Director	Mgmt	For	For	For
9	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	Mgmt	For	Against	Against
12	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For

Henkel AG & Co. KGaA

Meeting Date: 04/22/2024

Record Date: 03/29/2024

Primary Security ID: D3207M102

Country: Germany

Meeting Type: Annual

Ticker: HEN

Shares Voted: 501					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Shareholders' Committee for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7.1	Elect Simone Bagel-Trah to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Lutz Bunnenberg to the Supervisory Board	Mgmt	For	Against	Against

Henkel AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Elect Vinzenz Gruber to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Benedikt-Richard Freiherr von Herman to the Supervisory Board	Mgmt	For	Against	Against
7.5	Elect Barbara Kux to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Anja Langenbucher to the Supervisory Board	Mgmt	For	Against	Against
7.7	Elect Laurent Martinez to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Simone Menne to the Supervisory Board	Mgmt	For	For	For
8.1	Elect Paul Achleitner to the Shareholders' Committee	Mgmt	For	Against	Against
8.2	Elect Simone Bagel-Trah to the Shareholders' Committee	Mgmt	For	Against	Against
8.3	Elect Alexander Birken to the Shareholders' Committee	Mgmt	For	For	For
8.4	Elect Kaspar von Braun to the Shareholders' Committee	Mgmt	For	Against	Against
8.5	Elect Christoph Kneip to the Shareholders' Committee	Mgmt	For	Against	Against
8.6	Elect Thomas Manchot to the Shareholders' Committee	Mgmt	For	Against	Against
8.7	Elect James Rowan to the Shareholders' Committee	Mgmt	For	For	For
8.8	Elect Konstantin von Unger to the Shareholders' Committee	Mgmt	For	Against	Against
8.9	Elect Jean-Francois van Boxmeer to the Shareholders' Committee	Mgmt	For	For	For
8.10	Elect Poul Weihrauch to the Shareholders' Committee	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration Policy for the Supervisory Board and Shareholders' Committee	Mgmt	For	For	For
11	Approve Affiliation Agreements with Henkel Zwoelfte Verwaltungsgesellschaft mbH, Henkel Dreizehnte Verwaltungsgesellschaft mbH, Henkel Vierzehnte Verwaltungsgesellschaft mbH and Henkel Fuenfzehnte Verwaltungsgesellschaft mbH	Mgmt	For	For	For

ING Groep NV

Meeting Date: 04/22/2024

Record Date: 03/25/2024

Primary Security ID: N4578E595

Country: Netherlands

Meeting Type: Annual

Ticker: INGA

Shares Voted: 17,183

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

Assicurazioni Generali SpA

Meeting Date: 04/23/2024

Country: Italy

Ticker: G

Record Date: 04/12/2024

Meeting Type: Annual/Special

Primary Security ID: T05040109

Shares Voted: 5,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
3a	Amend Company Bylaws Re: Article 7.2	Mgmt	For	For	For
3b	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For
3c	Amend Company Bylaws Re: Article 16.1	Mgmt	For	For	For
3d	Amend Company Bylaws Re: Article 18	Mgmt	For	For	For
3e	Amend Company Bylaws Re: Article 19.1 letter h)	Mgmt	For	For	For
3f	Amend Company Bylaws Re: Articles 28.2, 28.7, 28.13, 37.2, and 37.9	Mgmt	For	For	For
3g	Amend Company Bylaws Re: Article 28.4	Mgmt	For	For	For
3h	Amend Company Bylaws Re: Article 29.4	Mgmt	For	For	For
3i	Amend Company Bylaws Re: Articles 30.1 and 30.2	Mgmt	For	For	For
3j	Amend Company Bylaws Re: Article 32.2 letters f) g) and h)	Mgmt	For	For	For
3k	Amend Company Bylaws Re: Articles 33.1 and 33.2	Mgmt	For	For	For
3l	Amend Company Bylaws Re: Article 34.1	Mgmt	For	For	For
	Ordinary Business	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For

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

Shares Voted: 18,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.98 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Antoine Gosset-Grainville as Director	Mgmt	For	For	For
12	Reelect Clotilde Delbos as Director	Mgmt	For	For	For
13	Reelect Isabel Hudson as Director	Mgmt	For	For	For
14	Reelect Angelien Kemna as Director	Mgmt	For	For	For
15	Reelect Marie-France Tschudin as Director	Mgmt	For	For	For
16	Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of Axa Group	Mgmt			
A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	SH	Against	Against	Against

AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
17	Appoint KPMG SA as Auditor	Mgmt	For	For	For
18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
22	Extraordinary Business	Mgmt			
	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Boliden AB

Meeting Date: 04/23/2024

Record Date: 04/15/2024

Primary Security ID: W17218210

Country: Sweden

Meeting Type: Annual

Ticker: BOL

Shares Voted: 1,423

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			



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

Boliden AB

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

Infrastrutture Wireless Italiane SpA

Meeting Date: 04/23/2024

Country: Italy

Ticker: INW

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: T6032P102

Shares Voted: 1,815					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

Infrastrutture Wireless Italiane SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Adjust Remuneration of External Auditors	Mgmt	For	For	For
6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
7.1	Slate Submitted by Central Tower Holding Company BV	SH	None	Against	Against
7.2	Slate Submitted by Daphne 3 SpA	SH	None	Against	Against
7.3	Slate Submitted by Priviledge-Amber Event Europe and Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Daphne 3 SpA	Mgmt			
7bis	Draw Female Candidates from Slate 2 to Allow Compliance with Gender Diversity Requirements	SH	None	For	For
8	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Daphne 3 SpA	Mgmt			
9	Approve Internal Auditors' Remuneration	SH	None	For	For

L'Oreal SA

Meeting Date: 04/23/2024

Record Date: 04/19/2024

Primary Security ID: F58149133

Country: France

Meeting Type: Annual/Special

Ticker: OR

Shares Voted: 1,262

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 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Jacques Ripoll as Director	Mgmt	For	For	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For	For
6	Reelect Ilham Kadri as Director	Mgmt	For	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For	For
8	Reelect Nicolas Meyers as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
18	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

NatWest Group Plc

**Meeting Date:** 04/23/2024

**Country:** United Kingdom

**Ticker:** NWG

**Record Date:** 04/19/2024

**Meeting Type:** Annual

**Primary Security ID:** G6422B147

Shares Voted: 25,197

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

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Rick Haythornthwaite as Director	Mgmt	For	For	For
5	Elect Paul Thwaite as Director	Mgmt	For	For	For
6	Re-elect Katie Murray as Director	Mgmt	For	For	For
7	Re-elect Frank Dangeard as Director	Mgmt	For	For	For
8	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
9	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
10	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
11	Re-elect Stuart Lewis as Director	Mgmt	For	For	For
12	Re-elect Mark Seligman as Director	Mgmt	For	For	For
13	Re-elect Lena Wilson as Director	Mgmt	For	For	For
14	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Group Audit Committee to Fix Remuneration of Auditors	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 Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Approve Amendments to Directed Buyback Contract	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For
27	Approve Employee Share Plan	Mgmt	For	For	For
28	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For

# Anheuser-Busch InBev SA/NV

Meeting Date: 04/24/2024

Record Date: 04/10/2024

Primary Security ID: B639CJ108

Country: Belgium

Meeting Type: Annual

Ticker: ABI

Shares Voted: 4,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
A.1	Receive Directors' Reports (Non-Voting)	Mgmt			
A.2	Receive Auditors' Reports (Non-Voting)	Mgmt			
A.3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.82 per Share	Mgmt	For	For	For
A.5	Approve Discharge of Directors	Mgmt	For	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For	For
A.7.a	Reelect Michele Burns as Independent Director	Mgmt	For	Against	Against
A.7.b	Reelect Paul Cornet de Ways Ruart as Director	Mgmt	For	Against	Against
A.7.c	Reelect Gregoire de Spoelberch as Director	Mgmt	For	Against	Against
A.7.d	Reelect Paulo Lemann as Director	Mgmt	For	Against	Against
A.7.e	Reelect Alexandre Van Damme as Director	Mgmt	For	Against	Against
A.7.f	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against	Against
A.7.g	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against	Against
A.7.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against	Against
A.8	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For	For
A.9	Approve Remuneration Report	Mgmt	For	Against	Against
B.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

# ASML Holding NV

Meeting Date: 04/24/2024

Record Date: 03/27/2024

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 2,053

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

Meeting Date: 04/24/2024

Record Date: 04/16/2024

Primary Security ID: W0817X204

Country: Sweden

Meeting Type: Annual

Ticker: ASSA.B

Shares Voted: 5,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Johan Hjertonsson (Chairman), Carl Douglas (Vice Chairman), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For



Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	For	Against	Against
17	Close Meeting	Mgmt			

Atlas Copco AB

Meeting Date: 04/24/2024	Country: Sweden	Ticker: ATCO.A
Record Date: 04/16/2024	Meeting Type: Annual	
Primary Security ID: W1R924252		

Shares Voted: 21,288

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	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 Staffan Bohman	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helene Mellquist	Mgmt	For	For	For
8.b5	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	For
8.b6	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For	For
8.b8	Approve Discharge of Hans Straberg	Mgmt	For	For	For
8.b9	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	For
8.b10	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	For
8.b11	Approve Discharge of Benny Larsson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b12	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 2.80 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	Against	Against
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For	For
10.a6	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	Against
10.b1	Elect Vagner Rego as New Director	Mgmt	For	For	For
10.b2	Elect Karin Radstrom as New Director	Mgmt	For	For	For
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 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 Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12.c	Approve Stock Option Plan 2024 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 2024	Mgmt	For	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	For

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017, 2018, 2019, 2020 and 2021	Mgmt	For	For	For
14	Close Meeting	Mgmt			

British American Tobacco plc

Meeting Date: 04/24/2024Country: United KingdomTicker: BATS

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: G1510J102

Shares Voted: 11,636

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	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Luc Jobin as Director	Mgmt	For	For	For
6	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
7	Re-elect Kandy Anand as Director	Mgmt	For	For	For
8	Re-elect Karen Guerra as Director	Mgmt	For	For	For
9	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
10	Re-elect Veronique Laury as Director	Mgmt	For	For	For
11	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
12	Elect Murray Keller as Director	Mgmt	For	For	For
13	Elect Serpil Timuray as Director	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Endesa SA

Meeting Date: 04/24/2024

Record Date: 04/19/2024

Primary Security ID: E41222113

Country: Spain

Meeting Type: Annual

Ticker: ELE

Shares Voted: 1,647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
6	Fix Number of Directors at 14	Mgmt	For	For	For
7	Ratify Appointment of and Elect Flavio Cattaneo as Director	Mgmt	For	For	For
8	Ratify Appointment of and Elect Stefano de Angelis as Director	Mgmt	For	For	For
9	Ratify Appointment of and Elect Gianni Vittorio Armani as Director	Mgmt	For	For	For
10	Reelect Eugenia Bieto Caubet as Director	Mgmt	For	For	For
11	Reelect Pilar Gonzalez de Frutos as Director	Mgmt	For	For	For
12	Elect Guillermo Alonso Olarra as Director	Mgmt	For	For	For
13	Elect Elisabetta Colacchia as Director	Mgmt	For	For	For
14	Elect Michela Mossini as Director	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Remuneration Policy	Mgmt	For	For	For
17	Approve Strategic Incentive Plan	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Hong Kong Exchanges and Clearing Limited

Meeting Date: 04/24/2024

Record Date: 04/18/2024

Primary Security ID: Y3506N139

Country: Hong Kong

Meeting Type: Annual

Ticker: 388

# Hong Kong Exchanges and Clearing Limited

Shares Voted: 6,208

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 Nicholas Charles Allen as Director	Mgmt	For	For	For
2b	Elect Cheung Ming Ming, Anna as Director	Mgmt	For	For	For
2c	Elect Zhang Yichen as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditor 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

# Intesa Sanpaolo SpA

Meeting Date: 04/24/2024Country: ItalyTicker: ISP

Record Date: 04/15/2024Meeting Type: Annual/Special

Primary Security ID: T55067101

Shares Voted: 83,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	For	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
2c	Approve Annual Incentive Plan	Mgmt	For	For	For
3a	Authorize Share Repurchase Program	Mgmt	For	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Meeting Date: 04/24/2024

Record Date: 04/16/2024

Primary Security ID: W5321L166

Country: Sweden

Meeting Type: Annual

Ticker: LIFCO.B

Shares Voted: 1,175

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Group Consolidated Financial Statements and Statutory Reports	Mgmt			
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.d	Receive Board's Dividend Proposal	Mgmt			
8	Receive Report of Board and Committees	Mgmt			
9	Receive President's Report	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 2.10 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For	For
12.b	Approve Discharge of Ulrika Dellby	Mgmt	For	For	For
12.c	Approve Discharge of Annika Espander	Mgmt	For	For	For
12.d	Approve Discharge of Dan Frohm	Mgmt	For	For	For
12.e	Approve Discharge of Erik Gabrielson	Mgmt	For	For	For
12.f	Approve Discharge of Ulf Grunander	Mgmt	For	For	For
12.g	Approve Discharge of Lina Juslin	Mgmt	For	For	For
12.h	Approve Discharge of Anders Lindstrom	Mgmt	For	For	For
12.i	Approve Discharge of Tobias Nordin	Mgmt	For	For	For
12.j	Approve Discharge of Sofia Sandstrom	Mgmt	For	For	For
12.k	Approve Discharge of Caroline af Ugglas	Mgmt	For	For	For

Lifco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.l	Approve Discharge of Axel Wachtmeister	Mgmt	For	For	For
12.m	Approve Discharge of Per Waldemarson	Mgmt	For	For	For
13.a	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 731,100 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Carl Bennet as Director	Mgmt	For	Against	Against
15.b	Reelect Ulrika Dellby as Director	Mgmt	For	Against	Against
15.c	Reelect Dan Frohm as Director	Mgmt	For	For	For
15.d	Reelect Erik Gabrielson as Director	Mgmt	For	Against	Against
15.e	Reelect Ulf Grunander as Director	Mgmt	For	For	For
15.f	Reelect Caroline af Ugglas as Director	Mgmt	For	For	For
15.g	Reelect Axel Wachtmeister as Director	Mgmt	For	Against	Against
15.h	Reelect Per Waldemarson as Director	Mgmt	For	For	For
15.i	Elect Anna Hallberg as New Director	Mgmt	For	For	For
15.j	Reelect Carl Bennet as Board Chair	Mgmt	For	Against	Against
16	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Moncler SpA

Meeting Date: 04/24/2024

Record Date: 04/15/2024

Primary Security ID: T6730E110

Country: Italy

Meeting Type: Annual

Ticker: MONC

Shares Voted: 1,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For

Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve 2024 Performance Shares Plan	Mgmt	For	Against	Against

UBS Group AG

Meeting Date: 04/24/2024

Record Date: 04/17/2024

Primary Security ID: H42097107

Country: Switzerland

Meeting Type: Annual

Ticker: UBSG

Shares Voted: 16,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.70 per Share	Mgmt	For	For	For
5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
7.2	Reelect Lukas Gaehwiler as Director	Mgmt	For	For	For
7.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For	For
7.5	Reelect William Dudley as Director	Mgmt	For	For	For
7.6	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
7.7	Reelect Fred Hu as Director	Mgmt	For	For	For
7.8	Reelect Mark Hughes as Director	Mgmt	For	For	For
7.9	Reelect Nathalie Rachou as Director	Mgmt	For	For	For
7.10	Reelect Julie Richardson as Director	Mgmt	For	For	For
7.11	Reelect Jeanette Wong as Director	Mgmt	For	For	For
7.12	Elect Gail Kelly as Director	Mgmt	For	For	For
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For



UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Appoint Fred Hu as Member of the Compensation Committee	Mgmt	For	For	For
9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	Mgmt	For	For	For
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	Mgmt	For	For	For
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.3	Ratify BDO AG as Special Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	None	Against	Against

Woodside Energy Group Ltd.

Meeting Date: 04/24/2024

Record Date: 04/22/2024

Primary Security ID: Q98327333

Country: Australia

Meeting Type: Annual

Ticker: WDS

Shares Voted: 9,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Richard Goyder as Director	Mgmt	For	Against	Against
2b	Elect Ashok Belani as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	Mgmt	For	For	For
5	Approve Leaving Entitlements	Mgmt	For	For	For
6	Approve Climate Transition Action Plan and 2023 Progress Report	Mgmt	For	Against	Against

Alfa Laval AB

Meeting Date: 04/25/2024

Record Date: 04/17/2024

Primary Security ID: W04008152

Country: Sweden

Meeting Type: Annual

Ticker: ALFA

Shares Voted: 1,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	For
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	For
9.c3	Approve Discharge of Finn Rausing	Mgmt	For	For	For
9.c4	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9.c5	Approve Discharge of Jorn Rausing	Mgmt	For	For	For
9.c6	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	For
9.c7	Approve Discharge of Nadine Crauwels	Mgmt	For	For	For
9.c8	Approve Discharge of Ray Mauritsson	Mgmt	For	For	For
9.c9	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	For
9.c10	Approve Discharge of Anna Muller	Mgmt	For	For	For
9.c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For	For
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	For
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	For
9.c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For	For
9.c15	Approve Discharge of Stefan Sandell	Mgmt	For	For	For
9.c16	Approve Discharge of Leif Norkvist	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Determine Number of Directors (9) 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

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Approve Remuneration of Directors in the Amount of SEK 2.05 Million to the Chair and SEK 680,000 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 Dennis Jonsson as Director	Mgmt	For	For	For
13.2	Reelect Finn Rausing as Director	Mgmt	For	Against	Against
13.3	Reelect Henrik Lange as Director	Mgmt	For	For	For
13.4	Reelect Jorn Rausing as Director	Mgmt	For	For	For
13.5	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
13.6	Reelect Ray Mauritsson as Director	Mgmt	For	For	For
13.7	Reelect Ulf Wiinberg as Director	Mgmt	For	For	For
13.8	Reelect Anna Muller as Director	Mgmt	For	For	For
13.9	Reelect Nadine Crauwels as Director	Mgmt	For	For	For
13.10	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For	For
13.11	Ratify Andreas Troberg as Auditor	Mgmt	For	For	For
13.12	Ratify Hanna Fehland as Auditor	Mgmt	For	For	For
13.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	For
13.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	For
14	Close Meeting	Mgmt			

BASF SE

Meeting Date: 04/25/2024

Record Date: 04/18/2024

Primary Security ID: D06216317

Country: Germany

Meeting Type: Annual

Ticker: BAS

Shares Voted: 4,644

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For

BASF SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Reelect Stefan Asenkerschbaumer to the Supervisory Board	Mgmt	For	For	For
6.2	Reelect Kurt Bock to the Supervisory Board	Mgmt	For	Against	Against
6.3	Reelect Thomas Carell to the Supervisory Board	Mgmt	For	For	For
6.4	Reelect Liming Chen to the Supervisory Board	Mgmt	For	For	For
6.5	Reelect Alessandra Genco to the Supervisory Board	Mgmt	For	Against	Against
6.6	Elect Tamara Weinert to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 300 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

BP Plc

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: G12793108

Country: United Kingdom

Meeting Type: Annual

Ticker: BP

Shares Voted: 88,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Helge Lund as Director	Mgmt	For	For	For
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
5	Elect Kate Thomson as Director	Mgmt	For	For	For
6	Re-elect Melody Meyer as Director	Mgmt	For	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
8	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For
10	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Scrip Dividend Programme	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

CapitaLand Investment Ltd.

Meeting Date: 04/25/2024Country: SingaporeTicker: 9CI

Record Date:Meeting Type: Annual

Primary Security ID: Y1091P105

Shares Voted: 12,473

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
3	Approve Directors' Remuneration	Mgmt	For	For	For
4(a)	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For	For
4(b)	Elect Lee Chee Koon as Director	Mgmt	For	For	For
4(c)	Elect Judy Hsu Chung Wei as Director	Mgmt	For	For	For
5	Elect Belita Ong 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

CapitaLand Investment Ltd.

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

Cellnex Telecom SA

**Meeting Date:** 04/25/2024

**Country:** Spain

**Ticker:** CLNX

**Record Date:** 04/19/2024

**Meeting Type:** Annual

**Primary Security ID:** E2R41M104

Shares Voted: 3,057

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	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
6	Reelect Alexandra Reich as Director	Mgmt	For	For	For
7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
8	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	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

Danone SA

**Meeting Date:** 04/25/2024

**Country:** France

**Ticker:** BN

**Record Date:** 04/23/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F12033134

Shares Voted: 3,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Appoint Mazars & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	For	For	For
9	Approve Compensation of Gilles Schnepp, Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	Mgmt	For	For	For
	Ordinary Business	Mgmt			
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Heineken Holding NV

Meeting Date: 04/25/2024	Country: Netherlands	Ticker: HEIO
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: N39338194		

Heineken Holding NV

Shares Voted: 691

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Discussion on Allocation of Income	Mgmt			
6	Approve Discharge of Directors	Mgmt	For	For	For
7.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7.b	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Reelect J.F.M.L. van Boxmeer as Director	Mgmt	For	Against	Against
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

Heineken NV

Meeting Date: 04/25/2024Country: NetherlandsTicker: HEIA

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: N39427211

Shares Voted: 1,494

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



Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Approve Discharge of Executive Directors	Mgmt	For	For	For
1h	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

Kering SA

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: F5433L103

Country: France

Meeting Type: Annual/Special

Ticker: KER

Shares Voted: 366					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For	For
4	Ratify Appointment of Maureen Chiquet as Director	Mgmt	For	For	For
5	Reelect Jean-Pierre Denis as Director	Mgmt	For	For	For
6	Elect Rachel Duan as Director	Mgmt	For	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Giovanna Melandri as Director	Mgmt	For	For	For
8	Elect Dominique D Hinnin as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
11	Approve Transaction with Maureen Chiquet, Director	Mgmt	For	Against	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
14	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
18	Extraordinary Business	Mgmt	For	Against	Against
	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

London Stock Exchange Group plc

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: G5689U103

Country: United Kingdom

Meeting Type: Annual

Ticker: LSEG

Shares Voted: 2,259					
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

## London Stock Exchange Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For	For
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
9	Re-elect Scott Guthrie as Director	Mgmt	For	For	For
10	Re-elect Cressida Hogg 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	For	For
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For	For
15	Elect Michel-Alain Proch as Director	Mgmt	For	For	For
16	Appoint 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
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Equity Incentive Plan	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 Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Metso Corp.

Meeting Date: 04/25/2024	Country: Finland	Ticker: METSO
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: X5404W104		

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 0.36 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 171,000 for Chairman, EUR 87,000 for Vice Chairman, and EUR 70,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Niko Pakalen, Ian W. Pearce, Reima Rytola, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors and Authorized Sustainability Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors and Authorized Sustainability Auditors	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Issuance of up to 82 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/25/2024

Record Date: 04/18/2024

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 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	Mgmt	For	For	Do Not Vote
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	Mgmt	For	For	Do Not Vote

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	Do Not Vote

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
7.1	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	Against	Do Not Vote
7.2	Elect Clement Booth to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.4	Elect Julia Jaekel to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.5	Elect Renata Bruengger to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.7	Elect Victoria Ossadnik to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.8	Elect Carsten Spohr to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.9	Elect Jens Weidmann to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.10	Elect Maximilian Zimmerer to the Supervisory Board	Mgmt	For	For	Do Not Vote
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	Do Not Vote
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote

RELX Plc

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: G7493L105

Country: United Kingdom

Meeting Type: Annual

Ticker: REL

Shares Voted: 9,820

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Bianca Tetteroo as Director	Mgmt	For	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 04/25/2024

Record Date: 04/15/2024

Primary Security ID: X75653232

Country: Finland

Meeting Type: Annual

Ticker: SAMPO

Shares Voted: 2,432

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			



Sampo Oyj

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 1.80 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 235,000 for Chair, EUR 135,000 for Vice Chairman and EUR 104,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Ratify Deloitte as Auditor and Auditor for the Sustainability Reporting	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Authorize Board of Directors to Resolve upon a Share Issue without Payment	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Sekisui House, Ltd.

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

Shares Voted: 3,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 64	Mgmt	For	For	For
2.1	Elect Director Nakai, Yoshihiro	Mgmt	For	For	For
2.2	Elect Director Horiuchi, Yosuke	Mgmt	For	For	For
2.3	Elect Director Tanaka, Satoshi	Mgmt	For	For	For

Sekisui House, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Ishii, Toru	Mgmt	For	For	For
2.5	Elect Director Shinozaki, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Yoshimaru, Yukiko	Mgmt	For	For	For
2.7	Elect Director Kitazawa, Toshifumi	Mgmt	For	For	For
2.8	Elect Director Nakajima, Yoshimi	Mgmt	For	For	For
2.9	Elect Director Takegawa, Keiko	Mgmt	For	For	For
2.10	Elect Director Abe, Shinichi	Mgmt	For	For	For
3	Appoint Statutory Auditor Wada, Yoritomo	Mgmt	For	For	For

UCB SA

Meeting Date: 04/25/2024

Record Date: 04/11/2024

Primary Security ID: B93562120

Country: Belgium

Meeting Type: Annual/Special

Ticker: UCB

Shares Voted: 626

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 1.36 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
9.1.A	Elect Pierre Gurdjian as Director	Mgmt	For	For	For
9.1.B	Indicate Pierre Gurdjian as Independent Director	Mgmt	For	For	For
9.2.A	Reelect Ulf Wiinberg as Director	Mgmt	For	For	For
9.2.B	Indicate Ulf Wiinberg as Independent Director	Mgmt	For	For	For
9.3	Elect Charles-Antoine Janssen as Director	Mgmt	For	For	For

UCB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4.A	Elect Nefertiti Greene as Director	Mgmt	For	For	For
9.4.B	Indicate Nefertiti Greene as Independent Director	Mgmt	For	For	For
9.5.A	Elect Dolca Thomas as Director	Mgmt	For	For	For
9.5.B	Indicate Dolca Thomas as Independent Director	Mgmt	For	For	For
9.6.A	Elect Rodolfo Savitzky as Director	Mgmt	For	For	For
9.6.B	Indicate Rodolfo Savitzky as Independent Director	Mgmt	For	For	For
10	Ratify Mazars, Permanently Represented by Sebastien Schueremans, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
	Special Part	Mgmt			
11	Approve Long-Term Incentive Plans	Mgmt	For	For	For
12.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For
12.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 24 August 2023	Mgmt	For	For	For

UCB SA

Meeting Date: 04/25/2024

Record Date: 04/11/2024

Primary Security ID: B93562120

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: UCB

Shares Voted: 626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders Meeting Agenda	Mgmt			
1	Receive Special Board Report	Mgmt			
2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital and Amend Article 6 of the Articles of Association	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Veolia Environnement SA

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: F9686M107

Country: France

Meeting Type: Annual/Special

Ticker: VIE

**Shares Voted: 3,191**

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 1.25 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Isabelle Courville as Director	Mgmt	For	For	For
6	Reelect Guillaume Texier as Director	Mgmt	For	For	For
7	Elect Julia Marton-Lefevre as Director	Mgmt	For	For	For
8	Appoint KPMG SA as Authorized Sustainability Auditors	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	Mgmt	For	For	For
10	Approve Compensation of Antoine Frerot, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Estelle Brachlianoff, CEO	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	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 Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,088,117,500	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 362,705,833	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 362,705,833	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
25	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Amend Article 10 of Bylaws Re: Rights and Obligations Attached to Shares	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

A.P. Moller-Maersk A/S

Meeting Date: 04/26/2024	Country: Denmark	Ticker: MAERSK.B
Record Date: 04/19/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: K0514G101		

Shares Voted: 14					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Approve Demerger Agreement Completion Towards Svitzer Group	Mgmt	For	For	For
B.1	Elect Morten H. Engelstoft as Director	Mgmt	For	For	For
B.2	Elect Robert M. Ugglas as Director	Mgmt	For	Abstain	Abstain
B.3	Elect Christine Brennet Morris as Director	Mgmt	For	For	For
B.4	Elect Peter Wikstrom as Director	Mgmt	For	For	For
C	Approve Remuneration of Directors of Svitzer Group	Mgmt	For	For	For
D	Approve Board of Directors and Executive Management Indemnification of Svitzer Group	Mgmt	For	For	For
E	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board for Svitzer Group	Mgmt	For	Against	Against

A.P. Moller-Maersk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
F	Ratify PricewaterhouseCoopers as Auditor and Authorized Sustainability Auditor for Svitzer Group	Mgmt	For	For	For
G	Authorize Share Repurchase Program in Svitzer Group	Mgmt	For	For	For

Bayer AG

**Meeting Date:** 04/26/2024

**Country:** Germany

**Ticker:** BAYN

**Record Date:** 04/19/2024

**Meeting Type:** Annual

**Primary Security ID:** D0712D163

Shares Voted: 4,769

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Elect Horst Baier to the Supervisory Board	Mgmt	For	For	For
4.2	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	Against	Against
4.3	Elect Lori Schechter to the Supervisory Board	Mgmt	For	For	For
4.4	Elect Nancy Simonian to the Supervisory Board	Mgmt	For	For	For
4.5	Elect Jeffrey Ubben to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7.2	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8	Approve Affiliation Agreement with Bayer CropScience AG	Mgmt	For	For	For
9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For

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: 04/26/2024Country: SingaporeTicker: A17U

Record Date:Meeting Type: Annual

Primary Security ID: Y0205X103

Shares Voted: 18,870

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

Evolution AB

Meeting Date: 04/26/2024Country: SwedenTicker: EVO

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: W3287P115

Shares Voted: 989

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Elect Fredrik Palm as 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
5.1	Designate Erik Sprinchorn as Inspector 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

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.b	Approve Allocation of Income and Dividends of EUR 2.65 Per Share	Mgmt	For	For	For
7.c1	Approve Discharge of Jens von Bahr	Mgmt	For	For	For
7.c2	Approve Discharge of Fredrik Osterberg	Mgmt	For	For	For
7.c3	Approve Discharge of Ian Livingstone	Mgmt	For	For	For
7.c4	Approve Discharge of Joel Citron	Mgmt	For	For	For
7.c5	Approve Discharge of Jonas Engwall	Mgmt	For	For	For
7.c6	Approve Discharge of Mimi Drake	Mgmt	For	For	For
7.c7	Approve Discharge of Sandra Urie	Mgmt	For	For	For
7.c8	Approve Discharge of 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 to Chairman and EUR 100,000 for Other Directors	Mgmt	For	Against	Against
10.1	Reelect Jens von Bahr (Chair) 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
10.6	Reelect Fredrik Osterberg as Director	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
19	Approve EUR 13,722.05 Reduction in Share Capital via Share Cancellation; Approve EUR 13,722.05 Increase in Share Capital Through a Bonus Issue	Mgmt	For	For	For
20	Approve Transfer of Shares to the Sellers of BTG	Mgmt	For	For	For



Evolution AB

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

Merck KGaA

Meeting Date: 04/26/2024	Country: Germany	Ticker: MRK
Record Date: 04/04/2024	Meeting Type: Annual	
Primary Security ID: D5357W103		

Shares Voted: 672

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

## Singapore Technologies Engineering Ltd.

Meeting Date: 04/26/2024

Record Date: 04/24/2024

Primary Security ID: Y7996W103

Country: Singapore

Meeting Type: Annual

Ticker: S63

Shares Voted: 8,124

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 Lim Chin Hu as Director	Mgmt	For	For	For
4	Elect Ng Bee Bee (May) as Director	Mgmt	For	For	For
5	Elect Ong Su Kiat Melvyn as Director	Mgmt	For	Against	Against
6	Elect Aaron Beng Yao Cheng as Director	Mgmt	For	For	For
7	Elect Neo Gim Huay as Director	Mgmt	For	For	For
8	Approve Directors' Remuneration for the Financial Year Ending December 31, 2024	Mgmt	For	For	For
9	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of 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
12	Approve Renewal of Mandate for Transactions with Related Parties	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For

## CapitaLand Integrated Commercial Trust

Meeting Date: 04/29/2024

Record Date: 04/26/2024

Primary Security ID: Y1100L160

Country: Singapore

Meeting Type: Annual

Ticker: C38U

Shares Voted: 24,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For

CapitaLand Integrated Commercial Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board 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

DNB Bank ASA

Meeting Date: 04/29/2024	Country: Norway	Ticker: DNB
Record Date: 04/22/2024	Meeting Type: Annual	
Primary Security ID: R1R15X100		

Shares Voted: 4,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman 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
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 16 Per Share	Mgmt	For	For	For
5	Approve NOK 626 Million 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.a	Approve Remuneration Statement (Advisory)	Mgmt	For	For	For
8.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
9	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
10	Reelect Kim Wahl and Olaug Svarva (Chair) as Directors	Mgmt	For	For	For
11	Reelect Ingebret G. Hisdal, Jan Tore Fosund, Andre Stoylen and Camilla Grieg (Chair)as Members of Nominating Committee	Mgmt	For	For	For

DNB Bank ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of NOK 1.2 Million for Chairman, NOK 520,000 for Vice Chairman and NOK 470,000 for Other Directors; Approve Remuneration for Nominating Committee	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Shareholder Proposals Submitted by Roald Skjoldheim	Mgmt			
	Eliminate Equity Investment Programmes for Employees, Abstain from Financing Wind Power Projects and Purchase of Electric Vehicle, Approve Monthly Payout of Accrued Interest, Approve Bitcoin exchange to cash	SH	Against	Against	Against

Hexagon AB

Meeting Date: 04/29/2024	Country: Sweden	Ticker: HEXA.B
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: W4R431112		

Shares Voted: 10,969

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.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 the Board's Dividend Proposal	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Ola Rollen	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c2	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c3	Approve Discharge of Marta Schorling	Mgmt	For	For	For
9.c4	Approve Discharge of John Brandon	Mgmt	For	For	For
9.c5	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	For
9.c6	Approve Discharge of Brett Watson	Mgmt	For	For	For
9.c7	Approve Discharge of Erik Huggers	Mgmt	For	For	For
9.c8	Approve Discharge of Ulrika Francke	Mgmt	For	For	For
9.c9	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
9c.10	Approve Discharge of Patrick Soderlund	Mgmt	For	For	For
9c.11	Approve Discharge of Paolo Guglielmini	Mgmt	For	For	For
9c.12	Approve Discharge of Ola Rollen	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 2.4 Million for Chair and SEK 740,000 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 John Brandon as Director	Mgmt	For	For	For
12.4	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Against
12.5	Reelect Gun Nilsson as Director	Mgmt	For	Against	Against
12.6	Reelect Brett Watson as Director	Mgmt	For	For	For
12.7	Reelect Erik Huggers as Director	Mgmt	For	For	For
12.8	Elect Annika Falkengren as New Director	Mgmt	For	For	For
12.9	Elect Ralph Haupter as New Director	Mgmt	For	For	For
12.10	Reelect Ola Rollen as Board Chair	Mgmt	For	Against	Against
12.11	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 Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Jardine Cycle & Carriage Limited

Meeting Date: 04/29/2024	Country: Singapore	Ticker: C07
Record Date:	Meeting Type: Annual	
Primary Security ID: Y43703100		

Shares Voted: 473

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
4	Elect Steven Phan as Director	Mgmt	For	For	For
5	Elect Mikkel Larsen 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

Sandvik Aktiebolag

Meeting Date: 04/29/2024	Country: Sweden	Ticker: SAND
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: W74857165		

Shares Voted: 5,626

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
2.1	Elect Patrik Marcellius as Chairman of Meeting	Mgmt	For	For	For
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 Helena Stjernholm	Mgmt	For	For	For
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For	For
10.8	Approve Discharge of Kai Warn	Mgmt	For	For	For
10.9	Approve Discharge of Thomas Andersson	Mgmt	For	For	For
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For	For
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For	For
10.13	Approve Discharge of CEO Stefan Widing	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For	For
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 Million for Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For	For
14.1	Elect Susanna Schneeberger as New Director	Mgmt	For	For	For
14.2	Reelect Claes Boustedt as Director	Mgmt	For	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.4	Reelect Johan Molin as Director	Mgmt	For	Against	Against
14.5	Reelect Andreas Nordbrandt 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	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 Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	Against	Against
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Air Liquide SA

Meeting Date: 04/30/2024

Record Date: 04/26/2024

Primary Security ID: F01764103

Country: France

Meeting Type: Annual/Special

Ticker: AI

Shares Voted: 2,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	Against	Against
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For



Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Aker BP ASA

Meeting Date: 04/30/2024

Record Date: 04/23/2024

Primary Security ID: R0139K100

Country: Norway

Meeting Type: Annual

Ticker: AKRBP

Shares Voted: 1,596

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			

Aker BP ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chairman 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	For	For
6	Approve Remuneration of Auditors	Mgmt	For	Against	Against
7	Approve Remuneration of Directors in the Amount of NOK 950,000 for Chairman, NOK 509,000 for Deputy Chair and NOK 446,000 for Other Directors	Mgmt	For	For	For
8	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
9	Reelect Oyvind Eriksen, Trond Brandsrud, Valborg Lundegaard and Charles Ashley Heppenstall as Directors; Elect Doris Reiter as New Director	Mgmt	For	Against	Against
10	Reelect Svein Oskar Stoknes, Ingebret Hisdal and Donna Riley as Members of Nominating Committee	Mgmt	For	For	For
11	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
13	Authorize Board to Distribute Dividends	Mgmt	For	For	For
14	Proposal for Resolution from the Norwegian People's Aid	Mgmt			
	Discuss with Stakeholders Company's Position and Mutually Acceptable Solution	SH	Against	Against	Against

Anglo American Plc

Meeting Date: 04/30/2024	Country: United Kingdom	Ticker: AAL
Record Date: 04/26/2024	Meeting Type: Annual	
Primary Security ID: G03764134		

Shares Voted: 6,493

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 John Heasley as Director	Mgmt	For	For	For

Anglo American Plc

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

ENGIE SA

Meeting Date: 04/30/2024

Record Date: 04/26/2024

Primary Security ID: F7629A107

Country: France

Meeting Type: Annual/Special

Ticker: ENGI

Shares Voted: 9,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Fabrice Bregier as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Michel Giannuzzi as Director	Mgmt	For	For	For
8	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.6 Million	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17, 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 25-26 at EUR 265 Million	Mgmt	For	For	For
23	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees, Corporate Officers and Employees of International Subsidiaries from Groupe Engie	Mgmt	For	For	For
28	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

EssilorLuxottica SA

**Meeting Date:** 04/30/2024

**Country:** France

**Ticker:** EL

**Record Date:** 04/26/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F31665106

Shares Voted: 1,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
11	Elect Francesco Milleri as Director	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Elect Paul du Saillant as Director	Mgmt	For	For	For
13	Elect Romolo Bardin as Director	Mgmt	For	For	For
14	Elect Jean-Luc Biamonti as Director	Mgmt	For	For	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For	For
16	Elect Jose Gonzalo as Director	Mgmt	For	For	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For	For	For
18	Elect Mario Notari as Director	Mgmt	For	For	For
19	Elect Swati Piramal as Director	Mgmt	For	For	For
20	Elect Cristina Scocchia as Director	Mgmt	For	For	For
21	Elect Nathalie von Siemens as Director	Mgmt	For	For	For
22	Elect Andrea Zappia as Director	Mgmt	For	For	For
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For	For	For
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
	Ordinary Business	Mgmt			
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Hermes International SCA

Meeting Date: 04/30/2024

Record Date: 04/26/2024

Primary Security ID: F48051100

Country: France

Meeting Type: Annual/Special

Ticker: RMS

Shares Voted: 177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against	Against
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Against	Against
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Against	Against

## Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	For	For
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
18	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Oversea-Chinese Banking Corporation Limited

Meeting Date: 04/30/2024	Country: Singapore	Ticker: O39
Record Date: 04/26/2024	Meeting Type: Annual	
Primary Security ID: Y64248209		

Shares Voted: 16,954

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
2a	Elect Andrew Lee Kok Keng as Director	Mgmt	For	For	For
2b	Elect Andrew Khoo Cheng Hoe as Director	Mgmt	For	For	For
2c	Elect Pramukti Surjaudaja as Director	Mgmt	For	For	For
3	Elect Seck Wai Kwong as Director	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5a	Approve Directors' Remuneration	Mgmt	For	For	For
5b	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



Oversea-Chinese Banking Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Mgmt	For	Against	Against
9	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For

Sanofi

Meeting Date: 04/30/2024	Country: France	Ticker: SAN
Record Date: 04/26/2024	Meeting Type: Annual/Special	
Primary Security ID: F5548N101		

Shares Voted: 5,911

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.76 per Share	Mgmt	For	For	For
4	Reelect Rachel Duan as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Elect Clotilde Delbosas Director	Mgmt	For	For	For
7	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
8	Elect John Sundy as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Serge Weinberg, Chairman of the Board from January 1, 2023 to May 25, 2023	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board Since May 25, 2023	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For

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

VERBUND AG

Meeting Date: 04/30/2024

Record Date: 04/20/2024

Primary Security ID: A91460104

Country: Austria

Meeting Type: Annual

Ticker: VER

Shares Voted: 344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share and Special Dividends of EUR 0.75 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Martin Ohneberg as Supervisory Board Member	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Elect Ingrid Hengster as Supervisory Board Member	Mgmt	For	Against	Against
7.3	Elect Eva Eberhartinger as Supervisory Board Member	Mgmt	For	Against	Against
7.4	Elect Eckhardt Ruemmler as Supervisory Board Member	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For

**Unilever Plc**

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> United Kingdom	<b>Ticker:</b> ULVR
<b>Record Date:</b> 04/29/2024	<b>Meeting Type:</b> Annual	
<b>Primary Security ID:</b> G92087165		

**Shares Voted:** 13,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Climate Transition Action Plan	Mgmt	For	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Elect Ian Meakins as Director	Mgmt	For	For	For
11	Elect Judith McKenna as Director	Mgmt	For	For	For
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

Aviva Plc

Meeting Date: 05/02/2024

Record Date: 04/30/2024

Primary Security ID: G0683Q158

Country: United Kingdom

Meeting Type: Annual

Ticker: AV

Shares Voted: 14,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Climate-Related Financial Disclosure	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Ian Clark as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Charlotte Jones as Director	Mgmt	For	For	For
10	Re-elect Andrea Blance as Director	Mgmt	For	For	For
11	Re-elect Mike Craston as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
12	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
13	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
14	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
15	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
16	Re-elect Jim McConville as Director	Mgmt	For	For	For
17	Re-elect Michael Mire as Director	Mgmt	For	For	For
18	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise 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

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	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 Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
29	Adopt New Articles of Association	Mgmt	For	For	For

Groupe Bruxelles Lambert SA

**Meeting Date:** 05/02/2024

**Country:** Belgium

**Ticker:** GBLB

**Record Date:** 04/18/2024

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** B4746J115

Shares Voted: 443

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Approve Cancellation of Treasury Shares	Mgmt	For	For	For
2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

KBC Group SA/NV

**Meeting Date:** 05/02/2024

**Country:** Belgium

**Ticker:** KBC

**Record Date:** 04/18/2024

**Meeting Type:** Annual

**Primary Security ID:** B5337G162

Shares Voted: 1,414

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

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 4.15 per Share	Mgmt	For	For	For
5	Approve Increase in Fixed Remuneration of the Members of the Audit Committee and the Risk and Compliance Committee	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Discharge of Directors	Mgmt	For	For	For
9	Approve Discharge of Auditors	Mgmt	For	For	For
10	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	For	For	For
12.1	Reelect Johan Thijs as Director	Mgmt	For	For	For
12.2	Reelect Sonja De Becker as Director	Mgmt	For	Against	Against
12.3	Reelect Liesbet Okkerse as Director	Mgmt	For	Against	Against
12.4	Reelect Erik Clinck as Director	Mgmt	For	Against	Against
12.5	Reelect Theodoros Roussis as Director	Mgmt	For	Against	Against
12.6	Elect Diana Radl Rogerova as Independent Director	Mgmt	For	For	For
13	Transact Other Business	Mgmt			

Kerry Group Plc

Meeting Date: 05/02/2024

Country: Ireland

Ticker: KRZ

Record Date: 04/28/2024

Meeting Type: Annual

Primary Security ID: G52416107

Shares Voted: 699					
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 Genevieve Berger as Director	Mgmt	For	For	For
3b	Elect Catherine Godson as Director	Mgmt	For	For	For

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Elect Liz Hewitt as Director	Mgmt	For	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
4b	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
4c	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
4d	Re-elect Michael Kerr as Director	Mgmt	For	For	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
4f	Re-elect Tom Moran as Director	Mgmt	For	For	For
4g	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
4h	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
4i	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
4j	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend 2021 Long-Term Incentive Plan	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 Specified Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Meeting Date: 05/02/2024

Record Date: 04/30/2024

Primary Security ID: G74079107

Country: United Kingdom

Meeting Type: Annual

Ticker: RKT

Shares Voted: 3,723

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

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
5	Re-elect Olivier Bohuon 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 Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
11	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
12	Elect Kris Licht as Director	Mgmt	For	For	For
13	Elect Shannon Eisenhardt as Director	Mgmt	For	For	For
14	Elect Marybeth Hays as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Rio Tinto Limited

Meeting Date: 05/02/2024

Record Date: 04/30/2024

Primary Security ID: Q81437107

Country: Australia

Meeting Type: Annual

Ticker: RIO

Shares Voted: 1,932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 1 to 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For



Rio Tinto Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
5	Approve Increase to Non-Executive Directors' Fee Cap	Mgmt	For	For	For
6	Elect Dean Dalla Valle as Director	Mgmt	For	For	For
7	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
8	Elect Martina Merz as Director	Mgmt	For	For	For
9	Elect Joc O'Rourke as Director	Mgmt	For	For	For
10	Elect Dominic Barton as Director	Mgmt	For	For	For
11	Elect Peter Cunningham as Director	Mgmt	For	For	For
12	Elect Simon Henry as Director	Mgmt	For	For	For
13	Elect Kaisa Hietala as Director	Mgmt	For	For	For
14	Elect Sam Laidlaw as Director	Mgmt	For	For	For
15	Elect Jennifer Nason as Director	Mgmt	For	For	For
16	Elect Jakob Stausholm as Director	Mgmt	For	For	For
17	Elect Ngaire Woods as Director	Mgmt	For	For	For
18	Elect Ben Wyatt as Director	Mgmt	For	For	For
19	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
20	Authorize the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorize UK Political Donations and Expenditure	Mgmt	For	For	For
22	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt			
	Approve Amendments to Rio Tinto Limited's Constitution - Amendments that Constitute Class Rights Actions	Mgmt	For	For	For
23	Resolutions 23 and 24 will be Voted on by Rio Tinto Limited's Shareholders Only	Mgmt			
	Approve Amendments to Rio Tinto Limited's Constitution - General Updates and Changes	Mgmt	For	For	For
24	Approve Renewal of On-Market Share Buy-Back Authority	Mgmt	For	For	For

# CLP Holdings Limited

Meeting Date: 05/03/2024

Record Date: 04/26/2024

Primary Security ID: Y1660Q104

Country: Hong Kong

Meeting Type: Annual

Ticker: 2

Shares Voted: 9,413

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 Wang Xiaojun Heather as Director	Mgmt	For	For	For
2b	Elect Chiang Tung Keung as Director	Mgmt	For	For	For
2c	Elect Diego Alejandro Gonzalez Morales as Director	Mgmt	For	For	For
2d	Elect Christina Gaw as Director	Mgmt	For	For	For
2e	Elect Chunyuan Gu as Director	Mgmt	For	For	For
2f	Elect May Siew Boi Tan as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditor 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	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

# Deutsche Post AG

Meeting Date: 05/03/2024

Record Date: 04/26/2024

Primary Security ID: D19225107

Country: Germany

Meeting Type: Annual

Ticker: DHL

Shares Voted: 4,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

H&M Hennes & Mauritz AB

Meeting Date: 05/03/2024

Country: Sweden

Ticker: HM.B

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: W41422101

Shares Voted: 3,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive 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.1	Approve Allocation of Income and Dividends of SEK 6.50	Mgmt	For	For	For
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b2	Mgmt			
9b2.1	Approve May 7, 2024 and November 8, 2024 as Record Dates for Dividend Payments	Mgmt	For	For	For
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt			
9b2.2	Approve May 7, 2024 as Record Date for Dividend Payment	SH	None	Against	Against
	Management Proposals	Mgmt			

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c1	Approve Discharge of Board Member Karl-Johan Persson	Mgmt	For	For	For
9.c2	Approve Discharge of Board Member Stina Bergfors	Mgmt	For	For	For
9.c3	Approve Discharge of Board Member Anders Dahlvig	Mgmt	For	For	For
9.c4	Approve Discharge of Board Member Danica Kragic Jensfelt	Mgmt	For	For	For
9.c5	Approve Discharge of Board Member Lena Patriksson Keller	Mgmt	For	For	For
9.c6	Approve Discharge of Board Member Christian Sievert	Mgmt	For	For	For
9.c7	Approve Discharge of Board Member Christina Synnergren	Mgmt	For	For	For
9.c8	Approve Discharge of Board Member Erica Wiking Hager	Mgmt	For	For	For
9.c9	Approve Discharge of Board Member Niklas Zennstrom	Mgmt	For	For	For
9.c10	Approve Discharge of Employee Representative Ingrid Godin	Mgmt	For	For	For
9.c11	Approve Discharge of Employee Representative Tim Gahnstrom	Mgmt	For	For	For
9.c12	Approve Discharge of Employee Representative Louise Wikholm	Mgmt	For	For	For
9.c13	Approve Discharge of Employee Representative Margareta Welinder	Mgmt	For	For	For
9.c14	Approve Discharge of Employee Representative Hampus Glanzelius	Mgmt	For	For	For
9.c15	Approve Discharge of Employee Representative Agneta Gustafsson	Mgmt	For	For	For
9.c16	Approve Discharge of Employee Representative Ramon Horvath	Mgmt	For	For	For
9.c17	Approve Discharge of Helena Helmersson (CEO)	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 1.9 Million for Chairman and SEK 825,000 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 Stina Bergfors as Director	Mgmt	For	For	For
12.2	Reelect Anders Dahlvig as Director	Mgmt	For	Against	Against
12.3	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
12.4	Reelect Lena Patriksson Keller as Director	Mgmt	For	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.5	Reelect Karl-Johan Persson as Director	Mgmt	For	Against	Against
12.6	Reelect Christian Sievert as Director	Mgmt	For	Against	Against
12.7	Reelect Christina Synnergren as Director	Mgmt	For	For	For
12.8	Reelect Helena Saxon as 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 2.4 Billion Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 2.4 Billion for a Bonus Issue	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Shareholder Proposals Submitted by Andreas Nilsson, Karin Sanden, Stina Skold, Susanne Halling and My Ericson	Mgmt	None	For	For
	Approve Zero Tolerance of Clothes as Waste in 2025	SH			
18	Shareholder Proposals Submitted by Janitha Palli	Mgmt	None	For	For
	Instruct Board to Assess the Impact of Sales of Clothing Containing Down on H&M's Reputation and Sales Losses	SH			
19	Close Meeting	Mgmt			

HSBC Holdings Plc

Meeting Date: 05/03/2024

Record Date: 05/02/2024

Primary Security ID: G4634U169

Country: United Kingdom

Meeting Type: Annual

Ticker: HSBA

Shares Voted: 99,407

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

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For	For	For
4e	Re-elect Rachel Duan as Director	Mgmt	For	For	For
4f	Re-elect Georges Elhedery as Director	Mgmt	For	For	For
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
4h	Re-elect James Forese as Director	Mgmt	For	For	For
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
4k	Re-elect Kalpana Morparia as Director	Mgmt	For	For	For
4l	Re-elect Eileen Murray as Director	Mgmt	For	For	For
4m	Re-elect Noel Quinn as Director	Mgmt	For	For	For
4n	Re-elect Mark Tucker as Director	Mgmt	For	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
17	Shareholder Proposal	Mgmt			
	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against	Against	Against

Shares Voted: 3,518

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2023	Mgmt	For	For	For

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

Hannover Rueck SE



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 6.00 per Share and Special Dividends of EUR 1.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sven Althoff for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Claude Chevre for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Clemens Jungsthoefel for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Klaus Miller for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Pickel for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmüller for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2023	Mgmt	For	For	For

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Andrea Pollak for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Herbert Haas to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Harald Kayser to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Alena Kouba to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Torsten Leue to the Supervisory Board	Mgmt	For	Against	Against
7.5	Elect Ursula Lipowsky to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Michael Ollmann to the Supervisory Board	Mgmt	For	For	For

Edenred SA

Meeting Date: 05/07/2024

Record Date: 05/03/2024

Primary Security ID: F3192L109

Country: France

Meeting Type: Annual/Special

Ticker: EDEN

Shares Voted: 1,295

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 1.10 per Share	Mgmt	For	For	For
4	Reelect Dominique D'Hinnin as Director	Mgmt	For	For	For
5	Ratify Appointment of Nathalie Balla as Director	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 Million	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	Against	Against
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
12	Renew Appointment of Deloitte & Associates Audit as Auditor	Mgmt	For	For	For
13	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
14	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 164,728,118	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,958,805	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors, up to Aggregate Nominal Amount of EUR 24,958,805	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
21	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 164,728,118 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Investor AB

Meeting Date: 05/07/2024	Country: Sweden	Ticker: INVE.B
Record Date: 04/26/2024	Meeting Type: Annual	
Primary Security ID: W5R777115		

Shares Voted: 12,397

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
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 Gunnar Brock	Mgmt	For	For	For
10.B	Approve Discharge of Johan Forssell	Mgmt	For	For	For
10.C	Approve Discharge of Magdalena Gerger	Mgmt	For	For	For
10.D	Approve Discharge of Tom Johnstone	Mgmt	For	For	For
10.E	Approve Discharge of Isabelle Kocher	Mgmt	For	For	For
10.F	Approve Discharge of Sven Nyman	Mgmt	For	For	For
10.G	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	For
10.H	Approve Discharge of Hans Straberg	Mgmt	For	For	For
10.I	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	For
10.J	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
10.K	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 4.80 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	Mgmt	For	For	For

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.A	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.9 Million for Vice Chairman and SEK 895,000 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 Gunnar Brock as Director	Mgmt	For	Against	Against
14.B	Reelect Magdalena Gergeras as Director	Mgmt	For	For	For
14.C	Reelect Tom Johnstone as Director	Mgmt	For	Against	Against
14.D	Reelect Isabelle Kocher as Director	Mgmt	For	For	For
14.E	Reelect Sven Nyman as Director	Mgmt	For	For	For
14.F	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Against
14.G	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.H	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
14.I	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.J	Reelect Sara Ohrvall as Director	Mgmt	For	Against	Against
14.K	Elect Katarina Berg as New Director	Mgmt	For	For	For
14.L	Elect Christian Cederholm as New Director	Mgmt	For	For	For
14.M	Elect Mats Rahmstrom 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
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	For
18.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For	For
19.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Kongsberg Gruppen ASA

Meeting Date: 05/07/2024

Record Date: 04/29/2024

Primary Security ID: R60837102

Country: Norway

Meeting Type: Annual

Ticker: KOG

Shares Voted: 455

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 14 Per Share	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of NOK 781,200 for Chairman, NOK 356,200 for Deputy Chairman and NOK 333,600 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
10	Reelect Vigdis Almestad (Chair), Torkel Storflor Halmo and Erik Must as Members of Nominating Committee; Elect Bjarte Espedal as New Member of Nominating Committee	Mgmt	For	For	For
11	Approve Equity Plan Financing	Mgmt	For	For	For
12	Amend Articles Re: Notice of Participation in General Meetings	Mgmt	For	For	For
	Shareholder Proposals Submitted by Havard Noraberg	Mgmt			
13	Approve Demerger Plan	SH	Against	Against	Against

Koninklijke Philips NV

Meeting Date: 05/07/2024

Record Date: 04/09/2024

Primary Security ID: N7637U112

Country: Netherlands

Meeting Type: Annual

Ticker: PHIA

Shares Voted: 4,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	President's Speech	Mgmt			

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.a	Discussion on Company's Corporate Governance Structure	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Approve Dividends	Mgmt	For	For	For
2.e	Approve Remuneration Report	Mgmt	For	For	For
2.f	Approve Discharge of Management Board	Mgmt	For	For	For
2.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Elect C.M. Hanneman to Management Board	Mgmt	For	For	For
4.a	Reelect F. Sijbesma to Supervisory Board	Mgmt	For	Against	Against
4.b	Reelect P. Loscher to Supervisory Board	Mgmt	For	For	For
4.c	Elect B. Ribadeau-Dumas to Supervisory Board	Mgmt	For	For	For
5.a	Approve Remuneration Policy for the Board of Management	Mgmt	For	For	For
5.b	Approve Remuneration Policy for the 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 Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			

Norsk Hydro ASA

Meeting Date: 05/07/2024

Record Date: 04/29/2024

Primary Security ID: R61115102

Country: Norway

Meeting Type: Annual

Ticker: NHY

Shares Voted: 6,809

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

Norsk Hydro ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.50 Per Share	Mgmt	For	For	For
6	Approve NOK 35.3 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Discuss Company's Corporate Governance Statement	Mgmt			
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
11	Approve Remuneration Statement	Mgmt	For	Against	Against
12.1	Elect Rune Bjerke as Director	Mgmt	For	For	For
12.2	Elect Kristin Fejerskov Kragseth as Director	Mgmt	For	For	For
12.3	Elect Marianne Wiinholt as Director	Mgmt	For	For	For
12.4	Elect Peter Kukielski as Director	Mgmt	For	For	For
12.5	Elect Philip Graham New as Director	Mgmt	For	For	For
12.6	Elect Jane Toogood as Director	Mgmt	For	For	For
12.7	Elect Espen Gundersen as Director	Mgmt	For	For	For
13.1	Elect Berit Ledel Henriksen (Chair) as Member of Nominating Committee	Mgmt	For	For	For
13.2	Elect Susanne Munch Thore as Member of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Amount of NOK 920,000 for the Chairman, NOK 484,000 for the Vice Chairman and NOK 424,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
15	Approve Remuneration of Members of Nomination Committe	Mgmt	For	For	For

SNAM SpA

Meeting Date: 05/07/2024

Record Date: 04/25/2024

Primary Security ID: T8578N103

Country: Italy

Meeting Type: Annual

Ticker: SRG

Shares Voted: 11,164

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



SNAM 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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4.1	Approve Remuneration Policy	Mgmt	For	For	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

Swire Properties Limited

Meeting Date: 05/07/2024

Record Date: 04/30/2024

Primary Security ID: Y83191109

Country: Hong Kong

Meeting Type: Annual

Ticker: 1972

Shares Voted: 5,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Lung, Ngan Yee Fanny as Director	Mgmt	For	For	For
1b	Elect Murray, Martin James as Director	Mgmt	For	For	For
1c	Elect Sell, Richard Lawrence as Director	Mgmt	For	For	For
1d	Elect Zhu, Changlai Angela 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

Talanx AG

Meeting Date: 05/07/2024

Record Date: 04/30/2024

Primary Security ID: D82827110

Country: Germany

Meeting Type: Annual

Ticker: TLX

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 2023 (Non-Voting)	Mgmt			

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

Talanx AG

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

Telenor ASA

Meeting Date: 05/07/2024

Record Date: 04/29/2024

Primary Security ID: R21882106

Country: Norway

Meeting Type: Annual

Ticker: TEL

Shares Voted: 3,278

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

Telenor ASA

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

Var Energi ASA

Meeting Date: 05/07/2024

Record Date: 04/29/2024

Primary Security ID: R9796N109

Country: Norway

Meeting Type: Annual

Ticker: VAR

Shares Voted: 3,091

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	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

Var Energi ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
9	Approve Remuneration Statement	Mgmt	For	Against	Against
10	Amend Articles Re: Board-Related Election of Board Members Among the Shareholders Holding Ordinary Shares	Mgmt	For	For	For
11.a	Reelect Thorhild Widvey as Director	Mgmt	For	Against	Against
11.b	Reelect Liv Monica Bargem Stubholt as Director	Mgmt	For	For	For
11.c	Reelect Ove Gusevik as Director	Mgmt	For	Against	Against
11.d	Reelect Fabio Ignazio Romeo as Director	Mgmt	For	For	For
	Election of Board Members by the B-shares	Mgmt			
12	Reelect Francesco Gattei and Guido Brusco as Directors; Elect Francesca Rinaldi and Claudia Almadori as New Directors	Mgmt	For	Against	Against
13.a	Reelect Philip Duncan Hemmens (Chair) as Member of Nominating Committee	Mgmt	For	For	For
13.b	Reelect Lars Christian Bacher as Member of Nominating Committee	Mgmt	For	For	For
13.c	Elect Lars Erik Moen as New Member of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Amount of NOK 962,000 for Chairman, NOK 453,500 for Shareholder Elected Directors and NOK 260,500 for Other Directors; Approve Committee Remuneration	Mgmt	For	For	For
15	Approve Remuneration of Members of the Election Committee	Mgmt	For	For	For

Alcon Inc.

Meeting Date: 05/08/2024

Record Date: 04/22/2024

Primary Security ID: H01301128

Country: Switzerland

Meeting Type: Annual

Ticker: ALC

Shares Voted: 2,446

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 Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.24 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	Against	Against
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 Raquel Bono as Director	Mgmt	For	For	For
6.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For
6.5	Reelect David Endicott as Director	Mgmt	For	For	For
6.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
6.7	Reelect Keith Grossman as Director	Mgmt	For	Against	Against
6.8	Reelect Scott Maw as Director	Mgmt	For	For	For
6.9	Reelect Karen May as Director	Mgmt	For	For	For
6.10	Reelect Ines Poeschel as Director	Mgmt	For	For	For
6.11	Reelect Dieter Spaelti 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

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 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	Mgmt	For	For	Do Not Vote
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For	Do Not Vote
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For	Do Not Vote
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For	Do Not Vote
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	Do Not Vote

Antofagasta Plc

Meeting Date: 05/08/2024

Record Date: 05/03/2024

Primary Security ID: G0398N128

Country: United Kingdom

Meeting Type: Annual

Ticker: ANTO

Shares Voted: 1,800

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



Antofagasta Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Vivianne Blanlot as Director	Mgmt	For	For	For
10	Re-elect Michael Anglin as Director	Mgmt	For	For	For
11	Re-elect Tony Jensen as Director	Mgmt	For	For	For
12	Re-elect Eugenia Parot as Director	Mgmt	For	For	For
13	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
14	Elect Tracey Kerr as Director	Mgmt	For	For	For
15	Appoint 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

GSK Plc

**Meeting Date:** 05/08/2024

**Country:** United Kingdom

**Ticker:** GSK

**Record Date:** 05/03/2024

**Meeting Type:** Annual

**Primary Security ID:** G3910J179

Shares Voted: 21,115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Wendy Becker as Director	Mgmt	For	For	For
4	Elect Jeannie Lee as Director	Mgmt	For	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For	For
12	Re-elect Harry Dietz as Director	Mgmt	For	For	For
13	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
14	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

**Meeting Date:** 05/08/2024

**Country:** United Kingdom

**Ticker:** HLN

**Record Date:** 05/03/2024

**Meeting Type:** Annual

**Primary Security ID:** G4232K100

Shares Voted: 28,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Sir Dave Lewis as Director	Mgmt	For	For	For
5	Re-elect Brian McNamara as Director	Mgmt	For	For	For

Haleon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Tobias Hestler as Director	Mgmt	For	For	For
7	Re-elect Vindi Banga as Director	Mgmt	For	For	For
8	Re-elect Marie-Anne Aymerich as Director	Mgmt	For	For	For
9	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
10	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For	For
11	Re-elect Asmita Dubey as Director	Mgmt	For	For	For
12	Re-elect Deirdre Mahlan as Director	Mgmt	For	For	For
13	Re-elect David Denton as Director	Mgmt	For	For	For
14	Re-elect Bryan Supran as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	Mgmt	For	For	For

Hang Seng Bank Limited

**Meeting Date:** 05/08/2024

**Country:** Hong Kong

**Ticker:** 11

**Record Date:** 04/30/2024

**Meeting Type:** Annual

**Primary Security ID:** Y30327103

Shares Voted: 3,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Irene Y L Lee as Director	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For

Hang Seng Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve PricewaterhouseCoopers 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	Against	Against
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Holcim Ltd.

Meeting Date: 05/08/2024	Country: Switzerland	Ticker: HOLN
Record Date: 04/29/2024	Meeting Type: Annual	
Primary Security ID: H3816Q102		

Shares Voted: 5,132

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
1.4	Approve Climate Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividends of CHF 2.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1.1	Reelect Jan Jenisch as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Philippe Block as Director	Mgmt	For	For	For
4.1.3	Reelect Kim Fausing as Director	Mgmt	For	For	For
4.1.4	Reelect Leanne Geale as Director	Mgmt	For	For	For
4.1.5	Reelect Naina Kidwai as Director	Mgmt	For	For	For
4.1.6	Reelect Ilias Laeber as Director	Mgmt	For	For	For
4.1.7	Reelect Juerg Oleas as Director	Mgmt	For	For	For
4.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For	For
4.1.9	Reelect Hanne Sorensen as Director	Mgmt	For	For	For
4.2.1	Elect Catrin Hinkel as Director	Mgmt	For	For	For
4.2.2	Elect Michael McGarry as Director	Mgmt	For	For	For
4.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For

Holcim Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.4	Appoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.5.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5.2	Designate Sabine Burkhalter as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Kuehne + Nagel International AG

Meeting Date: 05/08/2024	Country: Switzerland	Ticker: KNIN
Record Date: 05/02/2024	Meeting Type: Annual	
Primary Security ID: H4673L145		

Shares Voted: 260

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 10.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For	Against	Against
4.1.3	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.5	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.6	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.7	Reelect Joerg Wolle as Director	Mgmt	For	For	For

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.1	Elect Anne-Catherine Berner as Director	Mgmt	For	For	For
4.2.2	Elect Dominik de Daniel as Director	Mgmt	For	For	For
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	Against	Against
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	Approve Creation of Capital Band within the Upper Limit of CHF 150.9 Million and the Lower Limit of CHF 108.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	Mgmt	For	For	For
9.3	Amend Articles of Association	Mgmt	For	For	For
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Lonza Group AG

Meeting Date: 05/08/2024

Record Date: 04/23/2024

Primary Security ID: H50524133

Country: Switzerland

Meeting Type: Annual

Ticker: LONN

Shares Voted: 386

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

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Angelica Kohlmann as Director	Mgmt	For	For	For
6.1.3	Reelect Christoph Maeder as Director	Mgmt	For	Against	Against
6.1.4	Reelect Roger Nitsch as Director	Mgmt	For	For	For
6.1.5	Reelect Barbara Richmond as Director	Mgmt	For	For	For
6.1.6	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
6.1.7	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
6.2	Elect Jean-Marc Huet as Director	Mgmt	For	For	For
6.3	Elect Jean-Marc Huet as Board Chair	Mgmt	For	For	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
6.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Mercedes-Benz Group AG

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

Mercedes-Benz Group AG

Shares Voted: 8,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2025 Interim Financial Statements until the 2025 AGM	Mgmt	For	For	For
6.1	Elect Doris Hoepke to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Rentokil Initial Plc

Meeting Date: 05/08/2024Country: United KingdomTicker: RTO

Record Date: 05/03/2024Meeting Type: Annual

Primary Security ID: G7494G105

Shares Voted: 13,125

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 David Frear as Director	Mgmt	For	For	For
6	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
9	Re-elect John Pettigrew as Director	Mgmt	For	For	For
10	Re-elect Andy Ransom as Director	Mgmt	For	For	For
11	Re-elect Richard Solomons as Director	Mgmt	For	For	For
12	Re-elect Cathy Turner as Director	Mgmt	For	For	For



Rentokil Initial Plc

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

Vonovia SE

Meeting Date: 05/08/2024

Record Date: 04/30/2024

Primary Security ID: D9581T100

Country: Germany

Meeting Type: Annual

Ticker: VNA

Shares Voted: 4,239

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

Meeting Date: 05/08/2024	Country: Netherlands	Ticker: WKL
Record Date: 04/10/2024	Meeting Type: Annual	
Primary Security ID: N9643A197		

Shares Voted: 1,254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Receive Report of Supervisory Board	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Elect David Sides to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For	For	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
11	Other Business	Mgmt			
12	Close Meeting	Mgmt			

BAE Systems Plc

Meeting Date: 05/09/2024	Country: United Kingdom	Ticker: BA
Record Date: 05/07/2024	Meeting Type: Annual	
Primary Security ID: G06940103		

Shares Voted: 15,710

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 Nicholas Anderson as Director	Mgmt	For	For	For
5	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
6	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
7	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
8	Re-elect Bradley Greve as Director	Mgmt	For	For	For
9	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
11	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
12	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
13	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
14	Re-elect Lord Sedwill as Director	Mgmt	For	For	For
15	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
16	Elect Angus Cockburn as Director	Mgmt	For	For	For
17	Reappoint Deloitte 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	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

Barclays PLC

Meeting Date: 05/09/2024	Country: United Kingdom	Ticker: BARC
Record Date: 05/07/2024	Meeting Type: Annual	
Primary Security ID: G08036124		

Shares Voted: 70,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Sir John Kingman as Director	Mgmt	For	For	For
4	Re-elect Robert Berry as Director	Mgmt	For	For	For
5	Re-elect Tim Breedon as Director	Mgmt	For	For	For
6	Re-elect Anna Cross as Director	Mgmt	For	For	For
7	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For	For
8	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	For
9	Re-elect Mary Francis as Director	Mgmt	For	For	For
10	Re-elect Brian Gilvary as Director	Mgmt	For	For	For
11	Re-elect Nigel Higgins as Director	Mgmt	For	For	For
12	Re-elect Marc Moses as Director	Mgmt	For	For	For
13	Re-elect Diane Schueneman as Director	Mgmt	For	For	For
14	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For	For
15	Re-elect Julia Wilson as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Variable Component of Remuneration for Material Risk Takers	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 Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Barclays PLC

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

Repsol SA

Meeting Date: 05/09/2024

Record Date: 05/03/2024

Primary Security ID: E8471S130

Country: Spain

Meeting Type: Annual

Ticker: REP

Shares Voted: 6,076

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 Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
7	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For
10	Advisory Vote on the Company's Energy Transition Strategy	Mgmt	For	Against	Against
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

QBE Insurance Group Limited

Meeting Date: 05/10/2024

Record Date: 05/08/2024

Primary Security ID: Q78063114

Country: Australia

Meeting Type: Annual

Ticker: QBE

Shares Voted: 7,773

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For

QBE Insurance Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2024 to Andrew Horton	Mgmt	For	For	For
4a	Elect T Le as Director	Mgmt	For	For	For
4b	Elect S Ferguson as Director	Mgmt	For	For	For
4c	Elect P James as Director	Mgmt	For	For	For
4d	Elect P Wilson as Director	Mgmt	For	For	For

Standard Chartered Plc

Meeting Date: 05/10/2024

Country: United Kingdom

Ticker: STAN

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: G84228157

Shares Voted: 11,495

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	Elect Diego De Giorgi as Director	Mgmt	For	For	For
5	Elect Diane Jurgens as Director	Mgmt	For	For	For
6	Re-elect Shirish Apte as Director	Mgmt	For	For	For
7	Re-elect David Conner as Director	Mgmt	For	For	For
8	Re-elect Jackie Hunt as Director	Mgmt	For	For	For
9	Re-elect Robin Lawther as Director	Mgmt	For	For	For
10	Re-elect Maria Ramos as Director	Mgmt	For	For	For
11	Re-elect Phil Rivett as Director	Mgmt	For	For	For
12	Re-elect David Tang as Director	Mgmt	For	For	For
13	Re-elect Jose Vinals 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

Standard Chartered Plc

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

Standard Chartered Plc

**Meeting Date:** 05/10/2024

**Country:** United Kingdom

**Ticker:** STAN

**Record Date:** 05/08/2024

**Meeting Type:** Special

**Primary Security ID:** G84228157

Shares Voted: 11,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Class Meeting of the Holders of Ordinary Shares	Mgmt			
	Sanctions and Consents to Every Variation, Alteration, Modification or Abrogation of the Rights, Privileges and Restrictions Attaching to the Ordinary Shares which may be Involved by the Passing of Resolution 28 as Set Out in the Notice of AGM	Mgmt	For	For	For

Techtronic Industries Company Limited

**Meeting Date:** 05/10/2024

**Country:** Hong Kong

**Ticker:** 669

**Record Date:** 05/07/2024

**Meeting Type:** Annual

**Primary Security ID:** Y8563B159

Techtronic Industries Company Limited

Shares Voted: 7,273

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 Stephan Horst Pudwill as Director	Mgmt	For	For	For
3b	Elect Peter David Sullivan as Director	Mgmt	For	For	For
3c	Elect Johannes-Gerhard Hesse as Director	Mgmt	For	For	For
3d	Elect Virginia Davis Wilmerding as Director	Mgmt	For	For	For
3e	Elect Andrew Philip Roberts as Director	Mgmt	For	For	For
3f	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

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/10/2024Country: ItalyTicker: TRN

Record Date: 04/30/2024Meeting Type: Annual

Primary Security ID: T9471R100

Shares Voted: 7,316

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 2024-2028 Performance Share Plan	Mgmt	For	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2028 Performance Share Plan	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	Against	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against



ASM International NV

Meeting Date: 05/13/2024

Record Date: 04/15/2024

Primary Security ID: N07045201

Country: Netherlands

Meeting Type: Annual

Ticker: ASM

Shares Voted: 227

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

Meeting Date: 05/14/2024

Record Date: 05/10/2024

Primary Security ID: F1058Q238

Country: France

Meeting Type: Annual/Special

Ticker: BNP

Shares Voted: 5,469

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	For	For
24	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	Mgmt	For	For	For
25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/14/2024

Record Date: 05/07/2024

Primary Security ID: D1882G119

Country: Germany

Meeting Type: Annual

Ticker: DB1

Shares Voted: 956

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 19 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8.1	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Martin Jetter to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Sigrid Kozmiensky to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	For	For
8.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For	For
8.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.2	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For	For

Epiroc AB

Meeting Date: 05/14/2024

Record Date: 05/03/2024

Primary Security ID: W25918124

Country: Sweden

Meeting Type: Annual

Ticker: EPI.A

Shares Voted: 5,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman 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			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helena Hedblom	Mgmt	For	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For	For
8.b10	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For
8.b11	Approve Discharge of Daniel Rundgren	Mgmt	For	For	For
8.b12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.d	Approve Remuneration Report	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 Anthea Bath as Director	Mgmt	For	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	Against	Against
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For	For
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For	For
10.b	Reelect Ronnie Leten 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 2.71 Million for Chair and SEK 850,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12.b	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020 and 2021	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Meeting Date: 05/14/2024	Country: Norway	Ticker: EQNR
Record Date: 05/06/2024	Meeting Type: Annual	
Primary Security ID: R2R90P103		

Shares Voted: 4,915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Elect Chairman of Meeting	Mgmt	For	For	For
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 USD 0.35 Per Share, Approve Extraordinary Dividends of USD 0.35 Per Share	Mgmt	For	For	For
7	Authorize Board to Distribute Dividends	Mgmt	For	For	For
8	Shareholder Proposals Submitted by Roald Skjoldheim	Mgmt			
	Eliminate Management Bonuses, Pensions and Severance Pay; Ban Use of Fiberglass Rotor Blades in New Wind Farms, Commit to Buy into Existing Hydropower Projects and Conduct Research on Other Energy Sources	SH	Against	Against	Against
9	Shareholder Proposals Submitted by Ivar Saetre	Mgmt			
	Approve Divestment from All International Operations	SH	Against	Against	Against
10	Shareholder Proposals Submitted by Gro Nylander and Guttorm Grundt	Mgmt			
	Resignation of Board of Directors for a New Board of Directors with Better Sustainability Expertise and Higher Ambitions	SH	Against	Against	Against
11	Shareholder Proposals Submitted by Gro Nylander	Mgmt			
	Adopt Future Strategy taking into Consideration the Suffering and Death Caused by Global Warming; Strengthen and Implement the Energy Transition Plan	SH	Against	Against	Against
	Shareholder Proposals Submitted by Bente Marie Bakke	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Make Arrangements to Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya and Present a Plan Enabling Norway to Become Net-Zero By 2050	SH	Against	Against	Against
	Shareholder Proposals Submitted by Even Bakke	Mgmt			
13	Work Towards Dismantling the Corporate Assembly, Strengthen the Board, Change the Articles of Association regarding the Nomination Committee and that the Renewable Energy Business Become an Autonomous Entity	SH	Against	Against	Against
	Shareholder Proposals Submitted by Greenpeace and WWF	Mgmt			
14	Nominate Candidates for Future Board Appointments with Good Competency on the Energy Transition and Sustainability	SH	Against	For	For
	Shareholder Proposals Submitted by Sarasin & Partners LLP, Kapitalforeningen Sampension Invest, West Yorkshire Pension Fund and Achmea Investment Management	Mgmt			
15	Update the Company Strategy and Capital Expenditure Plan According to the Commitment to the Goals of the Paris Agreement	SH	Against	For	For
	Management Proposals	Mgmt			
16	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
17	Approve Remuneration Statement	Mgmt	For	For	For
18	Approve Remuneration of Auditors	Mgmt	For	For	For
	Elect All Members to the Corporate Assembly under item 19, or Vote on Each Candidate Individually under items 19.1-19.16	Mgmt			
19	Elect Members and Deputy Members of Corporate Assembly (Joint Proposal)	Mgmt	For	For	For
19.1	Elect Nils Morten Huseby (Chair) as Member of Corporate Assembly	Mgmt	For	For	For
19.2	Reelect Nils Bastiansen (Deputy Chair) as Member of Corporate Assembly	Mgmt	For	For	For
19.3	Reelect Finn Kinserdal as Member of Corporate Assembly	Mgmt	For	For	For
19.4	Reelect Kari Skeidsvoll Moe as Member of Corporate Assembly	Mgmt	For	For	For
19.5	Reelect Kjerstin Rasmussen Braathen as Member of Corporate Assembly	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19.6	Reelect Kjerstin Fyllingen as Member of Corporate Assembly	Mgmt	For	For	For
19.7	Reelect Mari Rege as Member of Corporate Assembly	Mgmt	For	For	For
19.8	Reelect Trond Straume as Member of Corporate Assembly	Mgmt	For	For	For
19.9	Reelect Martin Wien Fjell as Member of Corporate Assembly	Mgmt	For	For	For
19.10	Reelect Merete Hverven as Member of Corporate Assembly	Mgmt	For	For	For
19.11	Reelect Helge Aasen as Member of Corporate Assembly	Mgmt	For	For	For
19.12	Reelect Liv B. Ulriksen as Member of Corporate Assembly	Mgmt	For	For	For
19.13	Reelect Per Axel Koch as Deputy Member of Corporate Assembly	Mgmt	For	For	For
19.14	Reelect Cathrine Kristiseter Marti as Deputy Member of Corporate Assembly	Mgmt	For	For	For
19.15	Elect Bjorn Tore Markussen as Deputy Member of Corporate Assembly	Mgmt	For	For	For
19.16	Elect Elisabeth Marak Stole as Deputy Member of Corporate Assembly	Mgmt	For	For	For
20	Approve Remuneration of Directors in the Amount of NOK 151,200 for Chairman, NOK 79,750 for Deputy Chairman and NOK 56,000 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For	For
	Elect All Members to the Nominating Committee under item 21, or Vote on Each Candidate Individually under items 21.1-21.4	Mgmt			
21	Elect Members of Nominating Committee (Joint Proposal)	Mgmt	For	For	For
21.1	Elect Nils Morten Huseby (Chair) as Member of Nominating Committee	Mgmt	For	For	For
21.2	Reelect Berit L. Henriksen as Member of Nominating Committee	Mgmt	For	For	For
21.3	Reelect Merete Hverven as Member of Nominating Committee	Mgmt	For	For	For
21.4	Reelect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For	For
22	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
23	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	For
24	Approve NOK 525.8 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Belonging to the Norwegian State	Mgmt	For	For	For

Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For

Galaxy Entertainment Group Limited

Meeting Date: 05/14/2024	Country: Hong Kong	Ticker: 27
Record Date: 05/07/2024	Meeting Type: Annual	
Primary Security ID: Y2679D118		

Shares Voted: 11,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Francis Lui Yiu Tung as Director	Mgmt	For	For	For
3	Elect James Ross Ancell as Director	Mgmt	For	For	For
4	Elect Charles Cheung Wai Bun as Director	Mgmt	For	For	For
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Investment AB Latour

Meeting Date: 05/14/2024	Country: Sweden	Ticker: LATO.B
Record Date: 05/03/2024	Meeting Type: Annual	
Primary Security ID: W5R10B108		

Shares Voted: 754

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

## Investment AB Latour

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.10 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 and Lena Olving as Directors; Elect Johan Nordstrom (Chair) as New Director	Mgmt	For	Against	Against
12	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.15 Million for Chairman and SEK 1.15 Million for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Authorize Share Repurchase Program in Connection With Employee Remuneration Program	Mgmt	For	For	For
18	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Swedish Orphan Biovitrum AB

Meeting Date: 05/14/2024	Country: Sweden	Ticker: SOBI
Record Date: 05/03/2024	Meeting Type: Annual	
Primary Security ID: W95637117		

Shares Voted: 1,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive 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 Hakan Bjorklund	Mgmt	For	For	For
12.2	Approve Discharge of Christophe Bourdon	Mgmt	For	For	For
12.3	Approve Discharge of Annette Clancy	Mgmt	For	For	For
12.4	Approve Discharge of Matthew Gantz	Mgmt	For	For	For
12.5	Approve Discharge of Bo Jesper Hansen	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 Pia Axelson	Mgmt	For	For	For
12.11	Approve Discharge of Erika Husing	Mgmt	For	For	For
12.12	Approve Discharge of Mats Lek	Mgmt	For	For	For
12.13	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For
12.14	Approve Discharge of Sara Carlsson	Mgmt	For	For	For
12.15	Approve Discharge of Asa Kjellstrom	Mgmt	For	For	For
12.16	Approve Discharge of Linda Larsson	Mgmt	For	For	For
12.17	Approve Discharge of Susanna Ronnback	Mgmt	For	For	For

## Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.18	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 1.9 for Chairman and SEK 625,000 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 (7) 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	For	For
15.b	Reelect Annette Clancy as Director	Mgmt	For	For	For
15.c	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
15.d	Reelect Staffan Schuberg as Director	Mgmt	For	For	For
15.e	Reelect Filippa Stenberg as Director	Mgmt	For	Against	Against
15.f	Reelect Anders Ullman as Director	Mgmt	For	Against	Against
15.g	Elect Zlatko Rihter as New Director	Mgmt	For	Against	Against
15.h	Elect Annette Clancy as Board Chair	Mgmt	For	For	For
15.i	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
18.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against	Against
18.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For
18.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against	Against
18.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For
18.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
20	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Meeting Date: 05/15/2024	Country: Belgium	Ticker: AGS
Record Date: 05/01/2024	Meeting Type: Annual/Special	
Primary Security ID: B0148L138		

Shares Voted: 795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2.1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.1.3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.2.1	Information on the Dividend Policy	Mgmt			
2.2.2	Approve Dividends of EUR 3.25 Per Share	Mgmt	For	For	For
2.3.1	Approve Discharge of Directors	Mgmt	For	For	For
2.3.2	Approve Discharge of Auditors	Mgmt	For	For	For
3.1	Approve Remuneration Report	Mgmt	For	For	For
3.2	Approve Remuneration Policy	Mgmt	For	For	For
3.3	Approve Modification on Remuneration of Certain Members of Directors	Mgmt	For	For	For
4.1	Elect Francoise Lefevre as Director	Mgmt	For	For	For
4.2	Elect Xavier de Walque as Independent Director	Mgmt	For	For	For
4.3	Elect Christophe Vandeweghe as Director	Mgmt	For	For	For
4.4	Reelect Hans De Cuyper as Director	Mgmt	For	For	For
4.5	Reelect Yvonne Lang Ketterer as Independent Director	Mgmt	For	For	For
5.1	Ratify PWC SRL, Permanently Represented by Kurt Cappoen, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
5.2	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For	For
6.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt			
6.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Bayerische Motoren Werke AG

Meeting Date: 05/15/2024Country: GermanyTicker: BMW

Record Date: 04/23/2024Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 1,563

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

Bayerische Motoren Werke AG

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

Daimler Truck Holding AG

Meeting Date: 05/15/2024

Record Date: 05/08/2024

Primary Security ID: D1T3RZ100

Country: Germany

Meeting Type: Annual

Ticker: DTG

Shares Voted: 2,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Goetz (until Aug. 5, 2023) for Fiscal Year 2023	Mgmt	For	For	For



Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Raymond Curry (until Oct. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2023	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Shintaro Suzuki (from Oct. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Marie Wiek for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for a Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Eni SpA

Meeting Date: 05/15/2024

Record Date: 05/06/2024

Primary Security ID: T3643A145

Country: Italy

Meeting Type: Annual/Special

Ticker: ENI

Shares Voted: 10,974

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

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

SAP SE

Meeting Date: 05/15/2024	Country: Germany	Ticker: SAP
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: D66992104		

Shares Voted: 5,556

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Swiss Life Holding AG

Meeting Date: 05/15/2024Country: SwitzerlandTicker: SLHN

Record Date: 05/08/2024Meeting Type: Annual

Primary Security ID: H8404J162

Shares Voted: 146					
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 Allocation of Income and Dividends of CHF 33.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.1 Million	Mgmt	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.3	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.4	Reelect Philomena Colatrella as Director	Mgmt	For	For	For
5.5	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.8	Reelect Severin Moser as Director	Mgmt	For	For	For
5.9	Reelect Henry Peter as Director	Mgmt	For	For	For
5.10	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	Against	Against
5.13	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	Against	Against
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9	Approve CHF 79,037 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Symrise AG

Meeting Date: 05/15/2024

Record Date: 04/23/2024

Primary Security ID: D827A1108

Country: Germany

Meeting Type: Annual

Ticker: SY1

Shares Voted: 668					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Approve Creation of EUR 55 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.8 Billion; Approve Creation of EUR 55 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Thales SA

Meeting Date: 05/15/2024

Record Date: 05/13/2024

Primary Security ID: F9156M108

Country: France

Meeting Type: Annual/Special

Ticker: HO

Shares Voted: 483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Ratify Change Location of Registered Office to 4 rue de la Verrerie a Meudon (Hauts de Seine)	Mgmt	For	For	For
5	Ratify Appointment of Loic Rocard as Director	Mgmt	For	For	For
6	Reelect Loic Rocard as Director	Mgmt	For	For	For
7	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For	For

Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 157,650,000	Mgmt	For	Against	Against
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against	Against
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against	Against
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 14-15	Mgmt	For	Against	Against
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
19	Authorize Capitalization of Reserves of Up to EUR 157,650,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 13-19 at EUR 180 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
23	Elect Ruby McGregor-Smith as Director	Mgmt	For	For	For

adidas AG

Meeting Date: 05/16/2024

Record Date: 05/09/2024

Primary Security ID: D0066B185

Country: Germany

Meeting Type: Annual

Ticker: ADS

Shares Voted: 826

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

adidas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Approve Remuneration Policy	Mgmt	For	For	For
7.1	Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
7.2	Reelect Jackie Joyner-Kersee to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.3	Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.4	Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Mgmt	For	Against	Against
7.5	Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
7.6	Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.7	Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.8	Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

Adyen NV

Meeting Date: 05/16/2024

Record Date: 04/18/2024

Primary Security ID: N3501V104

Country: Netherlands

Meeting Type: Annual

Ticker: ADYEN

Shares Voted: 159					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For



Adyen NV

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

BANK POLSKA KASA OPIEKI SA

Meeting Date: 05/16/2024

Record Date: 04/01/2024

Primary Security ID: X0R77T117

Country: Poland

Meeting Type: Annual

Ticker: PEO

Shares Voted: 1,092

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1a	Approve Discharge of Leszek Skiba (CEO)	Mgmt	For	For	For
1.1b	Approve Discharge of Marcin Gadomski (Deputy CEO)	Mgmt	For	For	For
1.1c	Approve Discharge of Piotr Zborowski (Deputy CEO)	Mgmt	For	For	For
1.1d	Approve Discharge of Jerzy Kwiecinski (Deputy CEO)	Mgmt	For	For	For
1.1e	Approve Discharge of Magdalena Zmitrowicz (Deputy CEO)	Mgmt	For	For	For
1.1f	Approve Discharge of Jaroslaw Fuchs (Deputy CEO)	Mgmt	For	For	For
1.1g	Approve Discharge of Wojciech Werochowski (Deputy CEO)	Mgmt	For	For	For
1.1h	Approve Discharge of Blazej Szczeci (Deputy CEO)	Mgmt	For	For	For
1.1i	Approve Discharge of Pawel Straczynski (Deputy CEO)	Mgmt	For	For	For

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2a	Approve Discharge of Beata Kozłowska-Chyla (Supervisory Board Chairwoman)	Mgmt	For	For	For
1.2b	Approve Discharge of Joanna Dynysiuk (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
1.2c	Approve Discharge of Malgorzata Sadurska (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
1.2d	Approve Discharge of Stanislaw Ryszard Kaczoruk (Supervisory Board Secretary)	Mgmt	For	For	For
1.2e	Approve Discharge of Marcin Izdebski (Supervisory Board Member)	Mgmt	For	For	For
1.2f	Approve Discharge of Sabina Bigos-Jaworowska (Supervisory Board Member)	Mgmt	For	For	For
1.2g	Approve Discharge of Justyna Glebikowska-Michalak (Supervisory Board Member)	Mgmt	For	For	For
1.2h	Approve Discharge of Michal Kaszynski (Supervisory Board Member)	Mgmt	For	For	For
1.2i	Approve Discharge of Marian Majcher (Supervisory Board Member)	Mgmt	For	For	For

Capgemini SE

Meeting Date: 05/16/2024

Record Date: 05/14/2024

Primary Security ID: F4973Q101

Country: France

Meeting Type: Annual/Special

Ticker: CAP

Shares Voted: 821

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Sian Herbert-Jones as Director	Mgmt	For	For	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	For	For
13	Reelect Aiman Ezzat as Director	Mgmt	For	For	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dassault Aviation SA

Meeting Date: 05/16/2024Country: FranceTicker: AM

Record Date: 05/14/2024Meeting Type: Annual/Special

Primary Security ID: F24539169

Shares Voted: 102

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 3.37 per Share	Mgmt	For	For	For
4	Approve Compensation of Directors	Mgmt	For	For	For
5	Approve Compensation of Eric Traprier, Chairman and CEO	Mgmt	For	Against	Against
6	Approve Compensation of Loik Segalen, Vice-CEO	Mgmt	For	Against	Against
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
10	Reelect Besma Boumaza as Director	Mgmt	For	For	For
11	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
12	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
13	Approve Transaction with GIMD Re: Le Vinci Building Acquisition	Mgmt	For	For	For

Dassault Aviation 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	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize up to 0.31 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
17	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
18	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Bank AG

Meeting Date: 05/16/2024

Record Date: 05/10/2024

Primary Security ID: D18190898

Country: Germany

Meeting Type: Annual

Ticker: DBK

Shares Voted: 9,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.45 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl von Rohr (until Oct. 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.7	Approve Discharge of Management Board Member Christiana Riley (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Claudio de Sanctis (from July 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2023	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Detlef Polaschek (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Schulze (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Susanne Bleidt (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Claudia Fieber (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Martina Klee (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Birgit Laumen (May 17, 2023 - Jan. 12, 2024) for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Gabriele Platscher (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Bernd Rose (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gerlinde Siebert (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Stephan Szukalski (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Juergen Toegel (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2023	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2023	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Stefan Viertel (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2023	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Frank Werneke (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

E.ON SE

Meeting Date: 05/16/2024

Record Date: 05/09/2024

Primary Security ID: D24914133

Country: Germany

Meeting Type: Annual

Ticker: EOAN

Shares Voted: 11,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.53 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Transactions Requiring Supervisory Board Approval	Mgmt	For	For	For
8	Approve Creation of EUR 528 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
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



Meeting Date: 05/16/2024	Country: Germany	Ticker: HEI
Record Date: 04/24/2024	Meeting Type: Annual	
Primary Security ID: D31709104		

Shares Voted: 680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2023	Mgmt	For	For	For

# Heidelberg Materials AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Reelect Bernd Scheifele to the Supervisory Board	Mgmt	For	Against	Against
8.2	Reelect Ludwig Merckle to the Supervisory Board	Mgmt	For	Against	Against
8.3	Reelect Luka Mucic to the Supervisory Board	Mgmt	For	For	For
8.4	Reelect Margret Suckale to the Supervisory Board	Mgmt	For	For	For
8.5	Reelect Sopna Sury to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Gunnar Groebler to the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

# Lloyds Banking Group Plc

Meeting Date: 05/16/2024	Country: United Kingdom	Ticker: LLOY
Record Date: 05/14/2024	Meeting Type: Annual	
Primary Security ID: G5533W248		

Shares Voted: 319,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
4	Re-elect William Chalmers as Director	Mgmt	For	For	For
5	Re-elect Sarah Legg as Director	Mgmt	For	For	For
6	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
7	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
8	Re-elect Cathy Turner as Director	Mgmt	For	For	For
9	Re-elect Scott Wheway as Director	Mgmt	For	For	For
10	Re-elect Catherine Woods as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/16/2024	Country: Sweden	Ticker: NIBE.B
Record Date: 05/07/2024	Meeting Type: Annual	
Primary Security ID: W6S38Z126		

Shares Voted: 8,933

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

Universal Music Group NV

Meeting Date: 05/16/2024

Record Date: 04/18/2024

Primary Security ID: N90313102

Country: Netherlands

Meeting Type: Annual

Ticker: UMG

Shares Voted: 4,925

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

Universal Music Group NV

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

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/17/2024

Record Date: 05/15/2024

Primary Security ID: F61824870

Country: France

Meeting Type: Annual/Special

Ticker: ML

Shares Voted: 3,564

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For	For	For
13	Elect Catherine Soubie as Supervisory Board Member	Mgmt	For	For	For
14	Elect Pascal Vinet as Supervisory Board Member	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Meeting Date: 05/17/2024	Country: Germany	Ticker: FRE
Record Date: 04/25/2024	Meeting Type: Annual	
Primary Security ID: D27348263		

Shares Voted: 2,139

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

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Iberdrola SA

Meeting Date: 05/17/2024

Record Date: 05/10/2024

Primary Security ID: E6165F166

Country: Spain

Meeting Type: Annual

Ticker: IBE

Shares Voted: 29,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
6	Amend Preamble and Articles	Mgmt	For	For	For
7	Amend Articles	Mgmt	For	For	For
8	Amend Articles of General Meeting Regulations	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Engagement Dividend	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends	Mgmt	For	For	For
12	Approve Scrip Dividends	Mgmt	For	For	For
13	Approve Scrip Dividends	Mgmt	For	For	For
14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For
16	Reelect Nicola Mary Brewer as Director	Mgmt	For	For	For



Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Reelect Regina Helena Jorge Nunes as Director	Mgmt	For	For	For
18	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For	For	For
19	Fix Number of Directors at 14	Mgmt	For	For	For
20	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 05/21/2024

Record Date: 05/07/2024

Primary Security ID: B35656105

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: ELI

Shares Voted: 146

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Article 7:154 of the Companies and Associations Code	Mgmt			
2	Amend Article 3 and 13 of the Articles of Association Re: Object of the Company	Mgmt	For	For	For
3	Receive Special Board Report Re: Articles 7:199 and 7:155 of the Companies and Associations Code	Mgmt			
4	Approve Authorization to Increase Share Capital up to 70 percent of Authorized Capital by Various Means and Amend Article 7 of the Articles of Association	Mgmt	For	For	For

Shell Plc

Meeting Date: 05/21/2024

Record Date: 05/17/2024

Primary Security ID: G80827101

Country: United Kingdom

Meeting Type: Annual

Ticker: SHEL

Shares Voted: 33,749

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Against	Against
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	For	For

Bollore SE

Meeting Date: 05/22/2024	Country: France	Ticker: BOL
Record Date: 05/20/2024	Meeting Type: Annual/Special	
Primary Security ID: F10659260		

Shares Voted: 4,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.07 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	Reelect Sophie Johanna Kloosterman as Director	Mgmt	For	For	For
6	Reelect Alexandre Picciotto as Director	Mgmt	For	For	For
7	Appoint Deloitte & Associes as Authorized Sustainability Auditors	Mgmt	For	For	For
8	Appoint Grant Thornton as Authorized Sustainability Auditors	Mgmt	For	For	For
9	Authorize Repurchase of Up to 9.99 Percent of Issued Share Capital	Mgmt	For	Against	Against
10	Approve Compensation Report	Mgmt	For	Against	Against
11	Approve Compensation of Cyrille Bollore, Chairman and CEO	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

Meeting Date: 05/22/2024	Country: United Kingdom	Ticker: CCEP
Record Date: 05/20/2024	Meeting Type: Annual	
Primary Security ID: G25839104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Guillaume Bacuvier as Director	Mgmt	For	For	For
4	Re-elect Manolo Arroyo as Director	Mgmt	For	Against	Against
5	Re-elect John Bryant as Director	Mgmt	For	For	For
6	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	Against	Against
7	Re-elect Damian Gammell as Director	Mgmt	For	For	For
8	Re-elect Nathalie Gaveau as Director	Mgmt	For	For	For
9	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For	For
10	Re-elect Mary Harris as Director	Mgmt	For	For	For
11	Re-elect Thomas Johnson as Director	Mgmt	For	For	For
12	Re-elect Dagmar Kollmann as Director	Mgmt	For	For	For
13	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For	For
14	Re-elect Nicolas Mirzayantz as Director	Mgmt	For	For	For
15	Re-elect Mark Price as Director	Mgmt	For	For	For
16	Re-elect Nancy Quan as Director	Mgmt	For	For	For
17	Re-elect Mario Rotllant Sola as Director	Mgmt	For	For	For
18	Re-elect Dessi Temperley as Director	Mgmt	For	For	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
20	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

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

Credit Agricole SA

Meeting Date: 05/22/2024	Country: France	Ticker: ACA
Record Date: 05/20/2024	Meeting Type: Annual/Special	
Primary Security ID: F22797108		

Shares Voted: 6,363

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 1.05 per Share	Mgmt	For	For	For
4	Approve Transactions with Groupe TVA Re: ASU GTVA Credit Agricole	Mgmt	For	For	For
5	Approve Transaction with Worldline, Credit Agricole Payment Services, LCL, 39 Caisses Regionales de Credit Agricole Mutuel and AVEM Re: Framework Agreement	Mgmt	For	For	For
6	Approve Transaction with Credit Agricole CIB Re: Transfer of Activities of Company's Banking Services Department	Mgmt	For	For	For
7	Approve Transaction with Banco Santander, S.A., Santander Investment, S.A., CACEIS, CACEIS Bank et CACEIS Bank Spain Re: CACEIS Governance Rules	Mgmt	For	For	For
8	Reelect SAS Rue la Boetie as Director	Mgmt	For	Against	Against
9	Reelect Olivier Auffray as Director	Mgmt	For	Against	Against
10	Relect Nicole Gourmelon as Director	Mgmt	For	Against	Against
11	Reelect Marianne Laigneau as Director	Mgmt	For	For	For
12	Reelect Louis Tercinier as Director	Mgmt	For	Against	Against
13	Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Mgmt	For	Against	Against
14	Reelect Christophe Lesur as Representative of Employee Shareholders to the Board and Caroline Corbiere as Alternate Representative of Employee to the Board	Mgmt	For	For	For

## Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Renew Appointment of Pricewaterhousecoopers Audit as Auditor; End of Mandate of Jean-Baptiste Deschryver as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	For	For	For
16	Appoint Mazars as Auditor; End of Mandate of Auditex as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	For	For	For
17	Appoint Pricewaterhousecoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
18	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For
20	Approve Remuneration Policy of Philippe Brassac, CEO	Mgmt	For	For	For
21	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	Mgmt	For	For	For
22	Approve Remuneration Policy of Jerome Grivet, Vice-CEO	Mgmt	For	For	For
23	Approve Remuneration Policy of Xavier Musca, Vice-CEO	Mgmt	For	For	For
24	Approve Remuneration Policy of Directors	Mgmt	For	For	For
25	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For
26	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	For
27	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	For	For	For
28	Approve Compensation of Jerome Grivet, Vice-CEO	Mgmt	For	For	For
29	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	For
30	Approve Compensation Report	Mgmt	For	For	For
31	Approve the Aggregate Remuneration Granted in 2023 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
32	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
33	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
34	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For	For
35	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For	For
36	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 33-35, 37-38 and 41-42	Mgmt	For	For	For
37	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
38	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
39	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	Mgmt	For	For	For
40	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
41	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
42	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
43	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
44	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dassault Systemes SE

Meeting Date: 05/22/2024

Record Date: 05/20/2024

Primary Security ID: F24571451

Country: France

Meeting Type: Annual/Special

Ticker: DSY

Shares Voted: 3,653

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	For	Against	Against
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	Against	Against
12	Reelect Laurence Daures as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against	Against
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	For	Against	Against
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	Against	Against
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	For	Against	Against



Dassault Systemes SE

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

Erste Group Bank AG

Meeting Date: 05/22/2024

Record Date: 05/12/2024

Primary Security ID: A19494102

Country: Austria

Meeting Type: Annual

Ticker: EBS

Shares Voted: 1,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Approve Decrease in Size of Supervisory Board to 12 Members	Mgmt	For	For	For
9.2	Elect Caroline Kuhnert as Supervisory Board Member	Mgmt	For	For	For
9.3	Reelect Elisabeth Krainer-Senger-Weiss as Supervisory Board Member	Mgmt	For	For	For
9.4	Reelect Michael Schuster as Supervisory Board Member	Mgmt	For	For	For
9.5	Elect Walter Schuster as Supervisory Board Member	Mgmt	For	For	For

Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	Mgmt	For	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For	For

MTR Corporation Limited

Meeting Date: 05/22/2024

Record Date: 05/14/2024

Primary Security ID: Y6146T101

Country: Hong Kong

Meeting Type: Annual

Ticker: 66

Shares Voted: 8,217

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 Christopher Hui Ching-yu as Director	Mgmt	For	Against	Against
3b	Elect Hui Siu-wai as Director	Mgmt	For	For	For
3c	Elect Adrian Wong Koon-man as Director	Mgmt	For	For	For
4	Elect Ayesha Abbas Macpherson as Director	Mgmt	For	For	For
5	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	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

Orange SA

Meeting Date: 05/22/2024

Record Date: 05/20/2024

Primary Security ID: F6866T100

Country: France

Meeting Type: Annual/Special

Ticker: ORA

Shares Voted: 9,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.72 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding One New Transaction	Mgmt	For	For	For
5	Reelect Christel Heydemann as Director	Mgmt	For	Against	Against
6	Reelect Frederic Sanchez as Director	Mgmt	For	Against	Against
7	Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against
8	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint KPMG as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	For	For
12	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Shareholder Proposal Submitted by Fonds Commun de Placement d Entreprise Orange Actions	Mgmt			
	Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Against	Against

Partners Group Holding AG

Meeting Date: 05/22/2024Country: SwitzerlandTicker: PGHN

Record Date:Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 112					
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 Allocation of Income and Dividends of CHF 39.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	Mgmt	For	For	For
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For	For
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	Mgmt	For	For	For
6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	Mgmt	For	For	For
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For	For
7.1.2	Reelect Marcel Erni as Director	Mgmt	For	For	For
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For	For	For
7.1.4	Reelect Anne Lester as Director	Mgmt	For	For	For
7.1.5	Reelect Gaelle Olivier as Director	Mgmt	For	For	For
7.1.6	Reelect Urs Wietlisbach as Director	Mgmt	For	For	For
7.1.7	Reelect Flora Zhao as Director	Mgmt	For	For	For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Societe Generale SA

Meeting Date: 05/22/2024Country: FranceTicker: GLE

Record Date: 05/20/2024Meeting Type: Annual/Special

Primary Security ID: F8591M517

Shares Voted: 3,787

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 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

## Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,835,000	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, CEO Until May 23, 2023	Mgmt	For	For	For
12	Approve Compensation of Slawomir Krupa, CEO Since May 23, 2023	Mgmt	For	For	For
13	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For	For
14	Approve Compensation of Pierre Palmieri, Vice-CEO Since May 23, 2023	Mgmt	For	For	For
15	Approve Compensation of Diony Lebot, Vice-CEO Until May 23, 2023	Mgmt	For	For	For
16	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
17	Reelect Annette Messemer as Director	Mgmt	For	For	For
18	Appoint KPMG SA as Auditor	Mgmt	For	For	For
19	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Appoint Pricewaterhousecoopers as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 331,229,000	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100,372,500	Mgmt	For	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	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
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 1.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons	Mgmt	For	For	For
29	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
31	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by Employees	Mgmt	For	For	For
32	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by General Meeting of Shareholders	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Enel SpA

Meeting Date: 05/23/2024

Record Date: 05/14/2024

Primary Security ID: T3679P115

Country: Italy

Meeting Type: Annual

Ticker: ENEL

Shares Voted: 40,382

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

Legal & General Group Plc

Meeting Date: 05/23/2024Country: United KingdomTicker: LGEN

Record Date: 05/21/2024Meeting Type: Annual

Primary Security ID: G54404127

Shares Voted: 31,045

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 Antonio Simoes as Director	Mgmt	For	For	For
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For
5	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For
6	Re-elect Philip Broadley as Director	Mgmt	For	For	For
7	Re-elect Jeff Davies as Director	Mgmt	For	For	For
8	Re-elect Carolyn Johnson as Director	Mgmt	For	For	For
9	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
10	Re-elect Lesley Knox as Director	Mgmt	For	For	For
11	Re-elect George Lewis as Director	Mgmt	For	For	For
12	Re-elect Ric Lewis as Director	Mgmt	For	For	For
13	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Performance Share Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	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 Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For



Legal & General Group Plc

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

Prudential Plc

Meeting Date: 05/23/2024Country: United KingdomTicker: PRU

Record Date: 05/21/2024Meeting Type: Annual

Primary Security ID: G72899100

Shares Voted: 13,881

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Mark Saunders as Director	Mgmt	For	For	For
4	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
5	Re-elect Anil Wadhvani as Director	Mgmt	For	For	For
6	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
7	Re-elect Arijit Basu as Director	Mgmt	For	For	For
8	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
9	Re-elect Ming Lu as Director	Mgmt	For	For	For
10	Re-elect George Sartorel as Director	Mgmt	For	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
13	Re-elect Amy Yip as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
19	Authorise Issue of Preference Shares	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Prudential Plc

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

Rolls-Royce Holdings Plc

Meeting Date: 05/23/2024Country: United KingdomTicker: RR

Record Date: 05/21/2024Meeting Type: Annual

Primary Security ID: G76225104

Shares Voted: 43,792

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	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
5	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For	For
6	Elect Helen McCabe as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Elect Birgit Behrendt as Director	Mgmt	For	For	For
9	Elect Stuart Bradie as Director	Mgmt	For	For	For
10	Elect Paulo Cesar Silva as Director	Mgmt	For	For	For
11	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
12	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For	For
14	Re-elect Wendy Mars as Director	Mgmt	For	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers 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

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For	For
21	Approve Long Term Incentive Plan	Mgmt	For	For	For
22	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Adopt New Articles of Association	Mgmt	For	For	For

Safran SA

Meeting Date: 05/23/2024

Record Date: 05/21/2024

Primary Security ID: F4035A557

Country: France

Meeting Type: Annual

Ticker: SAF

Shares Voted: 1,781

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 2.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding Two New Transactions	Mgmt	For	For	For
5	Reelect Patricia Bellinger as Independent Director	Mgmt	For	For	For
6	Elect Pascale Dosda as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Reelect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For	For

Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation Report of Corporate Officers	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 Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Schneider Electric SE

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

Shares Voted: 2,792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For	For
17	Elect Philippe Knoche as Director	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Extraordinary Business	Mgmt			
	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Syensqo NV

Meeting Date: 05/23/2024	Country: Belgium	Ticker: SYENS
Record Date: 05/09/2024	Meeting Type: Annual	
Primary Security ID: B8T189100		

Shares Voted: 381

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 1.62 per Share	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For

Syensqo NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Appoint EY SRL as Auditors for the Sustainability Reporting	Mgmt	For	For	For
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
11	Transact Other Business	Mgmt			

AIA Group Limited

Meeting Date: 05/24/2024

Record Date: 05/20/2024

Primary Security ID: Y002A1105

Country: Hong Kong

Meeting Type: Annual

Ticker: 1299

Shares Voted: 58,902

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 Lee Yuan Siong as Director	Mgmt	For	For	For
4	Elect Chung-Kong Chow as Director	Mgmt	For	For	For
5	Elect John Barrie Harrison as Director	Mgmt	For	For	For
6	Elect Cesar Velasquez Purisima as Director	Mgmt	For	For	For
7	Elect Mari Elka Pangestu as Director	Mgmt	For	For	For
8	Elect Ong Chong Tee as Director	Mgmt	For	For	For
9	Elect Nor Shamsiah Mohd Yunus as Director	Mgmt	For	For	For
10	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
11B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Carrefour SA

Meeting Date: 05/24/2024

Record Date: 05/22/2024

Primary Security ID: F13923119

Country: France

Meeting Type: Annual/Special

Ticker: CA

Shares Voted: 2,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.87 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Philippe Houze as Director	Mgmt	For	For	For
6	Reelect Patricia Moulin Lemoine as Director	Mgmt	For	For	For
7	Reelect Stephane Israel as Director	Mgmt	For	For	For
8	Reelect Claudia Almeida e Silva as Director	Mgmt	For	For	For
9	Reelect Stephane Courbit as Director	Mgmt	For	For	For
10	Reelect Aurore Domont as Director	Mgmt	For	Against	Against
11	Reelect Arthur Sadoun as Director	Mgmt	For	For	For
12	Ratify Appointment of Eduardo Rossi as Director	Mgmt	For	For	For
13	Elect Marguerite Berard as Director	Mgmt	For	For	For
14	Appoint Deloitte & Associates and Mazars as Auditors for the Sustainability Reporting	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

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

Shares Voted: 11,370

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Against	Against
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For
8	Reelect Glenn Hubbard as Director	Mgmt	For	For	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Against	Against
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For



TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

EQT AB

Meeting Date: 05/27/2024

Record Date: 05/17/2024

Primary Security ID: W3R27C102

Country: Sweden

Meeting Type: Annual

Ticker: EQT

Shares Voted: 3,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
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 3.60 Per Share	Mgmt	For	For	For
11.a	Approve Discharge of Conni Jonsson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.b	Approve Discharge of Brooks Entwistle	Mgmt	For	For	For
11.c	Approve Discharge of Diony Lebot	Mgmt	For	For	For
11.d	Approve Discharge of Gordon Orr	Mgmt	For	For	For
11.e	Approve Discharge of Johan Forssell	Mgmt	For	For	For
11.f	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.g	Approve Discharge of Margo Cook	Mgmt	For	For	For
11.h	Approve Discharge of Nicola Kimm	Mgmt	For	For	For
11.i	Approve Discharge of CEO Christian Sinding	Mgmt	For	For	For
12.a	Determine Number of Members (7) and Deputy Members of Board (0)	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 EUR 304,500 for Chairman andEUR 138,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
13.b	Approve Transfer of Shares to Board Members	Mgmt	For	For	For
13.c	Approve Remuneration of Auditors	Mgmt	For	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	For	For
14.b	Reelect Brooks Entwistle as Director	Mgmt	For	For	For
14.c	Reelect Diony Lebot as Director	Mgmt	For	For	For
14.d	Reelect Gordon Orr as Director	Mgmt	For	For	For
14.e	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.f	Reelect Margo Cook as Director	Mgmt	For	For	For
14.g	Elect Richa Goswami as New Director	Mgmt	For	For	For
14.h	Reelect Conni Jonsson as Board Chair	Mgmt	For	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For

EQT AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve SEK 394,636.84 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For	For
22	Close Meeting	Mgmt			

EXOR NV

Meeting Date: 05/28/2024

Record Date: 04/30/2024

Primary Security ID: N3140A107

Country: Netherlands

Meeting Type: Annual

Ticker: EXO

Shares Voted: 517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Against	Against
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.e	Receive Explanation on Company's Dividend Policy	Mgmt			
2.f	Approve Dividends	Mgmt	For	For	For
3.a	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
3.b	Amend Remuneration Policy	Mgmt	For	Against	Against
3.c	Approve Amended LTI Plan	Mgmt	For	Against	Against
4.a	Approve Discharge of Executive Director	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	Against
5.a	Authorize Repurchase of Shares	Mgmt	For	For	For
5.b	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
6	Close Meeting	Mgmt			

OMV AG

Meeting Date: 05/28/2024

Record Date: 05/18/2024

Primary Security ID: A51460110

Country: Austria

Meeting Type: Annual

Ticker: OMV

Shares Voted: 742

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

Seven & i Holdings Co., Ltd.

Meeting Date: 05/28/2024Country: JapanTicker: 3382

Record Date: 02/29/2024Meeting Type: Annual

Primary Security ID: J7165H108

Seven & i Holdings Co., Ltd.

Shares Voted: 12,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 56.5	Mgmt	For	For	For
2.1	Elect Director Isaka, Ryuichi	Mgmt	For	For	For
2.2	Elect Director Ito, Junro	Mgmt	For	For	For
2.3	Elect Director Nagamatsu, Fumihiko	Mgmt	For	For	For
2.4	Elect Director Joseph M. DePinto	Mgmt	For	For	For
2.5	Elect Director Maruyama, Yoshimichi	Mgmt	For	For	For
2.6	Elect Director Wakita, Tamaki	Mgmt	For	For	For
2.7	Elect Director Stephen Hayes Dacus	Mgmt	For	For	For
2.8	Elect Director Yonemura, Toshiro	Mgmt	For	For	For
2.9	Elect Director Izawa, Yoshiyuki	Mgmt	For	For	For
2.10	Elect Director Yamada, Meyumi	Mgmt	For	For	For
2.11	Elect Director Jenifer Simms Rogers	Mgmt	For	For	For
2.12	Elect Director Wada, Shinji	Mgmt	For	For	For
2.13	Elect Director Hachiuma, Fuminao	Mgmt	For	For	For
2.14	Elect Director Paul Yonamine	Mgmt	For	For	For
2.15	Elect Director Elizabeth Miin Meyerdirk	Mgmt	For	For	For

Solvay SA

Meeting Date: 05/28/2024Country: BelgiumTicker: SOLB

Record Date: 05/14/2024Meeting Type: Annual

Primary Security ID: B82095116

Shares Voted: 370

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 2.43 per Share	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For

Solvay SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Amendment to the Remuneration of the Non-Executive Directors	Mgmt	For	For	For
9	Reelect Aude Thibaut de Maisieres as Director	Mgmt	For	Against	Against
10	Appoint EY BV as Auditors for the Sustainability Reporting	Mgmt	For	For	For
11	Approve Change-of-Control Clause Re: Senior Unsecured Fixed Rate Bonds Due 2031	Mgmt	For	For	For
12	Transact Other Business	Mgmt			

Yara International ASA

Meeting Date: 05/28/2024

Record Date: 05/21/2024

Primary Security ID: R9900C106

Country: Norway

Meeting Type: Annual

Ticker: YAR

Shares Voted: 846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Remuneration of Auditors	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of NOK 5.00 Per Share	Mgmt	For	For	For
6.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
6.2	Approve Remuneration Statement	Mgmt	For	For	For
7	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
8	Reelect Trond Berger, Jannicke Hilland, John Gabriel Thuestad and Tove Feld as Directors	Mgmt	For	For	For
9	Reelect Otto Soberg (Chair), Lars Mattis Hanssen, Ann Kristin Brautaset and Ottar Ertzeid as Members of Nominating Committee	Mgmt	For	For	For

Yara International ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration of Directors in the Amount of NOK 897,700 for the Chairman, NOK 467,800 for the Vice Chairman, and NOK 412,400 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For
13	Shareholder Proposal	Mgmt	Against	Against	Against
	Guide the company to set science-based goals to cut scope 3 emissions in line with limiting global warming to 1.5 Degrees	SH			

AEON Co., Ltd.

Meeting Date: 05/29/2024Country: JapanTicker: 8267

Record Date: 02/29/2024Meeting Type: Annual

Primary Security ID: J00288100

Shares Voted: 4,298					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Okada, Motoya	Mgmt	For	Against	Against
1.2	Elect Director Yoshida, Akio	Mgmt	For	Against	Against
1.3	Elect Director Habu, Yuki	Mgmt	For	For	For
1.4	Elect Director Tsuchiya, Mitsuko	Mgmt	For	For	For
1.5	Elect Director Tsukamoto, Takashi	Mgmt	For	Against	Against
1.6	Elect Director Peter Child	Mgmt	For	For	For
1.7	Elect Director Carrie Yu	Mgmt	For	For	For
1.8	Elect Director Hayashi, Makoto	Mgmt	For	For	For
1.9	Elect Director Richard Collasse	Mgmt	For	For	For
2	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against

Legrand SA

Meeting Date: 05/29/2024Country: FranceTicker: LR

Record Date: 05/27/2024Meeting Type: Annual/Special

Primary Security ID: F56196185

**Shares Voted: 1,358**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	Mgmt	For	For	For
4	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report	Mgmt	For	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	Mgmt	For	For	For
13	Elect Rekha Mehrotra Menon as Director	Mgmt	For	For	For
14	Reelect Jean-Marc Chery as Director	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For



Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	Mgmt	For	For	For
26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
28	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Publicis Groupe SA

Meeting Date: 05/29/2024

Record Date: 05/27/2024

Primary Security ID: F7607Z165

Country: France

Meeting Type: Annual/Special

Ticker: PUB

Shares Voted: 1,182

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 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

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	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	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For	For
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Elect Arthur Sadoun as Director	Mgmt	For	Against	Against
31	Elect Elisabeth Badinter as Director	Mgmt	For	For	For
32	Elect Simon Badinter as Director	Mgmt	For	For	For
33	Elect Jean Charest as Director	Mgmt	For	For	For
34	Elect Sophie Dulac as Director	Mgmt	For	For	For
35	Elect Thomas H. Glocer as Director	Mgmt	For	For	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	For	For
37	Elect André Kudelski as Director	Mgmt	For	For	For
38	Elect Suzan LeVine as Director	Mgmt	For	For	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	For	For
40	Elect Tidjane Thiam as Director	Mgmt	For	For	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For	For
46	Reelect André Kudelski as Supervisory Board Member	Mgmt	For	For	For
47	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

YASKAWA Electric Corp.

Meeting Date: 05/29/2024Country: JapanTicker: 6506

Record Date: 02/29/2024Meeting Type: Annual

Primary Security ID: J9690T102

Shares Voted: 1,279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ogasawara, Hiroshi	Mgmt	For	For	For
1.2	Elect Director Ogawa, Masahiro	Mgmt	For	For	For
1.3	Elect Director Murakami, Shuji	Mgmt	For	For	For
1.4	Elect Director Morikawa, Yasuhiko	Mgmt	For	For	For

D'Ieteren Group

Meeting Date: 05/30/2024Country: BelgiumTicker: DIE

Record Date: 05/16/2024Meeting Type: Extraordinary Shareholders

Primary Security ID: B49343187

Shares Voted: 105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1.1	Receive Special Board Report Re: Renewal of the Authorized Capital	Mgmt			
1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against
1.3	Amend Article 8bis of the Articles of Association	Mgmt	For	Against	Against
2	Approve Coordination of Articles of Association	Mgmt	For	Against	Against
3	Authorize Implementation of Approved Resolutions	Mgmt	For	Against	Against

JDE Peet's NV

Meeting Date: 05/30/2024Country: NetherlandsTicker: JDEP

Record Date: 05/02/2024Meeting Type: Annual

Primary Security ID: N44664105

Shares Voted: 622

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

JDE Peet's NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Against	Against
2.d	Adopt Financial Statements	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5.a	Reelect Vanderveelde as Non-Executive Director	Mgmt	For	Against	Against
5.b	Reelect Richards as Non-Executive Director	Mgmt	For	Against	Against
5.c	Reelect Hennequin as Non-Executive Director	Mgmt	For	For	For
5.d	Reelect MacFarlane as Non-Executive Director	Mgmt	For	For	For
6.a	Approve Remuneration Policy	Mgmt	For	Against	Against
6.b	Amend JDE Peet's Long-Term Incentive Plan	Mgmt	For	Against	Against
7	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
8.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
8.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			
10	Close Meeting	Mgmt			

Mowi ASA

Meeting Date: 05/30/2024	Country: Norway	Ticker: MOWI
Record Date: 05/23/2024	Meeting Type: Annual	
Primary Security ID: R4S04H101		

Shares Voted: 2,306

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	Receive Briefing on the Business	Mgmt			
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For
5	Discuss Company's Corporate Governance Statement	Mgmt			
6	Approve Equity Plan Financing	Mgmt	For	For	For
7	Approve Remuneration Statement	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Kathrine Fredriksen as Director	Mgmt	For	For	For
11.b	Reelect Peder Strand as Director	Mgmt	For	For	For
11.c	Elect Kjersti Hobol as New Director	Mgmt	For	For	For
11.d	Elect Leif Teksum as New Director	Mgmt	For	For	For
12.a	Reelect Anne Lise Ellingsen Gryte as Member of Nominating Committee	Mgmt	For	For	For
12.b	Elect Peder Weidemann Egseth as Member of Nominating Committee	Mgmt	For	For	For
13	Authorize Board to Distribute Dividends	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15.A	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
15.B	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Shares Voted: 2,386

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 Remuneration Policy	Mgmt	For	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5	Approve Equity-Based Incentive Plans	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity Based Incentive Plans	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1.1	Amend Company Bylaws Re: Article 4	Mgmt	For	For	For
1.2	Amend Company Bylaws Re: Article 11	Mgmt	For	Against	Against
1.3	Amend Company Bylaws Re: Article 12	Mgmt	For	For	For
1.4	Amend Company Bylaws Re: Article 14	Mgmt	For	For	For
1.5	Amend Company Bylaws Re: Article 16	Mgmt	For	Against	Against
1.6	Amend Company Bylaws Re: Article 20	Mgmt	For	For	For

Henderson Land Development Company Limited

Meeting Date: 06/03/2024Country: Hong KongTicker: 12  
Record Date: 05/28/2024Meeting Type: Annual  
Primary Security ID: Y31476107

Shares Voted: 6,927

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
3.1	Elect Lee Chau Kee as Director	Mgmt	For	For	For
3.2	Elect Yip Ying Chee, John as Director	Mgmt	For	For	For
3.3	Elect Fung Hau Chung, Andrew as Director	Mgmt	For	For	For
3.4	Elect Ko Ping Keung as Director	Mgmt	For	Against	Against
3.5	Elect Woo Ka Biu, Jackson as Director	Mgmt	For	For	For
3.6	Elect Poon Chung Kwong as Director	Mgmt	For	For	For

## Henderson Land Development Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

## The Hong Kong and China Gas Company Limited

**Meeting Date:** 06/04/2024

**Country:** Hong Kong

**Ticker:** 3

**Record Date:** 05/29/2024

**Meeting Type:** Annual

**Primary Security ID:** Y33370100

Shares Voted: 56,800

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
3.1	Elect Lee Ka-shing as Director	Mgmt	For	Against	Against
3.2	Elect Colin Lam Ko-yin as Director	Mgmt	For	Against	Against
3.3	Elect Poon Chung-kwong as Director	Mgmt	For	For	For
3.4	Elect Yeung Lui-ming as Director	Mgmt	For	Against	Against
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

## Amadeus IT Group SA

**Meeting Date:** 06/05/2024

**Country:** Spain

**Ticker:** AMS

**Record Date:** 05/31/2024

**Meeting Type:** Annual

**Primary Security ID:** E04648114



Amadeus IT Group SA

Shares Voted: 2,235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Reelect William Connelly as Director	Mgmt	For	For	For
6.2	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
6.4	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
6.5	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.6	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.7	Reelect Amanda Mesler as Director	Mgmt	For	For	For
6.8	Reelect Jana Eggers as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Executive Share Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024Country: FranceTicker: SGO

Record Date: 06/04/2024Meeting Type: Annual/Special

Primary Security ID: F80343100

Shares Voted: 2,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For

# Compagnie de Saint-Gobain SA

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

# SalMar ASA

Meeting Date: 06/06/2024	Country: Norway	Ticker: SALM
Record Date: 05/30/2024	Meeting Type: Annual	
Primary Security ID: R7445C102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Receive Presentation of the Business	Mgmt			
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends of NOK 35 Per Share	Mgmt	For	For	For
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee	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	Approve Share-Based Incentive Plan	Mgmt	For	Against	Against
11.1	Reelect Gustav Witzoe (Chair) as Director	Mgmt	For	For	For
11.2	Reelect Morten Loktu as Director	Mgmt	For	For	For
11.3	Reelect Arnhild Holstad as Director	Mgmt	For	For	For
11.4	Reelect Magnus Dybvad as Deputy Director	Mgmt	For	For	For
11.5	Elect Vibecke Bondo as Deputy Director	Mgmt	For	For	For
12.1	Reelect Endre Kolbjornsen as Member of Nominating Committee	Mgmt	For	For	For
12.2	Elect Ingjer Ofstad as Member of Nominating Committee	Mgmt	For	For	For
13	Approve Creation of NOK 1.65 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
14	Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 1.65 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Ratify Ernst & Young AS as Auditors	Mgmt	For	For	For
17	Approve Agreement that no Corporate Assembly Shall be Established	Mgmt	For	For	For

# Teva Pharmaceutical Industries Limited

Meeting Date: 06/06/2024

Record Date: 04/30/2024

Primary Security ID: M8769Q102

Country: Israel

Meeting Type: Annual

Ticker: TEVA

Shares Voted: 5,827

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rosemary A. Crane	Mgmt	For	For	For
1b	Elect Director Gerald M. Lieberman	Mgmt	For	For	For
1c	Elect Director Ronit Satchi-Fainaro	Mgmt	For	Against	Against
1d	Elect Director Varda Shalev	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For

# Sonova Holding AG

Meeting Date: 06/11/2024

Record Date:

Primary Security ID: H8024W106

Country: Switzerland

Meeting Type: Annual

Ticker: SOON

Shares Voted: 254

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

Sonova Holding AG

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

Toyota Industries Corp.

Meeting Date: 06/11/2024	Country: Japan	Ticker: 6201
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J92628106		

Shares Voted: 895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Onishi, Akira	Mgmt	For	Against	Against
1.2	Elect Director Ito, Koichi	Mgmt	For	Against	Against
1.3	Elect Director Sumi, Shuzo	Mgmt	For	For	For
1.4	Elect Director Handa, Junichi	Mgmt	For	For	For
1.5	Elect Director Kumakura, Kazunari	Mgmt	For	For	For
1.6	Elect Director Terashi, Shigeki	Mgmt	For	For	For
1.7	Elect Director Shimizu, Tokiko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Watanabe, Toru	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Mizuno, Akihisa	Mgmt	For	For	For

## Toyota Industries Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Appoint Alternate Statutory Auditor Furusawa, Hitoshi	Mgmt	For	For	For
4	Approve Cash Compensation Ceiling for Directors and Restricted Stock Plan	Mgmt	For	For	For

## Mizrahi Tefahot Bank Ltd.

Meeting Date: 06/13/2024Country: IsraelTicker: MZTF

Record Date: 05/12/2024Meeting Type: Special

Primary Security ID: M7031A135

Shares Voted: 785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Moshe Vidman as Director	Mgmt	For	For	For

## Eisai Co., Ltd.

Meeting Date: 06/14/2024Country: JapanTicker: 4523

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J12852117

Shares Voted: 1,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Naito, Haruo	Mgmt	For	For	For
1.2	Elect Director Miwa, Yumiko	Mgmt	For	For	For
1.3	Elect Director Ike, Fumihiko	Mgmt	For	For	For
1.4	Elect Director Kato, Yoshiteru	Mgmt	For	For	For
1.5	Elect Director Miura, Ryota	Mgmt	For	For	For
1.6	Elect Director Kato, Hiroyuki	Mgmt	For	For	For
1.7	Elect Director Richard Thornley	Mgmt	For	For	For
1.8	Elect Director Moriyama, Toru	Mgmt	For	For	For
1.9	Elect Director Yasuda, Yuko	Mgmt	For	For	For
1.10	Elect Director Kanai, Takuji	Mgmt	For	For	For
1.11	Elect Director Takahashi, Kenta	Mgmt	For	For	For

## Hankyu Hanshin Holdings, Inc.

Meeting Date: 06/14/2024Country: JapanTicker: 9042

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J18439109

Hankyu Hanshin Holdings, Inc.

Shares Voted: 1,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Sumi, Kazuo	Mgmt	For	Against	Against
2.2	Elect Director Shimada, Yasuo	Mgmt	For	For	For
2.3	Elect Director Kusu, Yusuke	Mgmt	For	For	For
2.4	Elect Director Endo, Noriko	Mgmt	For	For	For
2.5	Elect Director Tsuru, Yuki	Mgmt	For	For	For
2.6	Elect Director Kobayashi, Mitsuyoshi	Mgmt	For	For	For
2.7	Elect Director Shimatani, Yoshishige	Mgmt	For	For	For
2.8	Elect Director Araki, Naoya	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Komiyaama, Michiari	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Takahashi, Yuko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Hashimoto, Kazunori	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Tsuru, Yuki	Mgmt	For	For	For

KEYENCE Corp.

Meeting Date: 06/14/2024Country: JapanTicker: 6861  
Record Date: 03/20/2024Meeting Type: Annual  
Primary Security ID: J32491102

Shares Voted: 974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	For
2.2	Elect Director Nakata, Yu	Mgmt	For	For	For
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	For
2.4	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	For
2.5	Elect Director Nakano, Tetsuya	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	For
2.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	For
2.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	For
2.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For	For

KEYENCE Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appoint Statutory Auditor Indo, Hiroji	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Daiho, Masaji	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	For

Tesco Plc

Meeting Date: 06/14/2024

Record Date: 06/12/2024

Primary Security ID: G8T67X102

Country: United Kingdom

Meeting Type: Annual

Ticker: TSCO

Shares Voted: 35,703

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 Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
5	Elect Gerry Murphy as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
9	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For
10	Re-elect Ken Murphy as Director	Mgmt	For	For	For
11	Re-elect Imran Nawaz as Director	Mgmt	For	For	For
12	Re-elect Alison Platt as Director	Mgmt	For	For	For
13	Re-elect Caroline Silver as Director	Mgmt	For	For	For
14	Re-elect Karen Whitworth 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	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



Tesco Plc

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

Daiichi Sankyo Co., Ltd.

Meeting Date: 06/17/2024

Record Date: 03/31/2024

Primary Security ID: J11257102

Country: Japan

Meeting Type: Annual

Ticker: 4568

Shares Voted: 9,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Manabe, Sunao	Mgmt	For	For	For
2.2	Elect Director Okuzawa, Hiroyuki	Mgmt	For	For	For
2.3	Elect Director Hirashima, Shoji	Mgmt	For	For	For
2.4	Elect Director Fukuoka, Takashi	Mgmt	For	For	For
2.5	Elect Director Kama, Kazuaki	Mgmt	For	For	For
2.6	Elect Director Nohara, Sawako	Mgmt	For	For	For
2.7	Elect Director Komatsu, Yasuhiro	Mgmt	For	For	For
2.8	Elect Director Nishii, Takaaki	Mgmt	For	For	For
2.9	Elect Director Matsumoto, Takashi	Mgmt	For	For	For
2.10	Elect Director Homma, Yo	Mgmt	For	For	For

JAPAN POST INSURANCE Co., Ltd.

Meeting Date: 06/17/2024

Record Date: 03/31/2024

Primary Security ID: J2800E107

Country: Japan

Meeting Type: Annual

Ticker: 7181

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tanigaki, Kunio	Mgmt	For	For	For
1.2	Elect Director Onishi, Toru	Mgmt	For	For	For
1.3	Elect Director Nara, Tomoaki	Mgmt	For	For	For
1.4	Elect Director Masuda, Hiroya	Mgmt	For	For	For
1.5	Elect Director Suzuki, Masako	Mgmt	For	For	For

JAPAN POST INSURANCE Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Harada, Kazuyuki	Mgmt	For	For	For
1.7	Elect Director Tonosu, Kaori	Mgmt	For	For	For
1.8	Elect Director Tomii, Satoshi	Mgmt	For	For	For
1.9	Elect Director Shingu, Yuki	Mgmt	For	For	For
1.10	Elect Director Omachi, Reiko	Mgmt	For	For	For
1.11	Elect Director Yamana, Shoei	Mgmt	For	For	For

Japan Airlines Co., Ltd.

Meeting Date: 06/18/2024Country: JapanTicker: 9201

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J25979121

Shares Voted: 750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For
2.1	Elect Director Akasaka, Yuji	Mgmt	For	For	For
2.2	Elect Director Tottori, Mitsuko	Mgmt	For	For	For
2.3	Elect Director Saito, Yuji	Mgmt	For	For	For
2.4	Elect Director Aoki, Noriyuki	Mgmt	For	For	For
2.5	Elect Director Kashiwagi, Yoriyuki	Mgmt	For	For	For
2.6	Elect Director Tamura, Ryo	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Eizo	Mgmt	For	For	For
2.8	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.9	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okada, Joji	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Matsumura, Mariko	Mgmt	For	For	For

Japan Post Bank Co., Ltd.

Meeting Date: 06/18/2024Country: JapanTicker: 7182

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J2800C101

Japan Post Bank Co., Ltd.

Shares Voted: 7,247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kasama, Takayuki	Mgmt	For	Against	Against
1.2	Elect Director Tanaka, Susumu	Mgmt	For	For	For
1.3	Elect Director Yano, Harumi	Mgmt	For	For	For
1.4	Elect Director Masuda, Hiroya	Mgmt	For	For	For
1.5	Elect Director Yamazaki, Katsuyo	Mgmt	For	For	For
1.6	Elect Director Takeuchi, Keisuke	Mgmt	For	For	For
1.7	Elect Director Kaiwa, Makoto	Mgmt	For	For	For
1.8	Elect Director Aihara, Risa	Mgmt	For	For	For
1.9	Elect Director Kawamura, Hiroshi	Mgmt	For	For	For
1.10	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
1.11	Elect Director Nakazawa, Keiji	Mgmt	For	For	For
1.12	Elect Director Sato, Atsuko	Mgmt	For	For	For
1.13	Elect Director Amano, Reiko	Mgmt	For	For	For
1.14	Elect Director Kato, Akane	Mgmt	For	For	For

LY Corp.

Meeting Date: 06/18/2024Country: JapanTicker: 4689  
Record Date: 03/31/2024Meeting Type: Annual  
Primary Security ID: J9894K105

Shares Voted: 13,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawabe, Kentaro	Mgmt	For	Against	Against
1.2	Elect Director Idezawa, Takeshi	Mgmt	For	Against	Against
2.1	Elect Director and Audit Committee Member Hasumi, Maiko	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Kunihiro, Tadashi	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Takahashi, Yuko	Mgmt	For	For	For

NIDEC Corp.

Meeting Date: 06/18/2024Country: JapanTicker: 6594  
Record Date: 03/31/2024Meeting Type: Annual  
Primary Security ID: J52968104

Shares Voted: 2,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	Mgmt	For	For	For
2.1	Elect Director Nagamori, Shigenobu	Mgmt	For	For	For
2.2	Elect Director Kishida, Mitsuya	Mgmt	For	For	For
2.3	Elect Director Kobe, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Sato, Shinichi	Mgmt	For	For	For
2.5	Elect Director Komatsu, Yayoi	Mgmt	For	For	For
2.6	Elect Director Sakai, Takako	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Murakami, Kazuya	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Ochiai, Hiroyuki	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Yamada, Aya	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Umeda, Kunio	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Meeting Date: 06/18/2024Country: JapanTicker: 9613  
Record Date: 03/31/2024Meeting Type: Annual  
Primary Security ID: J59031104

Shares Voted: 3,087

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11.5	Mgmt	For	For	For
2.1	Elect Director Sasaki, Yutaka	Mgmt	For	For	For
2.2	Elect Director Nakayama, Kazuhiko	Mgmt	For	For	For
2.3	Elect Director Nishimura, Tadaoki	Mgmt	For	For	For
2.4	Elect Director Fujii, Mariko	Mgmt	For	For	For
2.5	Elect Director Patrizio Mapelli	Mgmt	For	For	For
2.6	Elect Director Ike, Fumihiko	Mgmt	For	For	For
2.7	Elect Director Ishiguro, Shigenao	Mgmt	For	For	For

NTT DATA Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Hoshi, Tomoko	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Tainaka, Nobuyuki	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Sakamoto, Eiichi	Mgmt	For	Against	Against
3.4	Elect Director and Audit Committee Member Inamasu, Mitsuko	Mgmt	For	For	For

Powszechny Zakład Ubezpieczeń SA

Meeting Date: 06/18/2024	Country: Poland	Ticker: PZU
Record Date: 06/02/2024	Meeting Type: Annual	
Primary Security ID: X6919T107		

Shares Voted: 2,956

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	Receive Financial Statements	Mgmt			
6	Receive Consolidated Financial Statements	Mgmt			
7	Receive Management Board Report on Company's, Group's Operations, and Non-Financial Information	Mgmt			
8	Receive Supervisory Board Report	Mgmt			
9	Approve Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Mgmt	For	For	For
10	Approve Financial Statements	Mgmt	For	For	For
11	Approve Consolidated Financial Statements	Mgmt	For	For	For
12	Approve Management Board Report on Company's, Group's Operations, and Non-Financial Information	Mgmt	For	For	For
13	Approve Supervisory Board Report	Mgmt	For	For	For
14	Approve Allocation of Income and Dividends of PLN 4.34 per Share	Mgmt	For	For	For
15.1	Approve Discharge of Ernest Bejda (Management Board Member)	Mgmt	For	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.2	Approve Discharge of Malgorzata Kot (Management Board Member)	Mgmt	For	For	For
15.3	Approve Discharge of Beata Kozłowska-Chyla (CEO)	Mgmt	For	For	For
15.4	Approve Discharge of Krzysztof Kozłowski (Management Board Member)	Mgmt	For	For	For
15.5	Approve Discharge of Tomasz Kulik (Management Board Member)	Mgmt	For	For	For
15.6	Approve Discharge of Piotr Nowak (Management Board Member)	Mgmt	For	For	For
15.7	Approve Discharge of Maciej Rapkiewicz (Management Board Member)	Mgmt	For	For	For
15.8	Approve Discharge of Malgorzata Sadurska (Management Board Member)	Mgmt	For	For	For
16.1	Approve Discharge of Marcin Chłudzinski (Supervisory Board Member)	Mgmt	For	For	For
16.2	Approve Discharge of Pawel Gorecki (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
16.3	Approve Discharge of Agata Gornicka (Supervisory Board Secretary and Member)	Mgmt	For	For	For
16.4	Approve Discharge of Robert Jastrzebski (Supervisory Board Chairman)	Mgmt	For	For	For
16.5	Approve Discharge of Marcin Kubicza (Supervisory Board Member)	Mgmt	For	For	For
16.6	Approve Discharge of Elzbieta Maczynska-Ziemacka (Supervisory Board Member)	Mgmt	For	For	For
16.7	Approve Discharge of Krzysztof Opolski (Supervisory Board Member)	Mgmt	For	For	For
16.8	Approve Discharge of Radoslaw Sierpinski (Supervisory Board Member)	Mgmt	For	For	For
16.9	Approve Discharge of Robert Snitko (Supervisory Board Member and Secretary)	Mgmt	For	For	For
16.10	Approve Discharge of Piotr Wachowiak (Supervisory Board Member)	Mgmt	For	For	For
16.11	Approve Discharge of Jozef Wierzbowski (Supervisory Board Member)	Mgmt	For	For	For
16.12	Approve Discharge of Maciej Zaborowski (Supervisory Board Member)	Mgmt	For	For	For
17.1	Approve Discharge of Przemyslaw Dabrowski (Management Board Member)	Mgmt	For	For	For
17.2	Approve Discharge of Rafal Grodzicki (Management Board Member)	Mgmt	For	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.3	Approve Discharge of Witold Jaworski (Management Board Member)	Mgmt	For	For	For
17.4	Approve Discharge of Andrzej Klesyk (CEO)	Mgmt	For	For	For
17.5	Approve Discharge of Dariusz Krzewina (CEO and Management Board Member)	Mgmt	For	For	For
17.6	Approve Discharge of Tomasz Tarkowski (Management Board Member)	Mgmt	For	For	For
17.7	Approve Discharge of Ryszard Trepczynski (Management Board Member)	Mgmt	For	For	For
17.8	Approve Discharge of Zbigniew Cwiakalski (Supervisory Board Chairman and Deputy Chairman)	Mgmt	For	For	For
17.9	Approve Discharge of Zbigniew Derdziuk (Supervisory Board Member)	Mgmt	For	For	For
17.10	Approve Discharge of Dariusz Filar (Supervisory Board Member and Secretary)	Mgmt	For	For	For
17.11	Approve Discharge of Dariusz Kacprzyk (Supervisory Board Member)	Mgmt	For	For	For
17.12	Approve Discharge of Jakub Karnowski (Supervisory Board Member)	Mgmt	For	For	For
17.13	Approve Discharge of Aleksandra Magaczewska (Supervisory Board Chairwoman and Member)	Mgmt	For	For	For
17.14	Approve Discharge of Tomasz Zganiacz (Supervisory Board Member and Secretary)	Mgmt	For	For	For
18.1	Approve Individual Suitability of Anita Elzanowska (Supervisory Board Member)	Mgmt	For	For	For
18.2	Approve Individual Suitability of Andrzej Kaleta (Supervisory Board Member)	Mgmt	For	For	For
18.3	Approve Individual Suitability of Anna Machnikowska (Supervisory Board Secretary)	Mgmt	For	For	For
18.4	Approve Individual Suitability of Adam Uszpolewicz (Supervisory Board Member)	Mgmt	For	For	For
18.5	Approve Individual Suitability of Filip Gorczyca (Supervisory Board Member)	Mgmt	For	For	For
18.6	Approve Individual Suitability of Marcin Kubicza (Supervisory Board Chairman)	Mgmt	For	For	For
18.7	Approve Individual Suitability of Malgorzata Kurzynoga (Supervisory Board Deputy Chairwoman)	Mgmt	For	For	For
18.8	Approve Individual Suitability of Michal Bernaczyk (Supervisory Board Member)	Mgmt	For	For	For

Powszechny Zaklad Ubezpieczen SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18.9	Approve Individual Suitability of Michal Jonczynski (Supervisory Board Member)	Mgmt	For	For	For
18.10	Approve Individual Suitability of Wojciech Olejniczak (Supervisory Board Member)	Mgmt	For	For	For
18.11	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	For	For
19	Amend Policy of Suitability of Supervisory Board and Audit Committee Members	Mgmt	For	For	For
20.1	Recall Supervisory Board Member	Mgmt	For	Against	Against
20.2	Elect Supervisory Board Member	Mgmt	For	Against	Against
21	Approve Assessment of Supervisory Board Suitability	Mgmt	For	Against	Against
22	Approve Remuneration Report	Mgmt	For	Against	Against
23	Close Meeting	Mgmt			

Tokyo Electron Ltd.

Meeting Date: 06/18/2024

Country: Japan

Ticker: 8035

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J86957115

Shares Voted: 2,324

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



Toyota Motor Corp.

Meeting Date: 06/18/2024

Record Date: 03/31/2024

Primary Security ID: J92676113

Country: Japan

Meeting Type: Annual

Ticker: 7203

Shares Voted: 61,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Toyoda, Akio	Mgmt	For	Against	Against
1.2	Elect Director Hayakawa, Shigeru	Mgmt	For	For	For
1.3	Elect Director Sato, Koji	Mgmt	For	For	For
1.4	Elect Director Nakajima, Hiroki	Mgmt	For	For	For
1.5	Elect Director Miyazaki, Yoichi	Mgmt	For	For	For
1.6	Elect Director Simon Humphries	Mgmt	For	For	For
1.7	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.8	Elect Director Sir Philip Craven	Mgmt	For	For	For
1.9	Elect Director Oshima, Masahiko	Mgmt	For	For	For
1.10	Elect Director Osono, Emi	Mgmt	For	For	For
2	Appoint Statutory Auditor Osada, Hiromi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Fujisawa, Kumi	Mgmt	For	For	For
4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	For	For

Aisin Corp.

Meeting Date: 06/19/2024

Record Date: 03/31/2024

Primary Security ID: J00714105

Country: Japan

Meeting Type: Annual

Ticker: 7259

Shares Voted: 879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Moritaka	Mgmt	For	Against	Against
1.2	Elect Director Ito, Shintaro	Mgmt	For	For	For
1.3	Elect Director Yamamoto, Yoshihisa	Mgmt	For	For	For
1.4	Elect Director Hamada, Michiyo	Mgmt	For	For	For
1.5	Elect Director Shin, Seiichi	Mgmt	For	For	For
1.6	Elect Director Kobayashi, Koji	Mgmt	For	For	For
1.7	Elect Director Hoshino, Tsuguhiko	Mgmt	For	For	For
1.8	Elect Director Nishikawa, Masahiro	Mgmt	For	For	For

Aisin Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Appoint Alternate Statutory Auditor Nakagawa, Hidenori	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For

Honda Motor Co., Ltd.

Meeting Date: 06/19/2024	Country: Japan	Ticker: 7267
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J22302111		

Shares Voted: 25,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mibe, Toshihiro	Mgmt	For	For	For
1.2	Elect Director Aoyama, Shinji	Mgmt	For	For	For
1.3	Elect Director Kaihara, Noriya	Mgmt	For	For	For
1.4	Elect Director Fujimura, Eiji	Mgmt	For	For	For
1.5	Elect Director Suzuki, Asako	Mgmt	For	For	For
1.6	Elect Director Morisawa, Jiro	Mgmt	For	For	For
1.7	Elect Director Sakai, Kunihiro	Mgmt	For	For	For
1.8	Elect Director Kokubu, Fumiya	Mgmt	For	For	For
1.9	Elect Director Ogawa, Yoichiro	Mgmt	For	For	For
1.10	Elect Director Higashi, Kazuhiro	Mgmt	For	For	For
1.11	Elect Director Nagata, Ryoko	Mgmt	For	For	For
1.12	Elect Director Agatsuma, Mika	Mgmt	For	For	For

Japan Exchange Group, Inc.

Meeting Date: 06/19/2024	Country: Japan	Ticker: 8697
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J2740B106		

Shares Voted: 2,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Allow Virtual Only Shareholder Meetings	Mgmt	For	For	For
2.1	Elect Director Kinoshita, Yasushi	Mgmt	For	For	For
2.2	Elect Director Yamaji, Hiromi	Mgmt	For	For	For

Japan Exchange Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Iwanaga, Moriyuki	Mgmt	For	For	For
2.4	Elect Director Yokoyama, Ryusuke	Mgmt	For	For	For
2.5	Elect Director Miyahara, Koichiro	Mgmt	For	For	For
2.6	Elect Director Konuma, Yasuyuki	Mgmt	For	For	For
2.7	Elect Director Philippe Avril	Mgmt	For	For	For
2.8	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.9	Elect Director Ota, Hiroko	Mgmt	For	For	For
2.10	Elect Director Kama, Kazuaki	Mgmt	For	For	For
2.11	Elect Director Sumida, Sayaka	Mgmt	For	For	For
2.12	Elect Director Takeno, Yasuzo	Mgmt	For	For	For
2.13	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.14	Elect Director Matsumoto, Mitsuhiko	Mgmt	For	For	For
2.15	Elect Director Lin Kay	Mgmt	For	For	For

Japan Post Holdings Co., Ltd.

Meeting Date: 06/19/2024Country: JapanTicker: 6178

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J2800D109

Shares Voted: 10,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Masuda, Hiroya	Mgmt	For	Against	Against
1.2	Elect Director Iizuka, Atsushi	Mgmt	For	For	For
1.3	Elect Director Senda, Tetsuya	Mgmt	For	For	For
1.4	Elect Director Tanigaki, Kunio	Mgmt	For	For	For
1.5	Elect Director Kasama, Takayuki	Mgmt	For	For	For
1.6	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
1.7	Elect Director Koezuka, Mihar	Mgmt	For	For	For
1.8	Elect Director Kaiami, Makoto	Mgmt	For	For	For
1.9	Elect Director Satake, Akira	Mgmt	For	For	For
1.10	Elect Director Suwa, Takako	Mgmt	For	For	For
1.11	Elect Director Ito, Yayoi	Mgmt	For	For	For
1.12	Elect Director Oeda, Hiroshi	Mgmt	For	For	For
1.13	Elect Director Kimura, Miyoko	Mgmt	For	For	For
1.14	Elect Director Shindo, Kosei	Mgmt	For	For	For

Japan Post Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.15	Elect Director Shiono, Noriko	Mgmt	For	For	For

KDDI Corp.

Meeting Date: 06/19/2024	Country: Japan	Ticker: 9433
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J31843105		

Shares Voted: 7,829

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

Komatsu Ltd.

Meeting Date: 06/19/2024	Country: Japan	Ticker: 6301
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J35759125		

Komatsu Ltd.

Shares Voted: 4,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	For	For	For
2.1	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.2	Elect Director Ogawa, Hiroyuki	Mgmt	For	For	For
2.3	Elect Director Horikoshi, Takeshi	Mgmt	For	For	For
2.4	Elect Director Yokomoto, Mitsuko	Mgmt	For	For	For
2.5	Elect Director Kunibe, Takeshi	Mgmt	For	For	For
2.6	Elect Director Arthur M. Mitchell	Mgmt	For	For	For
2.7	Elect Director Saiki, Naoko	Mgmt	For	For	For
2.8	Elect Director Sawada, Michitaka	Mgmt	For	For	For
2.9	Elect Director Imayoshi, Takuya	Mgmt	For	For	For
3	Appoint Statutory Auditor Nakao, Mitsuo	Mgmt	For	For	For
4	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Mitsui & Co., Ltd.

Meeting Date: 06/19/2024Country: JapanTicker: 8031

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J44690139

Shares Voted: 7,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Yasunaga, Tatsuo	Mgmt	For	For	For
2.2	Elect Director Hori, Kenichi	Mgmt	For	For	For
2.3	Elect Director Takemasu, Yoshiaki	Mgmt	For	For	For
2.4	Elect Director Shigeta, Tetsuya	Mgmt	For	For	For
2.5	Elect Director Sato, Makoto	Mgmt	For	For	For
2.6	Elect Director Matsui, Toru	Mgmt	For	For	For
2.7	Elect Director Samuel Walsh	Mgmt	For	For	For
2.8	Elect Director Uchiyamada, Takeshi	Mgmt	For	For	For
2.9	Elect Director Egawa, Masako	Mgmt	For	For	For

Mitsui & Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Ishiguro, Fujiyo	Mgmt	For	For	For
2.11	Elect Director Sarah L. Casanova	Mgmt	For	For	For
2.12	Elect Director Jessica Tan Soon Neo	Mgmt	For	For	For
3	Approve Two Types of Restricted Stock Plans and Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Nippon Sanso Holdings Corp.

Meeting Date: 06/19/2024Country: JapanTicker: 4091

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J5545N100

Shares Voted: 1,023

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

Nippon Yusen KK

Meeting Date: 06/19/2024Country: JapanTicker: 9101

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J56515232

Shares Voted: 2,512

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

Nippon Yusen KK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Nagasawa, Hitoshi	Mgmt	For	For	For
2.2	Elect Director Soga, Takaya	Mgmt	For	For	For
2.3	Elect Director Kono, Akira	Mgmt	For	For	For
2.4	Elect Director Higurashi, Yutaka	Mgmt	For	For	For
2.5	Elect Director Tanabe, Eiichi	Mgmt	For	For	For
2.6	Elect Director Kanehara, Nobukatsu	Mgmt	For	For	For
2.7	Elect Director Shisai, Satoko	Mgmt	For	For	For

Subaru Corp.

Meeting Date: 06/19/2024Country: JapanTicker: 7270

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J7676H100

Shares Voted: 3,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2.1	Elect Director Osaki, Atsushi	Mgmt	For	For	For
2.2	Elect Director Hayata, Fumiaki	Mgmt	For	For	For
2.3	Elect Director Nakamura, Tomomi	Mgmt	For	For	For
2.4	Elect Director Mizuma, Katsuyuki	Mgmt	For	For	For
2.5	Elect Director Fujinuki, Tetsuo	Mgmt	For	For	For
2.6	Elect Director Doi, Miwako	Mgmt	For	For	For
2.7	Elect Director Hachiuma, Fuminao	Mgmt	For	For	For
2.8	Elect Director Yamashita, Shigeru	Mgmt	For	For	For
3	Appoint Statutory Auditor Tsutsumi, Hiromi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Ryu, Hirohisa	Mgmt	For	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For	For
6	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

West Japan Railway Co.

Meeting Date: 06/19/2024Country: JapanTicker: 9021

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J95094108

West Japan Railway Co.

Shares Voted: 1,268

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 84.5	Mgmt	For	For	For
2.1	Elect Director Hasegawa, Kazuaki	Mgmt	For	For	For
2.2	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For
2.3	Elect Director Nozaki, Haruko	Mgmt	For	For	For
2.4	Elect Director Iino, Kenji	Mgmt	For	For	For
2.5	Elect Director Miyabe, Yoshiyuki	Mgmt	For	For	For
2.6	Elect Director Kurasaka, Shoji	Mgmt	For	For	For
2.7	Elect Director Tsubone, Eiji	Mgmt	For	For	For
2.8	Elect Director Okuda, Hideo	Mgmt	For	For	For
2.9	Elect Director Haruna, Koichi	Mgmt	For	For	For
2.10	Elect Director Inoue, Akira	Mgmt	For	For	For
2.11	Elect Director Urushihara, Takeshi	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Ogura, Maki	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Tada, Makiko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Hazama, Emiko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Goto, Kenryo	Mgmt	For	For	For

Yakult Honsha Co., Ltd.

Meeting Date: 06/19/2024Country: JapanTicker: 2267

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J95468120

Shares Voted: 1,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Narita, Hiroshi	Mgmt	For	For	For
1.2	Elect Director Hirano, Koichi	Mgmt	For	For	For
1.3	Elect Director Nagira, Masatoshi	Mgmt	For	For	For
1.4	Elect Director Hoshiko, Hideaki	Mgmt	For	For	For
1.5	Elect Director Shimada, Junichi	Mgmt	For	For	For
1.6	Elect Director Tobe, Naoko	Mgmt	For	For	For
1.7	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For



Yakult Honsha Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Nagasawa, Yumiko	Mgmt	For	For	For
1.9	Elect Director Akutsu, Satoshi	Mgmt	For	For	For
1.10	Elect Director Matthew Digby	Mgmt	For	For	For
1.11	Elect Director Naito, Manabu	Mgmt	For	For	For
1.12	Elect Director Suzuki, Yasuyuki	Mgmt	For	For	For
1.13	Elect Director Watanabe, Shuichi	Mgmt	For	For	For
1.14	Elect Director Kawabata, Hiroyuki	Mgmt	For	For	For
1.15	Elect Director Fukuzawa, Toshihiko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Kawana, Hideyuki	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Machida, Emi	Mgmt	For	Against	Against
2.3	Appoint Statutory Auditor Okochi, Kimikazu	Mgmt	For	For	For
2.4	Appoint Statutory Auditor Kitamura, Satoko	Mgmt	For	For	For
2.5	Appoint Statutory Auditor Onozuka, Yoshiaki	Mgmt	For	For	For

Astellas Pharma, Inc.

Meeting Date: 06/20/2024

Record Date: 03/31/2024

Primary Security ID: J03393105

Country: Japan

Meeting Type: Annual

Ticker: 4503

Shares Voted: 9,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yasukawa, Kenji	Mgmt	For	For	For
1.2	Elect Director Okamura, Naoki	Mgmt	For	For	For
1.3	Elect Director Sugita, Katsuyoshi	Mgmt	For	For	For
1.4	Elect Director Tanaka, Takashi	Mgmt	For	For	For
1.5	Elect Director Sakurai, Eriko	Mgmt	For	For	For
1.6	Elect Director Miyazaki, Masahiro	Mgmt	For	For	For
1.7	Elect Director Ono, Yoichi	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Hirota, Rika	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Nakayama, Mika	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Aramaki, Tomoko	Mgmt	For	For	For

Capcom Co., Ltd.

Meeting Date: 06/20/2024

Record Date: 03/31/2024

Primary Security ID: J05187109

Country: Japan

Meeting Type: Annual

Ticker: 9697

Shares Voted: 1,516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 43	Mgmt	For	For	For
2.1	Elect Director Tsujimoto, Kenzo	Mgmt	For	For	For
2.2	Elect Director Tsujimoto, Haruhiro	Mgmt	For	For	For
2.3	Elect Director Miyazaki, Satoshi	Mgmt	For	For	For
2.4	Elect Director Nomura, Kenkichi	Mgmt	For	For	For
2.5	Elect Director Egawa, Yoichi	Mgmt	For	For	For
2.6	Elect Director Ishida, Yoshinori	Mgmt	For	For	For
2.7	Elect Director Tsujimoto, Ryozo	Mgmt	For	For	For
2.8	Elect Director Muranaka, Toru	Mgmt	For	For	For
2.9	Elect Director Mizukoshi, Yutaka	Mgmt	For	For	For
2.10	Elect Director Muto, Toshiro	Mgmt	For	For	For
2.11	Elect Director Hirose, Yumi	Mgmt	For	For	For
2.12	Elect Director Koda, Main	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Hirao, Kazushi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Koro, Mutsuhiko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kotani, Wataru	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Kanamori, Hitoshi	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
6	Approve Performance Share Plan	Mgmt	For	For	For

DENSO Corp.

Meeting Date: 06/20/2024

Record Date: 03/31/2024

Primary Security ID: J12075107

Country: Japan

Meeting Type: Annual

Ticker: 6902

Shares Voted: 9,196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arima, Koji	Mgmt	For	For	For

DENSO Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Hayashi, Shinnosuke	Mgmt	For	For	For
1.3	Elect Director Matsui, Yasushi	Mgmt	For	For	For
1.4	Elect Director Yamazaki, Yasuhiko	Mgmt	For	For	For
1.5	Elect Director Toyoda, Akio	Mgmt	For	For	For
1.6	Elect Director Kushida, Shigeki	Mgmt	For	For	For
1.7	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For

East Japan Railway Co.

Meeting Date: 06/20/2024Country: JapanTicker: 9020

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J1257M109

Shares Voted: 1,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Fukasawa, Yuji	Mgmt	For	For	For
2.2	Elect Director Kise, Yoichi	Mgmt	For	For	For
2.3	Elect Director Ise, Katsumi	Mgmt	For	For	For
2.4	Elect Director Watari, Chiharu	Mgmt	For	For	For
2.5	Elect Director Ito, Atsuko	Mgmt	For	For	For
2.6	Elect Director Nakagawa, Harumi	Mgmt	For	For	For
2.7	Elect Director Uchida, Hideji	Mgmt	For	For	For
2.8	Elect Director Kawamoto, Hiroko	Mgmt	For	For	For
2.9	Elect Director Iwamoto, Toshio	Mgmt	For	For	For
2.10	Elect Director Noda, Yumiko	Mgmt	For	For	For
2.11	Elect Director Ohashi, Hiroshi	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Amaya, Tomoko	Mgmt	For	For	For

# Nippon Telegraph & Telephone Corp.

**Meeting Date:** 06/20/2024

**Country:** Japan

**Ticker:** 9432

**Record Date:** 03/31/2024

**Meeting Type:** Annual

**Primary Security ID:** J59396101

Shares Voted: 144,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 2.6	Mgmt	For	For	For
2.1	Elect Director Sawada, Jun	Mgmt	For	For	For
2.2	Elect Director Shimada, Akira	Mgmt	For	Against	Against
2.3	Elect Director Kawazoe, Katsuhiko	Mgmt	For	For	For
2.4	Elect Director Hiroi, Takashi	Mgmt	For	For	For
2.5	Elect Director Onishi, Sachiko	Mgmt	For	For	For
2.6	Elect Director Sakamura, Ken	Mgmt	For	For	For
2.7	Elect Director Uchinaga, Yukako	Mgmt	For	For	For
2.8	Elect Director Watanabe, Koichiro	Mgmt	For	For	For
2.9	Elect Director Endo, Noriko	Mgmt	For	For	For
2.10	Elect Director Takei, Natsuko	Mgmt	For	For	For
3	Appoint Shareholder Director Nominee Maeda, Tomoki	SH	Against	Against	Against

# Nitori Holdings Co., Ltd.

**Meeting Date:** 06/20/2024

**Country:** Japan

**Ticker:** 9843

**Record Date:** 03/31/2024

**Meeting Type:** Annual

**Primary Security ID:** J58214131

Shares Voted: 422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nitori, Akio	Mgmt	For	For	For
1.2	Elect Director Shirai, Toshiyuki	Mgmt	For	For	For
1.3	Elect Director Sudo, Fumihiro	Mgmt	For	For	For
1.4	Elect Director Takeda, Masanori	Mgmt	For	For	For
1.5	Elect Director Abiko, Hiromi	Mgmt	For	For	For
1.6	Elect Director Okano, Takaaki	Mgmt	For	For	For
1.7	Elect Director Miyauchi, Yoshihiko	Mgmt	For	For	For
1.8	Elect Director Yoshizawa, Naoko	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Kubo, Takao	Mgmt	For	For	For

Nitori Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director and Audit Committee Member Izawa, Yoshiyuki	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Ando, Hisayoshi	Mgmt	For	For	For

OMRON Corp.

Meeting Date: 06/20/2024Country: JapanTicker: 6645

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J61374120

Shares Voted: 1,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52	Mgmt	For	For	For
2.1	Elect Director Yamada, Yoshihito	Mgmt	For	For	For
2.2	Elect Director Tsujinaga, Junta	Mgmt	For	For	For
2.3	Elect Director Miyata, Kiichiro	Mgmt	For	For	For
2.4	Elect Director Tomita, Masahiko	Mgmt	For	For	For
2.5	Elect Director Yukumoto, Shizuto	Mgmt	For	For	For
2.6	Elect Director Kamigama, Takehiro	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
3	Appoint Statutory Auditor Miura, Hiroshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Watanabe, Toru	Mgmt	For	For	For

Ono Pharmaceutical Co., Ltd.

Meeting Date: 06/20/2024Country: JapanTicker: 4528

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J61546115

Shares Voted: 2,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Sagara, Gyo	Mgmt	For	For	For
2.2	Elect Director Takino, Toichi	Mgmt	For	For	For
2.3	Elect Director Tsujinaka, Toshihiro	Mgmt	For	For	For

Ono Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Nomura, Masao	Mgmt	For	For	For
2.5	Elect Director Okuno, Akiko	Mgmt	For	For	For
2.6	Elect Director Nagae, Shusaku	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Idemitsu, Kiyooki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hishiyama, Yasuo	Mgmt	For	For	For

Recruit Holdings Co., Ltd.

Meeting Date: 06/20/2024	Country: Japan	Ticker: 6098
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J6433A101		

Shares Voted: 8,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Minegishi, Masumi	Mgmt	For	For	For
1.2	Elect Director Idekoba, Hisayuki	Mgmt	For	For	For
1.3	Elect Director Senaha, Ayano	Mgmt	For	For	For
1.4	Elect Director Rony Kahan	Mgmt	For	For	For
1.5	Elect Director Izumiya, Naoki	Mgmt	For	For	For
1.6	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.7	Elect Director Honda, Keiko	Mgmt	For	For	For
1.8	Elect Director Katrina Lake	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Nagashima, Yukiko	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Ogawa, Yoichiro	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Natori, Katsuya	Mgmt	For	For	For
2.4	Appoint Alternate Statutory Auditor Tanaka, Miho	Mgmt	For	For	For
3	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Shionogi & Co., Ltd.

Meeting Date: 06/20/2024	Country: Japan	Ticker: 4507
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J74229105		

Shionogi & Co., Ltd.

Shares Voted: 1,524

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

SoftBank Corp.

Meeting Date: 06/20/2024Country: JapanTicker: 9434

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J75963132

Shares Voted: 14,571

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Update Authorized Capital in Connection with Stock Split	Mgmt	For	For	For
2.1	Elect Director Imai, Yasuyuki	Mgmt	For	For	For
2.2	Elect Director Miyakawa, Junichi	Mgmt	For	For	For
2.3	Elect Director Shimba, Jun	Mgmt	For	For	For
2.4	Elect Director Fujihara, Kazuhiko	Mgmt	For	For	For
2.5	Elect Director Son, Masayoshi	Mgmt	For	For	For
2.6	Elect Director Horiba, Atsushi	Mgmt	For	For	For
2.7	Elect Director Kamigama, Takehiro	Mgmt	For	For	For
2.8	Elect Director Oki, Kazuaki	Mgmt	For	For	For
2.9	Elect Director Koshi, Naomi	Mgmt	For	For	For
2.10	Elect Director Sakamoto, Maki	Mgmt	For	For	For
2.11	Elect Director Sasaki, Hiroko	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Nakajima, Yasuhiro	Mgmt	For	For	For

Sumitomo Mitsui Trust Holdings, Inc.

Meeting Date: 06/20/2024

Record Date: 03/31/2024

Primary Security ID: J7772M102

Country: Japan

Meeting Type: Annual

Ticker: 8309

Shares Voted: 3,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2	Amend Articles to Change Company Name	Mgmt	For	For	For
3	Amend Articles to Increase Authorized Capital	Mgmt	For	For	For
4.1	Elect Director Takakura, Toru	Mgmt	For	Against	Against
4.2	Elect Director Kaibara, Atsushi	Mgmt	For	For	For
4.3	Elect Director Suzuki, Yasuyuki	Mgmt	For	For	For
4.4	Elect Director Oyama, Kazuya	Mgmt	For	For	For
4.5	Elect Director Okubo, Tetsuo	Mgmt	For	Against	Against
4.6	Elect Director Hashimoto, Masaru	Mgmt	For	For	For
4.7	Elect Director Nakano, Toshiaki	Mgmt	For	For	For
4.8	Elect Director Kato, Koichi	Mgmt	For	For	For
4.9	Elect Director Matsushita, Isao	Mgmt	For	For	For
4.10	Elect Director Kawamoto, Hiroko	Mgmt	For	For	For
4.11	Elect Director Kato, Nobuaki	Mgmt	For	For	For
4.12	Elect Director Kashima, Kaoru	Mgmt	For	For	For
4.13	Elect Director Ito, Tomonori	Mgmt	For	For	For
4.14	Elect Director Watanabe, Hajime	Mgmt	For	For	For
4.15	Elect Director Fujita, Hirokazu	Mgmt	For	For	For
4.16	Elect Director Sakakibara, Kazuo	Mgmt	For	For	For

Central Japan Railway Co.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J05523105

Country: Japan

Meeting Type: Annual

Ticker: 9022

Shares Voted: 4,644

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For
2.1	Elect Director Kaneko, Shin	Mgmt	For	For	For



Central Japan Railway Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Niwa, Shunsuke	Mgmt	For	For	For
2.3	Elect Director Takeda, Kentaro	Mgmt	For	For	For
2.4	Elect Director Nakamura, Akihiko	Mgmt	For	For	For
2.5	Elect Director Mizuno, Takanori	Mgmt	For	For	For
2.6	Elect Director Suzuki, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Tsuge, Koei	Mgmt	For	For	For
2.8	Elect Director Kasama, Haruo	Mgmt	For	For	For
2.9	Elect Director Oshima, Taku	Mgmt	For	For	For
2.10	Elect Director Nagano, Tsuyoshi	Mgmt	For	For	For
2.11	Elect Director Kiba, Hiroko	Mgmt	For	For	For
2.12	Elect Director Joseph Schmelzeis	Mgmt	For	For	For
3	Appoint Statutory Auditor Kinoshita, Shione	Mgmt	For	For	For

Daifuku Co., Ltd.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J08988107

Country: Japan

Meeting Type: Annual

Ticker: 6383

Shares Voted: 1,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Change Fiscal Year End	Mgmt	For	For	For
2.1	Elect Director Geshiro, Hiroshi	Mgmt	For	For	For
2.2	Elect Director Sato, Seiji	Mgmt	For	For	For
2.3	Elect Director Nobuta, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Takubo, Hideaki	Mgmt	For	For	For
2.5	Elect Director Terai, Tomoaki	Mgmt	For	For	For
2.6	Elect Director Ozawa, Yoshiaki	Mgmt	For	For	For
2.7	Elect Director Sakai, Mineo	Mgmt	For	For	For
2.8	Elect Director Kato, Kaku	Mgmt	For	For	For
2.9	Elect Director Kaneko, Keiko	Mgmt	For	For	For
2.10	Elect Director Gideon Franklin	Mgmt	For	For	For
3	Appoint Statutory Auditor Hakoda, Eiko	Mgmt	For	For	For

Daiwa Securities Group, Inc.

Meeting Date: 06/21/2024Country: JapanTicker: 8601

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J11718111

Shares Voted: 7,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nakata, Seiji	Mgmt	For	For	For
1.2	Elect Director Ogino, Akihiko	Mgmt	For	For	For
1.3	Elect Director Niizuma, Shinsuke	Mgmt	For	For	For
1.4	Elect Director Tashiro, Keiko	Mgmt	For	For	For
1.5	Elect Director Sato, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanaoka, Sachiko	Mgmt	For	For	For
1.7	Elect Director Kawai, Eriko	Mgmt	For	For	For
1.8	Elect Director Nishikawa, Katsuyuki	Mgmt	For	For	For
1.9	Elect Director Iwamoto, Toshio	Mgmt	For	For	For
1.10	Elect Director Murakami, Yumiko	Mgmt	For	For	For
1.11	Elect Director Iki, Noriko	Mgmt	For	For	For
1.12	Elect Director Yunoki, Mami	Mgmt	For	For	For

DISCO Corp.

Meeting Date: 06/21/2024Country: JapanTicker: 6146

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J12327102

Shares Voted: 475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 231	Mgmt	For	For	For
2.1	Elect Director Sekiya, Kazuma	Mgmt	For	For	For
2.2	Elect Director Yoshinaga, Noboru	Mgmt	For	For	For
2.3	Elect Director Tamura, Takao	Mgmt	For	For	For
2.4	Elect Director Inasaki, Ichiro	Mgmt	For	For	For
2.5	Elect Director Tamura, Shinichi	Mgmt	For	For	For
2.6	Elect Director Yamaguchi, Yusei	Mgmt	For	For	For
2.7	Elect Director Tokimaru, Kazuyoshi	Mgmt	For	For	For
2.8	Elect Director Oki, Noriko	Mgmt	For	For	For
2.9	Elect Director Matsuo, Akiko	Mgmt	For	For	For

DISCO Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Kobayashi, Etsuko	Mgmt	For	For	For
2.11	Elect Director Mogi, Miki	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 06/21/2024	Country: Belgium	Ticker: ELI
Record Date: 06/07/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B35656105		

Shares Voted: 146

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Shareholders' Meeting Agenda	Mgmt			
	Receive Special Board Report Re: Article 7:199 and 7:155 of the Companies and Associations Code	Mgmt			
	Approve Authorization to Increase Share Capital up to 70 percent of Authorized Capital by Various Means and Amend Article 7 of the Articles of Association	Mgmt	For	For	For

Hitachi Ltd.

Meeting Date: 06/21/2024	Country: Japan	Ticker: 6501
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J20454112		

Shares Voted: 4,822

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ihara, Katsumi	Mgmt	For	For	For
1.2	Elect Director Ravi Venkatesan	Mgmt	For	For	For
1.3	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.4	Elect Director Isabelle Deschamps	Mgmt	For	For	For
1.5	Elect Director Joe Harlan	Mgmt	For	For	For
1.6	Elect Director Louise Pentland	Mgmt	For	For	For
1.7	Elect Director Yamamoto, Takatoshi	Mgmt	For	For	For
1.8	Elect Director Yoshihara, Hiroaki	Mgmt	For	For	For
1.9	Elect Director Helmuth Ludwig	Mgmt	For	For	For
1.10	Elect Director Kojima, Keiji	Mgmt	For	For	For

Hitachi Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Nishiyama, Mitsuaki	Mgmt	For	For	For
1.12	Elect Director Higashihara, Toshiaki	Mgmt	For	For	For

ITOCHU Corp.

Meeting Date: 06/21/2024Country: JapanTicker: 8001

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J2501P104

Shares Voted: 7,149

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
2.2	Elect Director Ishii, Keita	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Fumihiko	Mgmt	For	For	For
2.4	Elect Director Hachimura, Tsuyoshi	Mgmt	For	For	For
2.5	Elect Director Tsubai, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Seto, Kenji	Mgmt	For	For	For
2.7	Elect Director Naka, Hiroyuki	Mgmt	For	For	For
2.8	Elect Director Kawana, Masatoshi	Mgmt	For	For	For
2.9	Elect Director Nakamori, Makiko	Mgmt	For	For	For
2.10	Elect Director Ishizuka, Kunio	Mgmt	For	For	For
2.11	Elect Director Ito, Akiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Kyoda, Makoto	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Kawasaki Kisen Kaisha, Ltd.

Meeting Date: 06/21/2024Country: JapanTicker: 9107

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J31588148

Shares Voted: 2,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	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 Harigai, Kazuhiko	Mgmt	For	For	For
2.3	Elect Director Yamaga, Noriaki	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
3	Appoint Statutory Auditor Kubo, Shinsuke	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Kumakura, Akiko	Mgmt	For	For	For

Marubeni Corp.

Meeting Date: 06/21/2024Country: JapanTicker: 8002

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J39788138

Shares Voted: 8,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kokubu, Fumiya	Mgmt	For	For	For
1.2	Elect Director Kakinoki, Masumi	Mgmt	For	For	For
1.3	Elect Director Terakawa, Akira	Mgmt	For	For	For
1.4	Elect Director Furuya, Takayuki	Mgmt	For	For	For
1.5	Elect Director Okina, Yuri	Mgmt	For	For	For
1.6	Elect Director Kitera, Masato	Mgmt	For	For	For
1.7	Elect Director Ishizuka, Shigeki	Mgmt	For	For	For
1.8	Elect Director Ando, Hisayoshi	Mgmt	For	For	For
1.9	Elect Director Hatano, Mutsuko	Mgmt	For	For	For
1.10	Elect Director Minami, Soichiro	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Odawara, Kana	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Miyazaki, Hiroko	Mgmt	For	For	For

MatsukiyoCocokara & Co.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J41208109

Country: Japan

Meeting Type: Annual

Ticker: 3088

Shares Voted: 1,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2.1	Elect Director Matsumoto, Namio	Mgmt	For	For	For
2.2	Elect Director Matsumoto, Kiyo	Mgmt	For	For	For
2.3	Elect Director Tsukamoto, Atsushi	Mgmt	For	For	For
2.4	Elect Director Matsumoto, Takashi	Mgmt	For	For	For
2.5	Elect Director Obe, Shingo	Mgmt	For	For	For
2.6	Elect Director Ishibashi, Akio	Mgmt	For	For	For
2.7	Elect Director Yamamoto, Tsuyoshi	Mgmt	For	For	For
2.8	Elect Director Matsuda, Takashi	Mgmt	For	For	For
2.9	Elect Director Matsushita, Isao	Mgmt	For	For	For
2.10	Elect Director Omura, Hiro	Mgmt	For	For	For
2.11	Elect Director Kimura, Keiji	Mgmt	For	For	For
2.12	Elect Director Tanima, Makoto	Mgmt	For	For	For
2.13	Elect Director Kawai, Junko	Mgmt	For	For	For
2.14	Elect Director Okiyama, Tomoko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Watanabe, Shoichi	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

Mitsubishi Corp.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J43830116

Country: Japan

Meeting Type: Annual

Ticker: 8058

Shares Voted: 21,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For

Mitsubishi Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Board to Determine Income Allocation	Mgmt	For	For	For
3.1	Elect Director Kakiuchi, Takehiko	Mgmt	For	For	For
3.2	Elect Director Nakanishi, Katsuya	Mgmt	For	For	For
3.3	Elect Director Tsukamoto, Kotaro	Mgmt	For	For	For
3.4	Elect Director Kashiwagi, Yutaka	Mgmt	For	For	For
3.5	Elect Director Nochi, Yuzo	Mgmt	For	For	For
3.6	Elect Director Nojima, Yoshiyuki	Mgmt	For	For	For
3.7	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For
3.8	Elect Director Akiyama, Sakie	Mgmt	For	For	For
3.9	Elect Director Sagiya, Mari	Mgmt	For	For	For
3.10	Elect Director Kogiso, Mari	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Ichio, Mitsumasa	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Murakoshi, Akira	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Tatsuoka, Tsuneyoshi	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Sato, Rieko	Mgmt	For	For	For
4.5	Elect Director and Audit Committee Member Nakao, Takeshi	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Akiyama, Sakie	Mgmt	For	For	For
6	Approve Cash Compensation Ceiling and Two Types of Performance-Based Cash Compensation Ceilings for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

NEC Corp.

Meeting Date: 06/21/2024	Country: Japan	Ticker: 6701
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J48818207		

Shares Voted: 1,322

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christina Ahmadjian	Mgmt	For	For	For
1.2	Elect Director Oka, Masashi	Mgmt	For	For	For
1.3	Elect Director Okada, Kyoko	Mgmt	For	For	For
1.4	Elect Director Mochizuki, Harufumi	Mgmt	For	For	For
1.5	Elect Director Okada, Joji	Mgmt	For	For	For
1.6	Elect Director Yamada, Yoshihito	Mgmt	For	For	For
1.7	Elect Director Sato, Shinjiro	Mgmt	For	For	For
1.8	Elect Director Nagata, Shiori	Mgmt	For	For	For
1.9	Elect Director Niino, Takashi	Mgmt	For	For	For
1.10	Elect Director Morita, Takayuki	Mgmt	For	For	For
1.11	Elect Director Fujikawa, Osamu	Mgmt	For	For	For
1.12	Elect Director Matsukura, Hajime	Mgmt	For	For	For
1.13	Elect Director Obata, Shinobu	Mgmt	For	For	For

NIPPON STEEL CORP.

Meeting Date: 06/21/2024Country: JapanTicker: 5401

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J55678106

Shares Voted: 4,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Hashimoto, Eiji	Mgmt	For	Against	Against
2.2	Elect Director Imai, Tadashi	Mgmt	For	Against	Against
2.3	Elect Director Mori, Takahiro	Mgmt	For	For	For
2.4	Elect Director Sato, Naoki	Mgmt	For	For	For
2.5	Elect Director Hirose, Takashi	Mgmt	For	For	For
2.6	Elect Director Fukuda, Kazuhisa	Mgmt	For	For	For
2.7	Elect Director Funakoshi, Hirofumi	Mgmt	For	For	For
2.8	Elect Director Minato, Hiroyuki	Mgmt	For	For	For
2.9	Elect Director Tomita, Tetsuro	Mgmt	For	For	For
2.10	Elect Director Urano, Kuniko	Mgmt	For	For	For



NIPPON STEEL CORP.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Shinkai, Kazumasa	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Sogo, Eiji	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Hiramatsu, Kenji	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Sekine, Aiko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Takeuchi, Sumiko	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	Amend Articles to Set and Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	SH	Against	For	For
7	Amend Articles to Introduce Executive Compensation System Linked to Greenhouse Gas Emission Reduction Target and Disclose How Compensation Policy Contributes to Achievement of the Target	SH	Against	For	For
8	Amend Articles to Report on Corporate Climate Lobbying	SH	Against	For	For

Nitto Denko Corp.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J58472119

Country: Japan

Meeting Type: Annual

Ticker: 6988

Shares Voted: 742					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For
2.1	Elect Director Takasaki, Hideo	Mgmt	For	For	For
2.2	Elect Director Miki, Yosuke	Mgmt	For	For	For
2.3	Elect Director Iseyama, Yasuhiro	Mgmt	For	For	For
2.4	Elect Director Owaki, Yasuhito	Mgmt	For	For	For
2.5	Elect Director Akagi, Tatsuya	Mgmt	For	For	For
2.6	Elect Director Furuse, Yoichiro	Mgmt	For	For	For
2.7	Elect Director Wong Lai Yong	Mgmt	For	For	For

Nitto Denko Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Sawada, Michitaka	Mgmt	For	For	For
2.9	Elect Director Yamada, Yasuhiro	Mgmt	For	For	For
2.10	Elect Director Eto, Mariko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Sono, Kiyoshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hattori, Tsuyoki	Mgmt	For	For	For

Nomura Research Institute Ltd.

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

Shares Voted: 2,201

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

SoftBank Group Corp.

Meeting Date: 06/21/2024	Country: Japan	Ticker: 9984
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J7596P109		

Shares Voted: 5,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2.1	Elect Director Son, Masayoshi	Mgmt	For	Against	Against

SoftBank Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Goto, Yoshimitsu	Mgmt	For	For	For
2.3	Elect Director Miyauchi, Ken	Mgmt	For	For	For
2.4	Elect Director Rene Haas	Mgmt	For	For	For
2.5	Elect Director Iijima, Masami	Mgmt	For	For	For
2.6	Elect Director Matsuo, Yutaka	Mgmt	For	For	For
2.7	Elect Director Erikawa, Keiko	Mgmt	For	For	For
2.8	Elect Director Kenneth A. Siegel	Mgmt	For	For	For
2.9	Elect Director David Chao	Mgmt	For	For	For

Sumitomo Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 8053

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J77282119

Shares Voted: 6,358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62.5	Mgmt	For	For	For
2.1	Elect Director Hyodo, Masayuki	Mgmt	For	For	For
2.2	Elect Director Nambu, Toshikazu	Mgmt	For	For	For
2.3	Elect Director Ueno, Shingo	Mgmt	For	For	For
2.4	Elect Director Seishima, Takayuki	Mgmt	For	For	For
2.5	Elect Director Moroka, Reiji	Mgmt	For	For	For
2.6	Elect Director Nonaka, Norihiko	Mgmt	For	For	For
2.7	Elect Director Ide, Akiko	Mgmt	For	For	For
2.8	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.9	Elect Director Takahara, Takahisa	Mgmt	For	For	For
2.10	Elect Director Asakura, Haruyasu	Mgmt	For	For	For
2.11	Elect Director Otsuki, Nana	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Inada, Nobuo	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kunii, Taisei	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling for Directors and Performance Share Plan	Mgmt	For	For	For

Sysmex Corp.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J7864H102

Country: Japan

Meeting Type: Annual

Ticker: 6869

Shares Voted: 910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For
2.1	Elect Director Ietsugu, Hisashi	Mgmt	For	For	For
2.2	Elect Director Asano, Kaoru	Mgmt	For	For	For
2.3	Elect Director Tachibana, Kenji	Mgmt	For	For	For
2.4	Elect Director Matsui, Iwane	Mgmt	For	For	For
2.5	Elect Director Yoshida, Tomokazu	Mgmt	For	For	For
2.6	Elect Director Ono, Takashi	Mgmt	For	For	For
2.7	Elect Director Ota, Kazuo	Mgmt	For	For	For
2.8	Elect Director Inoue, Haruo	Mgmt	For	For	For
2.9	Elect Director Fujioka, Yuka	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Aramaki, Tomo	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Hashimoto, Kazumasa	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Iwasa, Michihide	Mgmt	For	For	For

TDK Corp.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J82141136

Country: Japan

Meeting Type: Annual

Ticker: 6762

Shares Voted: 1,974

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

TDK Corp.

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

Toyota Tsusho Corp.

Meeting Date: 06/21/2024	Country: Japan	Ticker: 8015
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J92719111		

Shares Voted: 1,229

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 155	Mgmt	For	For	For
2.1	Elect Director Murakami, Nobuhiko	Mgmt	For	For	For
2.2	Elect Director Kashitani, Ichiro	Mgmt	For	For	For
2.3	Elect Director Tominaga, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Iwamoto, Hideyuki	Mgmt	For	For	For
2.5	Elect Director Didier Leroy	Mgmt	For	For	For
2.6	Elect Director Inoue, Yukari	Mgmt	For	For	For
2.7	Elect Director Matsuda, Chieko	Mgmt	For	For	For
2.8	Elect Director Yamaguchi, Goro	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Tanoue, Seishi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Beppu, Rikako	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

Bandai Namco Holdings, Inc.

Meeting Date: 06/24/2024	Country: Japan	Ticker: 7832
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: Y0606D102		

Shares Voted: 3,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Kawaguchi, Masaru	Mgmt	For	For	For
2.2	Elect Director Asako, Yuji	Mgmt	For	For	For
2.3	Elect Director Momoi, Nobuhiko	Mgmt	For	For	For

Bandai Namco Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Udagawa, Nao	Mgmt	For	For	For
2.5	Elect Director Takenaka, Kazuhiro	Mgmt	For	For	For
2.6	Elect Director Asanuma, Makoto	Mgmt	For	For	For
2.7	Elect Director Kawasaki, Hiroshi	Mgmt	For	For	For
2.8	Elect Director Otsu, Shuji	Mgmt	For	For	For
2.9	Elect Director Shimada, Toshio	Mgmt	For	For	For
2.10	Elect Director Kawana, Koichi	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Kaneko, Takashi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Shinoda, Toru	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kuwabara, Satoko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Komiya, Takayuki	Mgmt	For	For	For

Dai-ichi Life Holdings, Inc.

Meeting Date: 06/24/2024Country: JapanTicker: 8750

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J09748112

Shares Voted: 5,117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 113	Mgmt	For	For	For
2.1	Elect Director Inagaki, Seiji	Mgmt	For	For	For
2.2	Elect Director Kikuta, Tetsuya	Mgmt	For	For	For
2.3	Elect Director Yamaguchi, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Sogano, Hidehiko	Mgmt	For	For	For
2.5	Elect Director Sumino, Toshiaki	Mgmt	For	For	For
2.6	Elect Director Kitahori, Takako	Mgmt	For	For	For
2.7	Elect Director Inoue, Yuriko	Mgmt	For	For	For
2.8	Elect Director Shingai, Yasushi	Mgmt	For	For	For
2.9	Elect Director Bruce Miller	Mgmt	For	For	For
2.10	Elect Director Ishii, Ichiro	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Shibagaki, Takahiro	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Yamakoshi, Kenji	Mgmt	For	For	For

Dai-ichi Life Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Elect Director and Audit Committee Member Sato, Rieko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Masuda, Koichi	Mgmt	For	Against	Against
3.5	Elect Director and Audit Committee Member Nagase, Satoshi	Mgmt	For	Against	Against
4	Elect Alternate Director and Audit Committee Member Sakurada, Katsura	Mgmt	For	For	For

Fujitsu Ltd.

Meeting Date: 06/24/2024	Country: Japan	Ticker: 6702
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J15708159		

Shares Voted: 903					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Furuta, Hidenori	Mgmt	For	For	For
1.2	Elect Director Tokita, Takahito	Mgmt	For	For	For
1.3	Elect Director Isobe, Takeshi	Mgmt	For	For	For
1.4	Elect Director Hiramatsu, Hiroki	Mgmt	For	For	For
1.5	Elect Director Mukai, Chiaki	Mgmt	For	For	For
1.6	Elect Director Kojo, Yoshiko	Mgmt	For	For	For
1.7	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
1.8	Elect Director Byron Gill	Mgmt	For	For	For
1.9	Elect Director Hirano, Takuya	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Koseki, Yuichi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Makuta, Hideo	Mgmt	For	For	For
3	Approve Performance Share Plan	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

MS&AD Insurance Group Holdings, Inc.

Meeting Date: 06/24/2024	Country: Japan	Ticker: 8725
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J4687C105		

MS&AD Insurance Group Holdings, Inc.

Shares Voted: 2,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Hara, Noriyuki	Mgmt	For	Against	Against
2.2	Elect Director Kanasugi, Yasuzo	Mgmt	For	For	For
2.3	Elect Director Funabiki, Shinichiro	Mgmt	For	For	For
2.4	Elect Director Higuchi, Tetsuji	Mgmt	For	For	For
2.5	Elect Director Shimazu, Tomoyuki	Mgmt	For	For	For
2.6	Elect Director Shirai, Yusuke	Mgmt	For	For	For
2.7	Elect Director Bando, Mariko	Mgmt	For	For	For
2.8	Elect Director Tobimatsu, Junichi	Mgmt	For	For	For
2.9	Elect Director Rochelle Kopp	Mgmt	For	For	For
2.10	Elect Director Ishiwata, Akemi	Mgmt	For	For	For
2.11	Elect Director Suzuki, Jun	Mgmt	For	For	For
3	Appoint Statutory Auditor Kunii, Taisei	Mgmt	For	For	For

Panasonic Holdings Corp.

Meeting Date: 06/24/2024Country: JapanTicker: 6752

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J6354Y104

Shares Voted: 12,146

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



Panasonic Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Shigetomi, Ryusuke	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Yufu, Setsuko	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Tokuda, Yoshiaki	Mgmt	For	For	For

Sompo Holdings, Inc.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 8630

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7621A101

Shares Voted: 4,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Okumura, Mikio	Mgmt	For	Against	Against
2.2	Elect Director Hamada, Masahiro	Mgmt	For	For	For
2.3	Elect Director Hara, Shinichi	Mgmt	For	For	For
2.4	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.5	Elect Director Endo, Isao	Mgmt	For	Against	Against
2.6	Elect Director Higashi, Kazuhiro	Mgmt	For	For	For
2.7	Elect Director Shibata, Misuzu	Mgmt	For	For	For
2.8	Elect Director Nawa, Takashi	Mgmt	For	For	For
2.9	Elect Director Yamada, Meyumi	Mgmt	For	For	For
2.10	Elect Director Ito, Kumi	Mgmt	For	For	For
2.11	Elect Director Waga, Masayuki	Mgmt	For	For	For
2.12	Elect Director Kajikawa, Toru	Mgmt	For	For	For
2.13	Elect Director Kasai, Satoshi	Mgmt	For	For	For

Tokio Marine Holdings, Inc.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 8766

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J86298106

Tokio Marine Holdings, Inc.

Shares Voted: 10,289

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

Ajinomoto Co., Inc.

Meeting Date: 06/25/2024Country: JapanTicker: 2802

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J00882126

Shares Voted: 2,571

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For
2.1	Elect Director Iwata, Kimie	Mgmt	For	For	For
2.2	Elect Director Nakayama, Joji	Mgmt	For	For	For
2.3	Elect Director Indo, Mami	Mgmt	For	For	For
2.4	Elect Director Hatta, Yoko	Mgmt	For	For	For

Ajinomoto Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.6	Elect Director Wagatsuma, Yukako	Mgmt	For	For	For
2.7	Elect Director Fujie, Taro	Mgmt	For	For	For
2.8	Elect Director Shiragami, Hiroshi	Mgmt	For	For	For
2.9	Elect Director Sasaki, Tatsuya	Mgmt	For	For	For
2.10	Elect Director Saito, Takeshi	Mgmt	For	For	For
2.11	Elect Director Matsuzawa, Takumi	Mgmt	For	For	For

Asahi Kasei Corp.

Meeting Date: 06/25/2024Country: JapanTicker: 3407

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J0242P110

Shares Voted: 7,212

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobori, Hideki	Mgmt	For	Against	Against
1.2	Elect Director Kudo, Koshiro	Mgmt	For	Against	Against
1.3	Elect Director Kuse, Kazushi	Mgmt	For	For	For
1.4	Elect Director Horie, Toshiyasu	Mgmt	For	For	For
1.5	Elect Director Ideguchi, Hiroki	Mgmt	For	For	For
1.6	Elect Director Kawase, Masatsugu	Mgmt	For	For	For
1.7	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
1.8	Elect Director Maeda, Yuko	Mgmt	For	For	For
1.9	Elect Director Matsuda, Chieko	Mgmt	For	For	For
1.10	Elect Director Yamashita, Yoshinori	Mgmt	For	For	For

Daito Trust Construction Co. Ltd.

Meeting Date: 06/25/2024Country: JapanTicker: 1878

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J11151107

Shares Voted: 336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 288	Mgmt	For	For	For

Daito Trust Construction Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Takeuchi, Kei	Mgmt	For	For	For
3.2	Elect Director Mori, Yoshihiro	Mgmt	For	For	For
3.3	Elect Director Tate, Masafumi	Mgmt	For	For	For
3.4	Elect Director Okamoto, Tsukasa	Mgmt	For	For	For
3.5	Elect Director Amano, Yutaka	Mgmt	For	For	For
3.6	Elect Director Tanaka, Yoshimasa	Mgmt	For	For	For
3.7	Elect Director Iritani, Atsushi	Mgmt	For	For	For
3.8	Elect Director Ouchi, Chieko	Mgmt	For	For	For
3.9	Elect Director Owada, Junko	Mgmt	For	For	For

JFE Holdings, Inc.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J2817M100

Country: Japan

Meeting Type: Annual

Ticker: 5411

Shares Voted: 3,153					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Kitano, Yoshihisa	Mgmt	For	For	For
2.2	Elect Director Hirose, Masayuki	Mgmt	For	For	For
2.3	Elect Director Terahata, Masashi	Mgmt	For	For	For
2.4	Elect Director Kobayashi, Toshinori	Mgmt	For	For	For
2.5	Elect Director Fukuda, Kazuyoshi	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Masami	Mgmt	For	For	For
2.7	Elect Director Ando, Yoshiko	Mgmt	For	For	For
2.8	Elect Director Kobayashi, Keiichi	Mgmt	For	For	For
3	Remove Incumbent Director Kakigi, Koji	SH	Against	Against	Against

Kajima Corp.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J29223120

Country: Japan

Meeting Type: Annual

Ticker: 1812

Shares Voted: 2,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2.1	Elect Director Oshimi, Yoshikazu	Mgmt	For	Against	Against
2.2	Elect Director Amano, Hiromasa	Mgmt	For	Against	Against
2.3	Elect Director Koshijima, Keisuke	Mgmt	For	For	For
2.4	Elect Director Kazama, Masaru	Mgmt	For	For	For
2.5	Elect Director Ishikawa, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Katsumi, Takeshi	Mgmt	For	For	For
2.7	Elect Director Kumano, Takashi	Mgmt	For	For	For
2.8	Elect Director Saito, Kiyomi	Mgmt	For	For	For
2.9	Elect Director Suzuki, Yoichi	Mgmt	For	For	For
2.10	Elect Director Saito, Tamotsu	Mgmt	For	For	For
2.11	Elect Director Iijima, Masami	Mgmt	For	For	For
2.12	Elect Director Terawaki, Kazumine	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kobayashi, Toshiaki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Nakamori, Makiko	Mgmt	For	For	For

Meeting Date: 06/25/2024Country: JapanTicker: 2801

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J32620106

Shares Voted: 4,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Mogi, Yuzaburo	Mgmt	For	For	For
2.2	Elect Director Horikiri, Noriaki	Mgmt	For	For	For
2.3	Elect Director Nakano, Shozaburo	Mgmt	For	For	For
2.4	Elect Director Mogi, Osamu	Mgmt	For	For	For
2.5	Elect Director Shimada, Masanao	Mgmt	For	For	For
2.6	Elect Director Matsuyama, Asahi	Mgmt	For	For	For
2.7	Elect Director Kamiyama, Takao	Mgmt	For	For	For

Kikkoman Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Fukui, Toshihiko	Mgmt	For	For	For
2.9	Elect Director Inokuchi, Takeo	Mgmt	For	For	For
2.10	Elect Director Iino, Masako	Mgmt	For	For	For
2.11	Elect Director Sugiyama, Shinsuke	Mgmt	For	For	For
2.12	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
3	Appoint Statutory Auditor Mori, Koichi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Endo, Kazuyoshi	Mgmt	For	For	For

Kyocera Corp.

Meeting Date: 06/25/2024Country: JapanTicker: 6971

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J37479110

Shares Voted: 7,029

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

Mitsubishi Chemical Group Corp.

Meeting Date: 06/25/2024Country: JapanTicker: 4188

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J44046100

Shares Voted: 7,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For
2.1	Elect Director Chikumoto, Manabu	Mgmt	For	For	For
2.2	Elect Director Fujiwara, Ken	Mgmt	For	For	For
2.3	Elect Director Fukuda, Nobuo	Mgmt	For	For	For

Mitsubishi Chemical Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Iida, Jin	Mgmt	For	For	For
2.5	Elect Director Hodo, Chikatomo	Mgmt	For	For	For
2.6	Elect Director Kikuchi, Kiyomi	Mgmt	For	For	For
2.7	Elect Director Yamada, Tatsumi	Mgmt	For	For	For
2.8	Elect Director Eto, Akihiro	Mgmt	For	For	For
2.9	Elect Director Sakamoto, Shuichi	Mgmt	For	For	For
2.10	Elect Director Geoffrey Coates	Mgmt	For	For	For

Mitsubishi Electric Corp.

Meeting Date: 06/25/2024Country: JapanTicker: 6503

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J43873116

Shares Voted: 10,915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For
2.1	Elect Director Kosaka, Tatsuro	Mgmt	For	For	For
2.2	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.3	Elect Director Egawa, Masako	Mgmt	For	For	For
2.4	Elect Director Matsuyama, Haruka	Mgmt	For	For	For
2.5	Elect Director Minakawa, Kunihiro	Mgmt	For	For	For
2.6	Elect Director Peter D. Pedersen	Mgmt	For	Against	Against
2.7	Elect Director Uruma, Kei	Mgmt	For	For	For
2.8	Elect Director Masuda, Kuniaki	Mgmt	For	For	For
2.9	Elect Director Takeda, Satoshi	Mgmt	For	For	For
2.10	Elect Director Yabu, Atsuhiko	Mgmt	For	For	For

Mitsubishi HC Capital Inc.

Meeting Date: 06/25/2024Country: JapanTicker: 8593

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J4706D100

Shares Voted: 4,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yanai, Takahiro	Mgmt	For	For	For

Mitsubishi HC Capital Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Hisai, Taiju	Mgmt	For	For	For
1.3	Elect Director Matsunaga, Aiichiro	Mgmt	For	For	For
1.4	Elect Director Anei, Kazumi	Mgmt	For	For	For
1.5	Elect Director Sato, Haruhiko	Mgmt	For	For	For
1.6	Elect Director Sasaki, Yuri	Mgmt	For	For	For
1.7	Elect Director Kawamura, Kayoko	Mgmt	For	For	For
1.8	Elect Director Kondo, Shota	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Shiba, Yoshitaka	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Nakata, Hiroyasu	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Kaneko, Hiroko	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Saito, Masayuki	Mgmt	For	For	For

Mitsui O.S.K. Lines, Ltd.

Meeting Date: 06/25/2024Country: JapanTicker: 9104

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J45013133

Shares Voted: 1,883

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 110	Mgmt	For	For	For
2.1	Elect Director Ikeda, Junichiro	Mgmt	For	For	For
2.2	Elect Director Hashimoto, Takeshi	Mgmt	For	For	For
2.3	Elect Director Tanaka, Toshiaki	Mgmt	For	For	For
2.4	Elect Director Moro, Junko	Mgmt	For	For	For
2.5	Elect Director Hamazaki, Kazuya	Mgmt	For	For	For
2.6	Elect Director Katsu, Etsuko	Mgmt	For	For	For
2.7	Elect Director Onishi, Masaru	Mgmt	For	For	For
2.8	Elect Director Toyonaga, Atsushi	Mgmt	For	For	For
2.9	Elect Director Yamaguchi, Yumi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Sugiyama, Hiroshi	Mgmt	For	For	For



Nissan Motor Co., Ltd.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J57160129

Country: Japan

Meeting Type: Annual

Ticker: 7201

Shares Voted: 11,476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For
2.1	Elect Director Kimura, Yasushi	Mgmt	For	For	For
2.2	Elect Director Jean-Dominique Senard	Mgmt	For	For	For
2.3	Elect Director Bernard Delmas	Mgmt	For	For	For
2.4	Elect Director Ihara, Keiko	Mgmt	For	For	For
2.5	Elect Director Nagai, Moto	Mgmt	For	For	For
2.6	Elect Director Andrew House	Mgmt	For	For	For
2.7	Elect Director Brenda Harvey	Mgmt	For	For	For
2.8	Elect Director Asada, Teruo	Mgmt	For	For	For
2.9	Elect Director Tokuno, Mariko	Mgmt	For	For	For
2.10	Elect Director Pierre Fleuriot	Mgmt	For	For	For
2.11	Elect Director Uchida, Makoto	Mgmt	For	For	For
2.12	Elect Director Sakamoto, Hideyuki	Mgmt	For	For	For

Nomura Holdings, Inc.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J58646100

Country: Japan

Meeting Type: Annual

Ticker: 8604

Shares Voted: 15,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nagai, Koji	Mgmt	For	For	For
1.2	Elect Director Okuda, Kentaro	Mgmt	For	For	For
1.3	Elect Director Nakajima, Yutaka	Mgmt	For	For	For
1.4	Elect Director Ogawa, Shoji	Mgmt	For	For	For
1.5	Elect Director Laura Simone Unger	Mgmt	For	For	For
1.6	Elect Director Victor Chu	Mgmt	For	For	For
1.7	Elect Director J.Christopher Giancarlo	Mgmt	For	For	For
1.8	Elect Director Patricia Mosser	Mgmt	For	For	For
1.9	Elect Director Takahara, Takahisa	Mgmt	For	For	For

Nomura Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Ishiguro, Miyuki	Mgmt	For	For	For
1.11	Elect Director Ishizuka, Masahiro	Mgmt	For	For	For
1.12	Elect Director Oshima, Taku	Mgmt	For	For	For

ORIX Corp.

Meeting Date: 06/25/2024Country: JapanTicker: 8591

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J61933123

Shares Voted: 6,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Inoue, Makoto	Mgmt	For	For	For
1.2	Elect Director Matsuzaki, Satoru	Mgmt	For	For	For
1.3	Elect Director Stan Koyanagi	Mgmt	For	For	For
1.4	Elect Director Mikami, Yasuaki	Mgmt	For	For	For
1.5	Elect Director Takahashi, Hidetake	Mgmt	For	For	For
1.6	Elect Director Michael Cusumano	Mgmt	For	For	For
1.7	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.8	Elect Director Watanabe, Hiroshi	Mgmt	For	For	For
1.9	Elect Director Sekine, Aiko	Mgmt	For	For	For
1.10	Elect Director Hodo, Chikatomo	Mgmt	For	For	For
1.11	Elect Director Yanagawa, Noriyuki	Mgmt	For	For	For

ORLEN SA

Meeting Date: 06/25/2024Country: PolandTicker: PKN

Record Date: 06/09/2024Meeting Type: Annual

Primary Security ID: X6922W204

Shares Voted: 3,026

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Members of Vote Counting Commission	Mgmt	For	For	For
6	Receive Management Board Report on Company's and Group's Operations	Mgmt			
7	Receive Financial Statements and Management Board Proposal on Allocation of Income	Mgmt			
8	Receive Consolidated Financial Statements	Mgmt			
9	Receive Supervisory Board Report	Mgmt			
10	Receive Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Mgmt			
11	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For
12	Approve Financial Statements	Mgmt	For	For	For
13	Approve Consolidated Financial Statements	Mgmt	For	For	For
14	Approve Allocation of Income and Dividends of PLN 4.15 per Share	Mgmt	For	For	For
15	Approve Supervisory Board Report	Mgmt	For	For	For
16.1	Withhold Discharge of Daniel Obajtek (CEO)	Mgmt	For	For	For
16.2	Withhold Discharge of Armen Artwich (Management Board Member)	Mgmt	For	For	For
16.3	Withhold Discharge of Adam Burak (Management Board Member)	Mgmt	For	For	For
16.4	Withhold Discharge of Patrycja Klarecka (Management Board Member)	Mgmt	For	For	For
16.5	Withhold Discharge of Michal Rog (Management Board Member)	Mgmt	For	For	For
16.6	Withhold Discharge of Jan Szewczak (Management Board Member)	Mgmt	For	For	For
16.7	Withhold Discharge of Jozef Wegrecki (Management Board Member)	Mgmt	For	For	For
16.8	Withhold Discharge of Piotr Sabat (Management Board Member)	Mgmt	For	For	For
16.9	Withhold Discharge of Krzysztof Nowicki (Management Board Member)	Mgmt	For	For	For
16.10	Withhold Discharge of Iwona Waksmundzka-Olejniczak (Management Board Member)	Mgmt	For	For	For
16.11	Withhold Discharge of Robert Perkowski (Management Board Member)	Mgmt	For	For	For
16.12	Approve Discharge of Monika Standziak-Koresh (CEO of LOTOS SPV)	Mgmt	For	For	For

ORLEN SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.13	Approve Discharge of Jaroslaw Brzyski (Management Board Member of LOTOS SPV)	Mgmt	For	For	For
16.14	Approve Discharge of Wojciech Hatala-Sierant (Management Board Member of LOTOS SPV)	Mgmt	For	For	For
17.1	Withhold Discharge of Wojciech Jasinski (Supervisory Board Chairman)	Mgmt	For	For	For
17.2	Withhold Discharge of Andrzej Szumanski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
17.3	Withhold Discharge of Anna Wojcik (Supervisory Board Secretary)	Mgmt	For	For	For
17.4	Withhold Discharge of Barbara Jarzembowska (Supervisory Board Member)	Mgmt	For	For	For
17.5	Withhold Discharge of Andrzej Kapala (Supervisory Board Member)	Mgmt	For	For	For
17.6	Withhold Discharge of Michal Klimaszewski (Supervisory Board Member)	Mgmt	For	For	For
17.7	Withhold Discharge of Roman Kusz (Supervisory Board Member)	Mgmt	For	For	For
17.8	Withhold Discharge of Jadwiga Lesisz (Supervisory Board Member)	Mgmt	For	For	For
17.9	Withhold Discharge of Anna Sakowicz-Kacz (Supervisory Board Member)	Mgmt	For	For	For
17.10	Withhold Discharge of Janina Goss (Supervisory Board Member)	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	Against	Against
19	Approve Remuneration Policy	Mgmt	For	Against	Against
20	Fix Number of Supervisory Board Members at Ten	Mgmt	For	For	For
21	Elect Supervisory Board Member	Mgmt	For	Against	Against
22	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
23	Close Meeting	Mgmt			

SECOM Co., Ltd.

Meeting Date: 06/25/2024	Country: Japan	Ticker: 9735
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J69972107		

Shares Voted: 1,073

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

Sony Group Corp.

Meeting Date: 06/25/2024Country: JapanTicker: 6758  
Record Date: 03/31/2024Meeting Type: Annual  
Primary Security ID: J76379106

Shares Voted: 6,404

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

Toray Industries, Inc.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J89494116

Country: Japan

Meeting Type: Annual

Ticker: 3402

Shares Voted: 8,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 9	Mgmt	For	For	For
2.1	Elect Director Nikkaku, Akihiro	Mgmt	For	Against	Against
2.2	Elect Director Oya, Mitsuo	Mgmt	For	Against	Against
2.3	Elect Director Hagiwara, Satoru	Mgmt	For	For	For
2.4	Elect Director Adachi, Kazuyuki	Mgmt	For	For	For
2.5	Elect Director Shuto, Kazuhiko	Mgmt	For	For	For
2.6	Elect Director Tsunekawa, Tetsuya	Mgmt	For	For	For
2.7	Elect Director Okamoto, Masahiko	Mgmt	For	For	For
2.8	Elect Director Ito, Kunio	Mgmt	For	For	For
2.9	Elect Director Noyori, Ryoji	Mgmt	For	For	For
2.10	Elect Director Kaminaga, Susumu	Mgmt	For	For	For
2.11	Elect Director Futagawa, Kazuo	Mgmt	For	For	For
2.12	Elect Director Harayama, Yuko	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For

Chubu Electric Power Co., Inc.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J06510101

Country: Japan

Meeting Type: Annual

Ticker: 9502

Shares Voted: 3,934

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For
3.1	Elect Director Katsuno, Satoru	Mgmt	For	Against	Against
3.2	Elect Director Hayashi, Kingo	Mgmt	For	Against	Against

Chubu Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Elect Director Mizutani, Hitoshi	Mgmt	For	For	For
3.4	Elect Director Nabeta, Kazuhiro	Mgmt	For	For	For
3.5	Elect Director Hashimoto, Takayuki	Mgmt	For	For	For
3.6	Elect Director Shimao, Tadashi	Mgmt	For	For	For
3.7	Elect Director Kurihara, Mitsue	Mgmt	For	For	For
3.8	Elect Director Kudo, Yoko	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Furuta, Shinji	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Sawayanagi, Tomoyuki	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Nakagawa, Seimei	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Murase, Momoko	Mgmt	For	For	For
4.5	Elect Director and Audit Committee Member Yamagata, Mitsumasa	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Nagatomi, Fumiko	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
9	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
10	Amend Articles to Require Individual Compensation Disclosure for Directors and Statutory Auditors	SH	Against	For	For
11	Amend Articles to Require Audit Committee to Be Composed Entirely of Outside Directors	SH	Against	Against	Against
12	Amend Articles to Donate 25 Percent of Retained Earnings as of Latest Fiscal Year End to Japanese Red Cross Society as Disaster Relief Fund for 2024 Noto Peninsula Earthquake	SH	Against	Against	Against
13	Amend Articles to Withdraw from Nuclear Power Generation	SH	Against	Against	Against
14	Amend Articles to Decommission Hamaoka Nuclear Power Station	SH	Against	Against	Against
15	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	SH	Against	Against	Against
16	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	For

Meeting Date: 06/26/2024

Record Date: 06/10/2024

Primary Security ID: X188AF102

Country: Poland

Meeting Type: Annual

Ticker: DNP

Shares Voted: 249

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	Receive Management Board Report on Company's and Group's Operations, Standalone and Consolidated Financial Statements, and Management Board Proposal on Allocation of Income	Mgmt			
6	Receive Supervisory Board Reports on Its Review of Management Board Report on Company's and Group's Operations, Standalone and Consolidated Financial Statements, and Management Board Proposal on Allocation of Income	Mgmt			
7	Approve Supervisory Board Report on Its Activities	Mgmt	For	For	For
8	Receive Supervisory Board Requests on Approval of Management Board Report on Company's and Group's Operations, Standalone and Consolidated Financial Statements, Management Board Proposal on Allocation of Income, and Discharge of Management Board Members	Mgmt			
9.1	Approve Management Board Report on Company's and Group's Operations	Mgmt	For	For	For
9.2	Approve Financial Statements	Mgmt	For	For	For
9.3	Approve Consolidated Financial Statements	Mgmt	For	For	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
11.1	Approve Discharge of Michal Krauze (Management Board Member)	Mgmt	For	For	For
11.2	Approve Discharge of Izabela Biadala (Management Board Member)	Mgmt	For	For	For
11.3	Approve Discharge of Piotr Scigala (Management Board Member)	Mgmt	For	For	For
12.1	Approve Discharge of Tomasz Biernacki (Supervisory Board Chairman)	Mgmt	For	For	For
12.2	Approve Discharge of Maciej Polanowski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For



Dino Polska SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.3	Approve Discharge of Eryk Bajer (Supervisory Board Member)	Mgmt	For	For	For
12.4	Approve Discharge of Piotr Nowjalis (Supervisory Board Member)	Mgmt	For	For	For
12.5	Approve Discharge of Slawomir Jakszuk (Supervisory Board Member)	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	Against	Against
14	Approve Remuneration Policy	Mgmt	For	Against	Against
15	Fix Number of Supervisory Board Members at Five	Mgmt	For	For	For
16.1	Elect Maciej Polanowski as Supervisory Board Member	Mgmt	For	Against	Against
16.2	Elect Eryk Bajer as Supervisory Board Member	Mgmt	For	Against	Against
16.3	Elect Slawomir Jakszuk as Supervisory Board Member	Mgmt	For	Against	Against
16.4	Elect Piotr Borowski as Supervisory Board Member	Mgmt	For	For	For
17.1	Approve Remuneration of Maciej Polanowski (Supervisory Board Member)	Mgmt	For	Against	Against
17.2	Approve Remuneration of Eryk Bajer (Supervisory Board Member)	Mgmt	For	Against	Against
17.3	Approve Remuneration of Slawomir Jakszuk (Supervisory Board Member)	Mgmt	For	Against	Against
17.4	Approve Remuneration of Piotr Borowski (Supervisory Board Member)	Mgmt	For	Against	Against
17.5	Approve Remuneration of Supervisory Board Deputy Chairman	Mgmt	For	Against	Against
17.6	Approve Remuneration of Supervisory Board and Audit Committee Member	Mgmt	For	Against	Against
18	Close Meeting	Mgmt			

ENEOS Holdings, Inc.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J29699105

Country: Japan

Meeting Type: Annual

Ticker: 5020

Shares Voted: 15,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	Mgmt	For	For	For

ENEOS Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Director Miyata, Tomohide	Mgmt	For	For	For
3.2	Elect Director Tanaka, Soichiro	Mgmt	For	For	For
3.3	Elect Director Kudo, Yasumi	Mgmt	For	For	For
3.4	Elect Director Tomita, Tetsuro	Mgmt	For	For	For
3.5	Elect Director Oka, Toshiko	Mgmt	For	For	For
3.6	Elect Director Kawasaki, Hiroko	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Kanno, Hiroyuki	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Tochinoki, Mayumi	Mgmt	For	Against	Against
4.3	Elect Director and Audit Committee Member Toyoda, Akiko	Mgmt	For	Against	Against

Isuzu Motors Ltd.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J24994113

Country: Japan

Meeting Type: Annual

Ticker: 7202

Shares Voted: 3,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
3.1	Elect Director Katayama, Masanori	Mgmt	For	For	For
3.2	Elect Director Minami, Shinsuke	Mgmt	For	For	For
3.3	Elect Director Takahashi, Shinichi	Mgmt	For	For	For
3.4	Elect Director Yamaguchi, Naohiro	Mgmt	For	For	For
3.5	Elect Director Fujimori, Shun	Mgmt	For	For	For
3.6	Elect Director Ikemoto, Tetsuya	Mgmt	For	For	For
3.7	Elect Director Shibata, Mitsuyoshi	Mgmt	For	For	For
3.8	Elect Director Miyai, Machiko	Mgmt	For	For	For
3.9	Elect Director Nakano, Tetsuya	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 Trust-Type Equity Compensation Plan	Mgmt	For	For	For

## KONAMI Group Corp.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 9766

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J3600L101

Shares Voted: 498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kozuki, Kagemasa	Mgmt	For	For	For
1.2	Elect Director Higashio, Kimihiko	Mgmt	For	For	For
1.3	Elect Director Hayakawa, Hideki	Mgmt	For	For	For
1.4	Elect Director Okita, Katsunori	Mgmt	For	For	For
1.5	Elect Director Matura, Yoshihiro	Mgmt	For	For	For
1.6	Elect Director Yoko Zetterlund	Mgmt	For	For	For

## M3, Inc.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 2413

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J4697J108

Shares Voted: 2,335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tanimura, Itaru	Mgmt	For	For	For
1.2	Elect Director Tomaru, Akihiko	Mgmt	For	For	For
1.3	Elect Director Tsuchiya, Eiji	Mgmt	For	For	For
1.4	Elect Director Nakamura, Rie	Mgmt	For	For	For
1.5	Elect Director Tanaka, Yoshinao	Mgmt	For	For	For
1.6	Elect Director Yamazaki, Satoshi	Mgmt	For	For	For
1.7	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.8	Elect Director Tsugawa, Yusuke	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Yamazaki, Mayuka	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Ebata, Takako	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Suzuki, Satoko	Mgmt	For	For	For

## Makita Corp.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 6586

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J39584107

Shares Voted: 1,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 47	Mgmt	For	For	For
2.1	Elect Director Goto, Munetoshi	Mgmt	For	For	For
2.2	Elect Director Kaneko, Tetsuhisa	Mgmt	For	For	For
2.3	Elect Director Tsuchiya, Takashi	Mgmt	For	For	For
2.4	Elect Director Yoshida, Masaki	Mgmt	For	For	For
2.5	Elect Director Omote, Takashi	Mgmt	For	For	For
2.6	Elect Director Otsu, Yukihiro	Mgmt	For	For	For
2.7	Elect Director Inuzuka, Yoshihisa	Mgmt	For	For	For
2.8	Elect Director Kawase, Hideyuki	Mgmt	For	For	For
2.9	Elect Director Sugino, Masahiro	Mgmt	For	For	For
2.10	Elect Director Iwase, Takahiro	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For

Mizuho Financial Group, Inc.

Meeting Date: 06/26/2024Country: JapanTicker: 8411

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J4599L102

Shares Voted: 13,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	Mgmt	For	For	For
1.2	Elect Director Sato, Ryoji	Mgmt	For	For	For
1.3	Elect Director Tsukioka, Takashi	Mgmt	For	For	For
1.4	Elect Director Ono, Kotaro	Mgmt	For	For	For
1.5	Elect Director Shinohara, Hiromichi	Mgmt	For	For	For
1.6	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
1.7	Elect Director Noda, Yumiko	Mgmt	For	For	For
1.8	Elect Director Uchida, Takakazu	Mgmt	For	Against	Against
1.9	Elect Director Imai, Seiji	Mgmt	For	Against	Against
1.10	Elect Director Hirama, Hisaaki	Mgmt	For	For	For
1.11	Elect Director Kihara, Masahiro	Mgmt	For	Against	Against
1.12	Elect Director Take, Hidekatsu	Mgmt	For	For	For
1.13	Elect Director Kanazawa, Mitsuhiro	Mgmt	For	For	For

Mizuho Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Yonezawa, Takefumi	Mgmt	For	For	For
2	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	For
3	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For	For

Nissin Foods Holdings Co., Ltd.

Meeting Date: 06/26/2024Country: JapanTicker: 2897

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J58063124

Shares Voted: 1,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Ando, Koki	Mgmt	For	For	For
2.2	Elect Director Ando, Noritaka	Mgmt	For	For	For
2.3	Elect Director Yokoyama, Yukio	Mgmt	For	For	For
2.4	Elect Director Kobayashi, Ken	Mgmt	For	For	For
2.5	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
2.6	Elect Director Mizuno, Masato	Mgmt	For	For	For
2.7	Elect Director Nakagawa, Yukiko	Mgmt	For	For	For
2.8	Elect Director Sakuraba, Eietsu	Mgmt	For	For	For
2.9	Elect Director Ogasawara, Yuka	Mgmt	For	For	For
2.10	Elect Director Yamaguchi, Keiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Nishikawa, Kyo	Mgmt	For	Against	Against

Olympus Corp.

Meeting Date: 06/26/2024Country: JapanTicker: 7733

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J61240107

Shares Voted: 6,267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fujita, Sumitaka	Mgmt	For	For	For

Olympus Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director David Robert Hale	Mgmt	For	For	For
1.3	Elect Director Jimmy C. Beasley	Mgmt	For	For	For
1.4	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
1.5	Elect Director Kan, Kohei	Mgmt	For	For	For
1.6	Elect Director Gary John Pruden	Mgmt	For	For	For
1.7	Elect Director Luann Marie Pendy	Mgmt	For	For	For
1.8	Elect Director Iwasaki, Masato	Mgmt	For	For	For
1.9	Elect Director Takeuchi, Yasuo	Mgmt	For	For	For
1.10	Elect Director Stefan Kaufmann	Mgmt	For	For	For
1.11	Elect Director Okubo, Toshihiko	Mgmt	For	For	For

Resona Holdings, Inc.

Meeting Date: 06/26/2024	Country: Japan	Ticker: 8308
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J6448E106		

Shares Voted: 11,826

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Make Technical Changes	Mgmt	For	For	For
2.1	Elect Director Minami, Masahiro	Mgmt	For	Against	Against
2.2	Elect Director Ishida, Shigeki	Mgmt	For	For	For
2.3	Elect Director Noguchi, Mikio	Mgmt	For	For	For
2.4	Elect Director Oikawa, Hisahiko	Mgmt	For	For	For
2.5	Elect Director Baba, Chiharu	Mgmt	For	For	For
2.6	Elect Director Iwata, Kimie	Mgmt	For	For	For
2.7	Elect Director Egami, Setsuko	Mgmt	For	For	For
2.8	Elect Director Ike, Fumihiko	Mgmt	For	For	For
2.9	Elect Director Nohara, Sawako	Mgmt	For	For	For
2.10	Elect Director Yamauchi, Masaki	Mgmt	For	For	For
2.11	Elect Director Tanaka, Katsuyuki	Mgmt	For	For	For
2.12	Elect Director Yasuda, Ryuji	Mgmt	For	For	For

ROHM Co., Ltd.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J65328122

Country: Japan

Meeting Type: Annual

Ticker: 6963

Shares Voted: 1,679

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
2.1	Elect Director Matsumoto, Isao	Mgmt	For	For	For
2.2	Elect Director Azuma, Katsumi	Mgmt	For	For	For
2.3	Elect Director Ino, Kazuhide	Mgmt	For	For	For
2.4	Elect Director Tateishi, Tetsuo	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Koji	Mgmt	For	For	For
2.6	Elect Director Nagumo, Tadanobu	Mgmt	For	For	For
2.7	Elect Director Peter Kenevan	Mgmt	For	For	For
2.8	Elect Director Inoue, Fukuko	Mgmt	For	For	For
2.9	Elect Director Aoki, Tetsuo	Mgmt	For	For	For
2.10	Elect Director Kozaki, Aiko	Mgmt	For	For	For

SG Holdings Co., Ltd.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J7134P108

Country: Japan

Meeting Type: Annual

Ticker: 9143

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kuriwada, Eiichi	Mgmt	For	For	For
1.2	Elect Director Matsumoto, Hidekazu	Mgmt	For	For	For
1.3	Elect Director Motomura, Masahide	Mgmt	For	For	For
1.4	Elect Director Kawanago, Katsuhiro	Mgmt	For	For	For
1.5	Elect Director Sasamori, Kimiaki	Mgmt	For	For	For
1.6	Elect Director Takaoka, Mika	Mgmt	For	For	For
1.7	Elect Director Sagisaka, Osami	Mgmt	For	For	For
1.8	Elect Director Akiyama, Masato	Mgmt	For	For	For

Shimadzu Corp.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J72165129

Country: Japan

Meeting Type: Annual

Ticker: 7701

Shares Voted: 1,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	For
2.1	Elect Director Ueda, Teruhisa	Mgmt	For	For	For
2.2	Elect Director Yamamoto, Yasunori	Mgmt	For	For	For
2.3	Elect Director Watanabe, Akira	Mgmt	For	For	For
2.4	Elect Director Maruyama, Shuzo	Mgmt	For	For	For
2.5	Elect Director Hanai, Nobuo	Mgmt	For	For	For
2.6	Elect Director Nakanishi, Yoshiyuki	Mgmt	For	For	For
2.7	Elect Director Hamada, Nami	Mgmt	For	For	For
2.8	Elect Director Kitano, Mie	Mgmt	For	For	For
3	Appoint Statutory Auditor Nishimoto, Tsuyoshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Iwamoto, Fumio	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Sumitomo Electric Industries Ltd.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J77411114

Country: Japan

Meeting Type: Annual

Ticker: 5802

Shares Voted: 4,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52	Mgmt	For	For	For
2.1	Elect Director Matsumoto, Masayoshi	Mgmt	For	For	For
2.2	Elect Director Inoue, Osamu	Mgmt	For	For	For
2.3	Elect Director Hato, Hideo	Mgmt	For	For	For
2.4	Elect Director Nishimura, Akira	Mgmt	For	For	For
2.5	Elect Director Shirayama, Masaki	Mgmt	For	For	For
2.6	Elect Director Miyata, Yasuhiro	Mgmt	For	For	For
2.7	Elect Director Sahashi, Toshiyuki	Mgmt	For	For	For
2.8	Elect Director Nakajima, Shigeru	Mgmt	For	For	For



Sumitomo Electric Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Sato, Hiroshi	Mgmt	For	For	For
2.10	Elect Director Tsuchiya, Michihiro	Mgmt	For	For	For
2.11	Elect Director Christina Ahmadjian	Mgmt	For	For	For
2.12	Elect Director Watanabe, Katsuaki	Mgmt	For	For	For
2.13	Elect Director Horiba, Atsushi	Mgmt	For	For	For
2.14	Elect Director Ogata, Yoshiyuki	Mgmt	For	For	For
2.15	Elect Director Kawamata, Kyoko	Mgmt	For	For	For
3	Appoint Statutory Auditor Uehara, Michiko	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
6	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Sumitomo Metal Mining Co. Ltd.

Meeting Date: 06/26/2024Country: JapanTicker: 5713

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J77712180

Shares Voted: 1,373

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 63	Mgmt	For	For	For
2.1	Elect Director Nozaki, Akira	Mgmt	For	For	For
2.2	Elect Director Matsumoto, Nobuhiro	Mgmt	For	For	For
2.3	Elect Director Takebayashi, Masaru	Mgmt	For	For	For
2.4	Elect Director Yoshida, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Okamoto, Hideyuki	Mgmt	For	For	For
2.6	Elect Director Ishii, Taeko	Mgmt	For	For	For
2.7	Elect Director Kinoshita, Manabu	Mgmt	For	For	For
2.8	Elect Director Takeuchi, Koji	Mgmt	For	For	For
3	Appoint Statutory Auditor Ieda, Tsuguya	Mgmt	For	Against	Against
4	Appoint Alternate Statutory Auditor Mishina, Kazuhiro	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For

T&D Holdings, Inc.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J86796109

Country: Japan

Meeting Type: Annual

Ticker: 8795

Shares Voted: 2,790

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For
2.1	Elect Director Uehara, Hirohisa	Mgmt	For	For	For
2.2	Elect Director Moriyama, Masahiko	Mgmt	For	For	For
2.3	Elect Director Nagai, Hotaka	Mgmt	For	For	For
2.4	Elect Director Futami, Yoko	Mgmt	For	For	For
2.5	Elect Director Watanabe, Kensaku	Mgmt	For	For	For
2.6	Elect Director Kato, Masazumi	Mgmt	For	For	For
2.7	Elect Director Fuma, Kenji	Mgmt	For	For	For
2.8	Elect Director Soejima, Naoki	Mgmt	For	For	For
2.9	Elect Director Kitahara, Mutsuro	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Ikawa, Takashi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Tojo, Takashi	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Yamada, Shinnosuke	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Taishido, Atsuko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Nitto, Koji	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Shimma, Yuichiro	Mgmt	For	For	For

Takeda Pharmaceutical Co., Ltd.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J8129E108

Country: Japan

Meeting Type: Annual

Ticker: 4502

Shares Voted: 8,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 94	Mgmt	For	For	For
2.1	Elect Director Christophe Weber	Mgmt	For	Against	Against
2.2	Elect Director Andrew Plump	Mgmt	For	For	For

Takeda Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Furuta, Mirano	Mgmt	For	For	For
2.4	Elect Director Iijima, Masami	Mgmt	For	For	For
2.5	Elect Director Ian Clark	Mgmt	For	For	For
2.6	Elect Director Steven Gillis	Mgmt	For	For	For
2.7	Elect Director John Maraganore	Mgmt	For	For	For
2.8	Elect Director Michel Orsinger	Mgmt	For	For	For
2.9	Elect Director Tsusaka, Miki	Mgmt	For	For	For
2.10	Elect Director Higashi, Emiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Hatsukawa, Koji	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Fujimori, Yoshiaki	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kimberly A. Reed	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Jean-Luc Butel	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	Against	Against

Terumo Corp.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J83173104

Country: Japan

Meeting Type: Annual

Ticker: 4543

Shares Voted: 3,739

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

The Kansai Electric Power Co., Inc.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J30169106

Country: Japan

Meeting Type: Annual

Ticker: 9503

Shares Voted: 4,068

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 Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For
3.2	Elect Director Tomono, Hiroshi	Mgmt	For	For	For
3.3	Elect Director Takamatsu, Kazuko	Mgmt	For	For	For
3.4	Elect Director Naito, Fumio	Mgmt	For	For	For
3.5	Elect Director Manabe, Seiji	Mgmt	For	Against	Against
3.6	Elect Director Tanaka, Motoko	Mgmt	For	For	For
3.7	Elect Director Sono, Kiyoshi	Mgmt	For	Against	Against
3.8	Elect Director Yahagi, Noriyo	Mgmt	For	For	For
3.9	Elect Director Mori, Nozomu	Mgmt	For	For	For
3.10	Elect Director Araki, Makoto	Mgmt	For	For	For
3.11	Elect Director Ogawa, Hiroshi	Mgmt	For	For	For
3.12	Elect Director Shimamoto, Yasuji	Mgmt	For	For	For
3.13	Elect Director Nishizawa, Nobuhiro	Mgmt	For	For	For
4	Amend Articles to Add Provisions Concerning Management Based on CSR (Withdrawal from Nuclear Power Generation Business)	SH	Against	Against	Against
5	Amend Articles to Add Provisions Concerning Management Based on CSR (Decarbonization Plan)	SH	Against	Against	Against
6	Amend Articles to Add Provisions Concerning Management Based on CSR (Information Disclosure and Dialogue)	SH	Against	Against	Against
7	Amend Articles to Add Provisions Concerning Management Based on CSR (Facility Safety Enhancement)	SH	Against	Against	Against
8	Amend Articles to Add Provisions Concerning Management Based on CSR (Gender Diversity)	SH	Against	Against	Against
9	Amend Articles to Keep Shareholder Meeting Minutes and Disclose Them to Public	SH	Against	Against	Against
10	Remove Incumbent Director Sakakibara, Sadayuki	SH	Against	Against	Against

The Kansai Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Remove Incumbent Director Mori, Nozomu	SH	Against	Against	Against
12	Remove Incumbent Director Tanaka, Motoko	SH	Against	Against	Against
13	Amend Articles to Require Individual Compensation Disclosure for Outside Directors and Executive Officers	SH	Against	For	For
14	Amend Articles to Realize Zero Carbon Emissions without Nuclear Power Generation	SH	Against	Against	Against
15	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	SH	Against	Against	Against
16	Amend Articles to Ban Operation of Nuclear Power Generation Until Effectiveness of Nuclear Accident Evacuation Plan is Confirmed	SH	Against	Against	Against
17	Amend Articles to Dissolve The Federation of Electric Power Companies of Japan and Establish New Electric Industry Organization	SH	Against	Against	Against
18	Amend Articles to Halt Operation of Nuclear Power Generation Until Appropriate Nuclear Damage Compensation System is Established	SH	Against	Against	Against
19	Amend Articles to Contribute to Realization of Zero Carbon Society	SH	Against	Against	Against
20	Amend Articles to Establish Stable Electricity Supply System without Nuclear Power Generation	SH	Against	Against	Against
21	Amend Articles to Realize Zero Carbon Emissions by 2050	SH	Against	Against	Against

3i Group PLC

Meeting Date: 06/27/2024

Record Date: 06/25/2024

Primary Security ID: G88473148

Country: United Kingdom

Meeting Type: Annual

Ticker: III

Shares Voted: 5,198					
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 Dividend	Mgmt	For	For	For
4	Re-elect Simon Borrows as Director	Mgmt	For	For	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
6	Re-elect Jasi Halai as Director	Mgmt	For	For	For

3i Group PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect James Hatchley as Director	Mgmt	For	For	For
8	Re-elect David Hutchison as Director	Mgmt	For	For	For
9	Re-elect Lesley Knox as Director	Mgmt	For	For	For
10	Re-elect Coline McConville as Director	Mgmt	For	For	For
11	Re-elect Peter McKellar as Director	Mgmt	For	For	For
12	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ANA HOLDINGS INC.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 9202
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J0156Q112		

Shares Voted: 808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
2.2	Elect Director Shibata, Koji	Mgmt	For	For	For
2.3	Elect Director Hirasawa, Juichi	Mgmt	For	For	For
2.4	Elect Director Naoki, Yoshiharu	Mgmt	For	For	For
2.5	Elect Director Nakahori, Kimihiro	Mgmt	For	For	For
2.6	Elect Director Taneie, Jun	Mgmt	For	For	For
2.7	Elect Director Inoue, Shinichi	Mgmt	For	For	For

ANA HOLDINGS INC.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Yamamoto, Ado	Mgmt	For	For	For
2.9	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
2.10	Elect Director Katsu, Eijiro	Mgmt	For	For	For
2.11	Elect Director Minegishi, Masumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Fukuzawa, Ichiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kajita, Emiko	Mgmt	For	For	For

Dai Nippon Printing Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 7912

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J10584142

Shares Voted: 1,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For
2.1	Elect Director Kitajima, Yoshinari	Mgmt	For	Against	Against
2.2	Elect Director Miya, Kenji	Mgmt	For	For	For
2.3	Elect Director Yamaguchi, Masato	Mgmt	For	For	For
2.4	Elect Director Kuroyanagi, Masafumi	Mgmt	For	For	For
2.5	Elect Director Sugita, Kazuhiko	Mgmt	For	For	For
2.6	Elect Director Miyake, Toru	Mgmt	For	For	For
2.7	Elect Director Miyama, Minako	Mgmt	For	For	For
2.8	Elect Director Kanazawa, Takahito	Mgmt	For	For	For
2.9	Elect Director Miyajima, Tsukasa	Mgmt	For	For	For
2.10	Elect Director Tamura, Yoshiaki	Mgmt	For	For	For
2.11	Elect Director Shirakawa, Hiroshi	Mgmt	For	For	For
2.12	Elect Director Sugiura, Nobuhiko	Mgmt	For	For	For
3	Appoint Shareholder Director Nominee Kusunoki, Ken	SH	Against	For	For

DAIKIN INDUSTRIES Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 6367

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J10038115

DAIKIN INDUSTRIES Ltd.

Shares Voted: 1,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For
2.1	Elect Director Togawa, Masanori	Mgmt	For	For	For
2.2	Elect Director Takenaka, Naofumi	Mgmt	For	For	For
2.3	Elect Director Kawada, Tatsuo	Mgmt	For	For	For
2.4	Elect Director Makino, Akiji	Mgmt	For	For	For
2.5	Elect Director Torii, Shingo	Mgmt	For	For	For
2.6	Elect Director Arai, Yuko	Mgmt	For	For	For
2.7	Elect Director Matsuzaki, Takashi	Mgmt	For	For	For
2.8	Elect Director Kanwal Jeet Jawa	Mgmt	For	For	For
2.9	Elect Director Takahashi, Koichi	Mgmt	For	For	For
2.10	Elect Director Mori, Keiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Takatsuki, Fumi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Ono, Ichiro	Mgmt	For	For	For
5	Approve Career Achievement Bonus for Director	Mgmt	For	For	For

Daiwa House Industry Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 1925  
Record Date: 03/31/2024Meeting Type: Annual  
Primary Security ID: J11508124

Shares Voted: 3,419

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 Yoshii, Keiichi	Mgmt	For	For	For
2.2	Elect Director Kosokabe, Takeshi	Mgmt	For	For	For
2.3	Elect Director Murata, Yoshiyuki	Mgmt	For	For	For
2.4	Elect Director Shimonishi, Keisuke	Mgmt	For	For	For
2.5	Elect Director Otomo, Hirotugu	Mgmt	For	For	For
2.6	Elect Director Dekura, Kazuhito	Mgmt	For	For	For
2.7	Elect Director Ariyoshi, Yoshinori	Mgmt	For	For	For
2.8	Elect Director Nagase, Toshiya	Mgmt	For	For	For



Daiwa House Industry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Kuwano, Yukinori	Mgmt	For	For	For
2.10	Elect Director Seki, Miwa	Mgmt	For	For	For
2.11	Elect Director Yoshizawa, Kazuhiro	Mgmt	For	For	For
2.12	Elect Director Ito, Yujiro	Mgmt	For	For	For
2.13	Elect Director Nambu, Toshikazu	Mgmt	For	For	For
2.14	Elect Director Fukumoto, Tomomi	Mgmt	For	For	For
3	Appoint Statutory Auditor Watanabe, Akihisa	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Annual Bonus Ceiling for Directors	Mgmt	For	For	For

FANUC Corp.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J13440102

Country: Japan

Meeting Type: Annual

Ticker: 6954

Shares Voted: 4,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 43.88	Mgmt	For	For	For
2.1	Elect Director Inaba, Yoshiharu	Mgmt	For	For	For
2.2	Elect Director Yamaguchi, Kenji	Mgmt	For	For	For
2.3	Elect Director Sasuga, Ryuji	Mgmt	For	For	For
2.4	Elect Director Michael J. Cicco	Mgmt	For	For	For
2.5	Elect Director Yamazaki, Naoko	Mgmt	For	For	For
2.6	Elect Director Uozumi, Hiroto	Mgmt	For	For	For
2.7	Elect Director Takeda, Yoko	Mgmt	For	For	For

FUJIFILM Holdings Corp.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J14208102

Country: Japan

Meeting Type: Annual

Ticker: 4901

FUJIFILM Holdings Corp.

Shares Voted: 2,087

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 Sukeno, Kenji	Mgmt	For	For	For
2.2	Elect Director Goto, Teiichi	Mgmt	For	For	For
2.3	Elect Director Higuchi, Masayuki	Mgmt	For	For	For
2.4	Elect Director Hama, Naoki	Mgmt	For	For	For
2.5	Elect Director Yoshizawa, Chisato	Mgmt	For	For	For
2.6	Elect Director Ito, Yoji	Mgmt	For	For	For
2.7	Elect Director Kitamura, Kunitaro	Mgmt	For	For	For
2.8	Elect Director Eda, Makiko	Mgmt	For	For	For
2.9	Elect Director Nagano, Tsuyoshi	Mgmt	For	For	For
2.10	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
2.11	Elect Director Suzuki, Takako	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Ishigaki, Tsumugu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Iteya, Yoshio	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

HOYA Corp.

Meeting Date: 06/27/2024Country: JapanTicker: 7741

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J22848105

Shares Voted: 1,824

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshihara, Hiroaki	Mgmt	For	For	For
1.2	Elect Director Abe, Yasuyuki	Mgmt	For	For	For
1.3	Elect Director Hasegawa, Takayo	Mgmt	For	For	For
1.4	Elect Director Nishimura, Mika	Mgmt	For	For	For
1.5	Elect Director Sato, Mototsugu	Mgmt	For	For	For

HOYA Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Ikeda, Eiichiro	Mgmt	For	For	For
1.7	Elect Director Hiroka, Ryo	Mgmt	For	For	For

Meiji Holdings Co., Ltd.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 2269
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J41729104		

Shares Voted: 1,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawamura, Kazuo	Mgmt	For	For	For
1.2	Elect Director Kobayashi, Daikichiro	Mgmt	For	For	For
1.3	Elect Director Matsuda, Katsunari	Mgmt	For	For	For
1.4	Elect Director Furuta, Jun	Mgmt	For	For	For
1.5	Elect Director Hishinuma, Jun	Mgmt	For	For	For
1.6	Elect Director Matsumura, Mariko	Mgmt	For	For	For
1.7	Elect Director Kawata, Masaya	Mgmt	For	For	For
1.8	Elect Director Kuboyama, Michiko	Mgmt	For	For	For
1.9	Elect Director Peter D. Pedersen	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Komatsu, Masakazu	Mgmt	For	For	For

Minebea Mitsumi, Inc.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 6479
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J42884130		

Shares Voted: 1,945

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Kainuma, Yoshihisa	Mgmt	For	For	For
3.2	Elect Director Moribe, Shigeru	Mgmt	For	For	For
3.3	Elect Director Yoshida, Katsuhiko	Mgmt	For	For	For
3.4	Elect Director Iwaya, Ryozo	Mgmt	For	For	For

Minebea Mitsumi, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Elect Director None, Shigeru	Mgmt	For	For	For
3.6	Elect Director Mizuma, Satoshi	Mgmt	For	For	For
3.7	Elect Director Suzuki, Katsutoshi	Mgmt	For	For	For
3.8	Elect Director Matsuoka, Takashi	Mgmt	For	For	For
3.9	Elect Director Miyazaki, Yuko	Mgmt	For	For	For
3.10	Elect Director Matsumura, Atsuko	Mgmt	For	For	For
3.11	Elect Director Haga, Yuko	Mgmt	For	For	For
3.12	Elect Director Katase, Hirofumi	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Mitsubishi Estate Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 8802

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J43916113

Shares Voted: 6,598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2.1	Elect Director Yoshida, Junichi	Mgmt	For	For	For
2.2	Elect Director Nakajima, Atsushi	Mgmt	For	For	For
2.3	Elect Director Naganuma, Bunroku	Mgmt	For	For	For
2.4	Elect Director Umeda, Naoki	Mgmt	For	For	For
2.5	Elect Director Hirai, Mikihiro	Mgmt	For	For	For
2.6	Elect Director Nishigai, Noboru	Mgmt	For	For	For
2.7	Elect Director Katayama, Hiroshi	Mgmt	For	For	For
2.8	Elect Director Shirakawa, Masaaki	Mgmt	For	For	For
2.9	Elect Director Narukawa, Tetsuo	Mgmt	For	For	For
2.10	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
2.11	Elect Director Melanie Brock	Mgmt	For	For	For
2.12	Elect Director Sueyoshi, Wataru	Mgmt	For	For	For
2.13	Elect Director Sonoda, Ayako	Mgmt	For	For	For
2.14	Elect Director Oda, Naosuke	Mgmt	For	For	For

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J44002178

Country: Japan

Meeting Type: Annual

Ticker: 7011

Shares Voted: 1,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 120	Mgmt	For	For	For
2.1	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For
2.2	Elect Director Izumisawa, Seiji	Mgmt	For	For	For
2.3	Elect Director Kaguchi, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Kozawa, Hisato	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Ken	Mgmt	For	For	For
2.6	Elect Director Hirano, Nobuyuki	Mgmt	For	For	For
2.7	Elect Director Furusawa, Mitsuhiro	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Fujisawa, Masayuki	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J44497105

Country: Japan

Meeting Type: Annual

Ticker: 8306

Shares Voted: 62,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20.5	Mgmt	For	For	For
2.1	Elect Director Fujii, Mariko	Mgmt	For	For	For
2.2	Elect Director Honda, Keiko	Mgmt	For	For	For
2.3	Elect Director Kato, Kaoru	Mgmt	For	For	For
2.4	Elect Director Kuwabara, Satoko	Mgmt	For	For	For
2.5	Elect Director Nomoto, Hirofumi	Mgmt	For	Against	Against
2.6	Elect Director Mari Elka Pangestu	Mgmt	For	For	For
2.7	Elect Director Shimizu, Hiroshi	Mgmt	For	Against	Against
2.8	Elect Director David Sneider	Mgmt	For	For	For
2.9	Elect Director Tsuji, Koichi	Mgmt	For	For	For
2.10	Elect Director Miyanaga, Kenichi	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.11	Elect Director Shinke, Ryoichi	Mgmt	For	For	For
2.12	Elect Director Mike, Kanetsugu	Mgmt	For	Against	Against
2.13	Elect Director Kamezawa, Hironori	Mgmt	For	Against	Against
2.14	Elect Director Nagashima, Iwao	Mgmt	For	For	For
2.15	Elect Director Hanzawa, Junichi	Mgmt	For	For	For
2.16	Elect Director Kobayashi, Makoto	Mgmt	For	For	For
3	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	For
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For	For

Mitsui Fudosan Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 8801

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J4509L101

Shares Voted: 4,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	For
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Saito, Yutaka	Mgmt	For	For	For
3.2	Elect Director Mochimaru, Nobuhiko	Mgmt	For	For	For
3.3	Elect Director Hibino, Takashi	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Hirokawa, Yoshihiro	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Chiba, Michiko	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For	For

Murata Manufacturing Co. Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 6981

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J46840104

Murata Manufacturing Co. Ltd.

Shares Voted: 9,093

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
2	Amend Articles to Clarify Director Authority on Board Meetings - Authorize Board to Determine Income Allocation	Mgmt	For	For	For
3.1	Elect Director Nakajima, Norio	Mgmt	For	For	For
3.2	Elect Director Iwatsubo, Hiroshi	Mgmt	For	For	For
3.3	Elect Director Minamide, Masanori	Mgmt	For	For	For
3.4	Elect Director Izumitani, Hiroshi	Mgmt	For	For	For
3.5	Elect Director Murata, Takaki	Mgmt	For	For	For
3.6	Elect Director Yasuda, Yuko	Mgmt	For	For	For
3.7	Elect Director Nishijima, Takashi	Mgmt	For	For	For
3.8	Elect Director Ina, Hiroyuki	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Ozawa, Yoshiro	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Yamamoto, Takatoshi	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Munakata, Naoko	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Enomoto, Seiichi	Mgmt	For	For	For

Nintendo Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 7974

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J51699106

Shares Voted: 5,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 131	Mgmt	For	For	For
2.1	Elect Director Furukawa, Shuntaro	Mgmt	For	For	For
2.2	Elect Director Miyamoto, Shigeru	Mgmt	For	For	For
2.3	Elect Director Takahashi, Shinya	Mgmt	For	For	For
2.4	Elect Director Shibata, Satoru	Mgmt	For	For	For
2.5	Elect Director Shiota, Ko	Mgmt	For	For	For
2.6	Elect Director Beppu, Yusuke	Mgmt	For	For	For

Nintendo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Chris Meledandri	Mgmt	For	For	For
2.8	Elect Director Miyoko Demay	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Yoshimura, Takuya	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Umeyama, Katsuhiro	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Shinkawa, Asa	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Osawa, Eiko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Akashi, Keiko	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For

OBIC Co. Ltd.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 4684
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J5946V107		

Shares Voted: 339

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

Oriental Land Co., Ltd.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 4661
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J6174U100		



Oriental Land Co., Ltd.

Shares Voted: 5,719

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 Kagami, Toshio	Mgmt	For	For	For
2.2	Elect Director Takano, Yumiko	Mgmt	For	For	For
2.3	Elect Director Yoshida, Kenji	Mgmt	For	For	For
2.4	Elect Director Katayama, Yuichi	Mgmt	For	For	For
2.5	Elect Director Takahashi, Wataru	Mgmt	For	For	For
2.6	Elect Director Kaneki, Yuichi	Mgmt	For	For	For
2.7	Elect Director Kambara, Rika	Mgmt	For	For	For
2.8	Elect Director Hanada, Tsutomu	Mgmt	For	For	For
2.9	Elect Director Mogi, Yuzaburo	Mgmt	For	For	For
2.10	Elect Director Tajiri, Kunio	Mgmt	For	For	For
2.11	Elect Director Kikuchi, Misao	Mgmt	For	For	For
2.12	Elect Director Watanabe, Koichiro	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Suzuki, Shigeru	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kainaka, Tatsuo	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Saigusa, Norio	Mgmt	For	Against	Against
3.4	Appoint Statutory Auditor Mashimo, Yukihiro	Mgmt	For	Against	Against
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For
6	Approve Donation of Treasury Shares to Oriental Land Happiness of Children Foundation	Mgmt	For	Against	Against

Osaka Gas Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 9532

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J62320130

Shares Voted: 2,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For

Osaka Gas Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors	Mgmt	For	For	For
3	Amend Articles to Authorize Board to Determine Income Allocation	Mgmt	For	For	For
4.1	Elect Director Honjo, Takehiro	Mgmt	For	For	For
4.2	Elect Director Fujiwara, Masataka	Mgmt	For	For	For
4.3	Elect Director Tasaka, Takayuki	Mgmt	For	For	For
4.4	Elect Director Takemori, Keiji	Mgmt	For	For	For
4.5	Elect Director Sakanashi, Ko	Mgmt	For	For	For
4.6	Elect Director Imai, Toshiyuki	Mgmt	For	For	For
4.7	Elect Director Murao, Kazutoshi	Mgmt	For	For	For
4.8	Elect Director Kijima, Tatsuo	Mgmt	For	For	For
4.9	Elect Director Sato, Yumiko	Mgmt	For	For	For
4.10	Elect Director Niizeki, Mikiyo	Mgmt	For	For	For
5.1	Elect Director and Audit Committee Member Takeguchi, Fumitoshi	Mgmt	For	For	For
5.2	Elect Director and Audit Committee Member Hazama, Ichiro	Mgmt	For	For	For
5.3	Elect Director and Audit Committee Member Nashioka, Eriko	Mgmt	For	For	For
5.4	Elect Director and Audit Committee Member Minami, Chieko	Mgmt	For	For	For
5.5	Elect Director and Audit Committee Member Kozai, Eimei	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Restricted Stock Plan	Mgmt	For	For	For

Shin-Etsu Chemical Co., Ltd.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 4063
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J72810120		

Shares Voted: 10,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Akiya, Fumio	Mgmt	For	For	For
2.2	Elect Director Saito, Yasuhiko	Mgmt	For	For	For
2.3	Elect Director Ueno, Susumu	Mgmt	For	For	For
2.4	Elect Director Todoroki, Masahiko	Mgmt	For	For	For
2.5	Elect Director Komiyama, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Nakamura, Kuniharu	Mgmt	For	For	For
2.7	Elect Director Michael H. McGarry	Mgmt	For	For	For
2.8	Elect Director Hasegawa, Mariko	Mgmt	For	For	For
2.9	Elect Director Hibino, Takashi	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For

SMC Corp. (Japan)

Meeting Date: 06/27/2024Country: JapanTicker: 6273

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J75734103

Shares Voted: 298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 500	Mgmt	For	For	For
2	Amend Articles to Change Location of Head Office	Mgmt	For	For	For
3.1	Elect Director Takada, Yoshiki	Mgmt	For	For	For
3.2	Elect Director Doi, Yoshitada	Mgmt	For	For	For
3.3	Elect Director Isoe, Toshio	Mgmt	For	For	For
3.4	Elect Director Ota, Masahiro	Mgmt	For	For	For
3.5	Elect Director Samuel Neff	Mgmt	For	For	For
3.6	Elect Director Ogura, Koji	Mgmt	For	For	For
3.7	Elect Director Kelley Stacy	Mgmt	For	For	For
3.8	Elect Director Hojo, Hidemi	Mgmt	For	For	For
3.9	Elect Director Kaizu, Masanobu	Mgmt	For	For	For
3.10	Elect Director Kagawa, Toshiharu	Mgmt	For	For	For
3.11	Elect Director Iwata, Yoshiko	Mgmt	For	For	For

SMC Corp. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.12	Elect Director Miyazaki, Kyoichi	Mgmt	For	For	For

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 8316
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J7771X109		

Shares Voted: 6,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 135	Mgmt	For	For	For
2	Amend Articles to Update Authorized Capital in Connection with Stock Split	Mgmt	For	For	For
3.1	Elect Director Kunibe, Takeshi	Mgmt	For	Against	Against
3.2	Elect Director Nakashima, Toru	Mgmt	For	For	For
3.3	Elect Director Kudo, Teiko	Mgmt	For	For	For
3.4	Elect Director Ito, Fumihiko	Mgmt	For	For	For
3.5	Elect Director Isshiki, Toshihiro	Mgmt	For	For	For
3.6	Elect Director Gono, Yoshiyuki	Mgmt	For	For	For
3.7	Elect Director Yamazaki, Shozo	Mgmt	For	For	For
3.8	Elect Director Kadonaga, Sonosuke	Mgmt	For	For	For
3.9	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For
3.10	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For
3.11	Elect Director Sakurai, Eriko	Mgmt	For	For	For
3.12	Elect Director Charles D. Lake II	Mgmt	For	For	For
3.13	Elect Director Jenifer Rogers	Mgmt	For	For	For
4	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	For
5	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For	For

Sumitomo Realty & Development Co., Ltd.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 8830
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J77841112		

Sumitomo Realty & Development Co., Ltd.

Shares Voted: 2,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 31	Mgmt	For	For	For
2	Elect Director Tamura, Hakaru	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Nakamura, Setsuya	Mgmt	For	For	For

Suzuki Motor Corp.

Meeting Date: 06/27/2024Country: JapanTicker: 7269

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J78529138

Shares Voted: 2,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 67	Mgmt	For	For	For
2.1	Elect Director Suzuki, Toshihiro	Mgmt	For	Against	Against
2.2	Elect Director Ishii, Naomi	Mgmt	For	For	For
2.3	Elect Director Kato, Katsuhiro	Mgmt	For	For	For
2.4	Elect Director Torii, Shigetoshi	Mgmt	For	For	For
2.5	Elect Director Okajima, Aritaka	Mgmt	For	For	For
2.6	Elect Director Domichi, Hideaki	Mgmt	For	For	For
2.7	Elect Director Egusa, Shun	Mgmt	For	For	For
2.8	Elect Director Takahashi, Naoko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Toyoda, Taisuke	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Yamagishi, Shigeo	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Nagano, Norihisa	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Fukuta, Mitsuhiro	Mgmt	For	For	For
3.5	Appoint Statutory Auditor Kito, Junko	Mgmt	For	For	For

Tokyo Gas Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 9531

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J87000113

Tokyo Gas Co., Ltd.

Shares Voted: 2,128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Uchida, Takashi	Mgmt	For	For	For
1.2	Elect Director Sasayama, Shinichi	Mgmt	For	For	For
1.3	Elect Director Higo, Takashi	Mgmt	For	For	For
1.4	Elect Director Indo, Mami	Mgmt	For	For	For
1.5	Elect Director Ono, Hiromichi	Mgmt	For	For	For
1.6	Elect Director Sekiguchi, Hiroyuki	Mgmt	For	For	For
1.7	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For
1.8	Elect Director Yamamura, Masayuki	Mgmt	For	For	For
1.9	Elect Director Yoshitaka, Mari	Mgmt	For	For	For

Tokyu Corp.

Meeting Date: 06/27/2024Country: JapanTicker: 9005

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J88720149

Shares Voted: 3,124

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 Nomoto, Hirofumi	Mgmt	For	For	For
2.2	Elect Director Horie, Masahiro	Mgmt	For	For	For
2.3	Elect Director Fujiwara, Hirohisa	Mgmt	For	For	For
2.4	Elect Director Takahashi, Toshiyuki	Mgmt	For	For	For
2.5	Elect Director Kanazashi, Kiyoshi	Mgmt	For	For	For
2.6	Elect Director Fukuta, Seiichi	Mgmt	For	For	For
2.7	Elect Director Shimada, Kunio	Mgmt	For	For	For
2.8	Elect Director Kanise, Reiko	Mgmt	For	For	For
2.9	Elect Director Miyazaki, Midori	Mgmt	For	For	For
2.10	Elect Director Shimizu, Hiroshi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Nakamoto, Satoru	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Akimoto, Naohisa	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Watanabe, Hajime	Mgmt	For	Against	Against

Tokyu Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Appoint Statutory Auditor Inagaki, Seiji	Mgmt	For	Against	Against
4	Appoint Alternate Statutory Auditor Matsumoto, Taku	Mgmt	For	For	For

TOPPAN Holdings, Inc.

Meeting Date: 06/27/2024Country: JapanTicker: 7911

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: 890747108

Shares Voted: 1,676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kaneko, Shingo	Mgmt	For	Against	Against
1.2	Elect Director Maro, Hideharu	Mgmt	For	Against	Against
1.3	Elect Director Sakai, Kazunori	Mgmt	For	For	For
1.4	Elect Director Saito, Masanori	Mgmt	For	For	For
1.5	Elect Director Kurobe, Takashi	Mgmt	For	For	For
1.6	Elect Director Soeda, Hideki	Mgmt	For	For	For
1.7	Elect Director Toyama, Ryoko	Mgmt	For	For	For
1.8	Elect Director Nakabayashi, Mieko	Mgmt	For	For	For
1.9	Elect Director Takeuchi, Asuka	Mgmt	For	For	For
2	Appoint Statutory Auditor Miyagawa, Yuka	Mgmt	For	For	For

Zensho Holdings Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 7550

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J9885X108

Shares Voted: 496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ogawa, Kentaro	Mgmt	For	For	For
1.2	Elect Director Ogawa, Yohei	Mgmt	For	For	For
1.3	Elect Director Nonoshita, Shinya	Mgmt	For	For	For
1.4	Elect Director Hirano, Makoto	Mgmt	For	For	For
1.5	Elect Director Ogawa, Kazumasa	Mgmt	For	For	For
1.6	Elect Director Ito, Chiaki	Mgmt	For	For	For

Zensho Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Ando, Takaharu	Mgmt	For	For	For
1.8	Elect Director Yamana, Shoei	Mgmt	For	For	For
1.9	Elect Director Nagatsuma, Reiko	Mgmt	For	For	For

Advantest Corp.

Meeting Date: 06/28/2024Country: JapanTicker: 6857

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J00210104

Shares Voted: 3,692

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

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 06/28/2024Country: PolandTicker: PKO

Record Date: 06/12/2024Meeting Type: Annual

Primary Security ID: X6919X108

Shares Voted: 4,462

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



Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Receive Financial Statements and Management Board Proposal on Allocation of Income	Mgmt			
6	Receive Management Board Report on Group's Operations and Consolidated Financial Statements, and Statutory Reports	Mgmt			
7	Receive Supervisory Board Report	Mgmt			
8	Receive Supervisory Board Report on Remuneration Policy and Compliance with Corporate Governance Principles	Mgmt			
9.a	Approve Financial Statements	Mgmt	For	For	For
9.b	Approve Management Board Report on Company's and Group's Operations; and Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Mgmt	For	For	For
9.c	Approve Consolidated Financial Statements	Mgmt	For	For	For
9.d	Approve Supervisory Board Report	Mgmt	For	For	For
9.e	Resolve Not to Allocate Income from Previous Years	Mgmt	For	For	For
9.f	Approve Allocation of Income and Dividends of PLN 2.59 per Share	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Against	Against
11.1	Approve Discharge of Dariusz Szwed (Deputy CEO and CEO)	Mgmt	For	For	For
11.2	Approve Discharge of Maciej Brzozowski (Deputy CEO)	Mgmt	For	For	For
11.3	Approve Discharge of Marcin Eckert (Deputy CEO)	Mgmt	For	For	For
11.4	Approve Discharge of Pawel Gruza (Deputy CEO)	Mgmt	For	For	For
11.5	Approve Discharge of Wojciech Iwanicki (Deputy CEO)	Mgmt	For	For	For
11.6	Approve Discharge of Andrzej Kopyrski (Deputy CEO)	Mgmt	For	For	For
11.7	Approve Discharge of Artur Kurcweil (Deputy CEO)	Mgmt	For	For	For
11.8	Approve Discharge of Piotr Mazur (Deputy CEO)	Mgmt	For	For	For
11.9	Approve Discharge of Maks Kraczkowski (Deputy CEO)	Mgmt	For	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.10	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	Mgmt	For	For	For
12.1	Approve Discharge of Robert Pietryszyn (Supervisory Board Chairman)	Mgmt	For	For	For
12.2	Approve Discharge of Wojciech Jasinski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
12.3	Approve Discharge of Dominik Kaczmarek (Supervisory Board Secretary)	Mgmt	For	For	For
12.4	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	Mgmt	For	For	For
12.5	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	Mgmt	For	For	For
12.6	Approve Discharge of Rafal Kos (Supervisory Board Member)	Mgmt	For	For	For
12.7	Approve Discharge of Tomasz Kuczur (Supervisory Board Member)	Mgmt	For	For	For
12.8	Approve Discharge of Maciej Lopinski (Supervisory Board Member)	Mgmt	For	For	For
12.9	Approve Discharge of Bogdan Szafranski (Supervisory Board Member)	Mgmt	For	For	For
12.10	Approve Discharge of Agnieszka Winnik-Kalemba (Supervisory Board Member)	Mgmt	For	For	For
12.11	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	Mgmt	For	For	For
13	Approve Assessment of Suitability of Regulations on Supervisory Board	Mgmt	For	For	For
14	Amend Statute	Mgmt	For	For	For
15	Amend Jun. 25, 2015, AGM Re: Shareholders' Consent with Corporate Governance Principles for Supervised Institutions adopted by Polish Financial Supervision Authority	Mgmt	For	For	For
16	Approve Policy on Assessment of Suitability of Supervisory Board Members	Mgmt	For	For	For
17	Approve Terms of Assessment of Supervisory Board Suitability	Mgmt	For	For	For
18	Amend Remuneration Policy	Mgmt	For	Against	Against
19	Elect Supervisory Board Member	Mgmt	For	Against	Against
20	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	Against	Against
21	Close Meeting	Mgmt			