

VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Lawson, Inc.

Meeting Date: 07/03/2024Country: JapanTicker: 2651

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

Primary Security ID: 520728205

Shares Voted: 6,474

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

J Sainsbury Plc

Meeting Date: 07/04/2024Country: United KingdomTicker: SBRY

Record Date: 07/02/2024Meeting Type: Annual

Primary Security ID: G77732173

Shares Voted: 185,446

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 Blathnaid Bergin as Director	Mgmt	For	For	For
5	Re-elect Jo Bertram as Director	Mgmt	For	For	For
6	Re-elect Brian Cassin as Director	Mgmt	For	For	For
7	Re-elect Jo Harlow as Director	Mgmt	For	For	For
8	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
9	Re-elect Tanuj Kapilashrami as Director	Mgmt	For	For	For
10	Re-elect Simon Roberts as Director	Mgmt	For	For	For
11	Re-elect Martin Scicluna as Director	Mgmt	For	For	For

J Sainsbury Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Keith Weed as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the 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 UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Long Term Incentive Plan	Mgmt	For	For	For
21	Approve Reduction of Capital Redemption Reserve	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Sampo Oyj

Meeting Date: 07/09/2024	Country: Finland	Ticker: SAMPO
Record Date: 06/27/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: X75653232		

Shares Voted: 4,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Issuance of 57.5 Million Shares in Connection with Acquisition of Topdanmark A/S	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Koninklijke Ahold Delhaize NV

Meeting Date: 07/10/2024	Country: Netherlands	Ticker: AD
Record Date: 06/12/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N0074E105		

Shares Voted: 36,844

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

National Grid Plc

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

Shares Voted: 59,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Elect Jacqui Ferguson as Director	Mgmt	For	For	For
7	Re-elect Ian Livingston as Director	Mgmt	For	For	For

National Grid Plc

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

BT Group Plc

Meeting Date: 07/11/2024

Country: United Kingdom

Ticker: BT.A

Record Date: 07/09/2024

Meeting Type: Annual

Primary Security ID: G16612106

Shares Voted: 289,738

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

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Adam Crozier as Director	Mgmt	For	For	For
5	Re-elect Allison Kirkby as Director	Mgmt	For	For	For
6	Re-elect Simon Lowth as Director	Mgmt	For	For	For
7	Re-elect Ruth Cairnie as Director	Mgmt	For	For	For
8	Re-elect Maggie Chan Jones as Director	Mgmt	For	For	For
9	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
10	Re-elect Matthew Key as Director	Mgmt	For	For	For
11	Re-elect Sara Weller as Director	Mgmt	For	For	For
12	Elect Raphael Kubler as Director	Mgmt	For	For	For
13	Elect Tushar Morzaria as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk 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 Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Severn Trent Plc

Meeting Date: 07/11/2024

Record Date: 07/09/2024

Primary Security ID: G8056D159

Country: United Kingdom

Meeting Type: Annual

Ticker: SVT

Shares Voted: 21,263

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 Sharesave Scheme	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Kevin Beeston as Director	Mgmt	For	For	For
7	Re-elect Tom Delay as Director	Mgmt	For	For	For
8	Re-elect Olivia Garfield as Director	Mgmt	For	For	For
9	Re-elect Christine Hodgson as Director	Mgmt	For	For	For
10	Re-elect Sarah Legg as Director	Mgmt	For	For	For
11	Re-elect Helen Miles as Director	Mgmt	For	For	For
12	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
13	Elect Richard Taylor as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk 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 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

Constellation Brands, Inc.

Meeting Date: 07/17/2024

Record Date: 05/20/2024

Primary Security ID: 21036P108

Country: USA

Meeting Type: Annual

Ticker: STZ

Shares Voted: 7,890

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Baldwin	Mgmt	For	For	For
1b	Elect Director Christy Clark	Mgmt	For	For	For
1c	Elect Director Jennifer M. Daniels	Mgmt	For	For	For
1d	Elect Director Nicholas I. Fink	Mgmt	For	For	For
1e	Elect Director William Giles	Mgmt	For	For	For
1f	Elect Director Ernesto M. Hernandez	Mgmt	For	For	For
1g	Elect Director Jose Manuel Madero Garza	Mgmt	For	For	For
1h	Elect Director Daniel J. McCarthy	Mgmt	For	For	For
1i	Elect Director William A. Newlands	Mgmt	For	For	For
1j	Elect Director Richard Sands	Mgmt	For	For	For
1k	Elect Director Robert Sands	Mgmt	For	For	For
1l	Elect Director Judy A. Schmeling	Mgmt	For	For	For
1m	Elect Director Luca Zaramella	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Supply Chain Water Risk Exposure	SH	Against	For	For
5	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goals	SH	Against	For	For
6	Report on Support for a Circular Economy for Packaging	SH	Against	For	For

SSE Plc

Meeting Date: 07/18/2024

Record Date: 07/16/2024

Primary Security ID: G8842P102

Country: United Kingdom

Meeting Type: Annual

Ticker: SSE

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

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

United Utilities Group Plc

Meeting Date: 07/19/2024	Country: United Kingdom	Ticker: UU
Record Date: 07/17/2024	Meeting Type: Annual	
Primary Security ID: G92755100		

Shares Voted: 52,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Sir David Higgins as Director	Mgmt	For	Against	Against
5	Re-elect Louise Beardmore as Director	Mgmt	For	For	For
6	Re-elect Phil Aspin as Director	Mgmt	For	For	For
7	Re-elect Alison Goligher as Director	Mgmt	For	For	For
8	Re-elect Liam Butterworth as Director	Mgmt	For	For	For
9	Re-elect Kath Cates as Director	Mgmt	For	For	For
10	Elect Clare Hayward as Director	Mgmt	For	For	For
11	Re-elect Michael Lewis as Director	Mgmt	For	For	For
12	Re-elect Doug Webb as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise the 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

United Utilities Group Plc

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

Halma Plc

Meeting Date: 07/25/2024

Country: United Kingdom

Ticker: HLMA

Record Date: 07/23/2024

Meeting Type: Annual

Primary Security ID: G42504103

Shares Voted: 15,749

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Elect Liam Condon as Director	Mgmt	For	For	For
6	Elect Giles Kerr as Director	Mgmt	For	For	For
7	Re-elect Dame Louise Makin as Director	Mgmt	For	For	For
8	Re-elect Marc Ronchetti as Director	Mgmt	For	For	For
9	Re-elect Steve Gunning as Director	Mgmt	For	For	For
10	Re-elect Jennifer Ward as Director	Mgmt	For	For	For
11	Re-elect Carole Cran as Director	Mgmt	For	For	For
12	Re-elect Jo Harlow as Director	Mgmt	For	For	For
13	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
14	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For

Halma Plc

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

Linde Plc

Meeting Date: 07/30/2024

Country: Ireland

Ticker: LIN

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 3,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	Against	Against
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Paula Rosput Reynolds	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Singapore Telecommunications Limited

Meeting Date: 07/30/2024

Country: Singapore

Ticker: Z74

Record Date:

Meeting Type: Annual

Primary Security ID: Y79985209

Shares Voted: 134,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Gautam Banerjee as Director	Mgmt	For	For	For
4	Elect Lim Swee Say as Director	Mgmt	For	For	For
5	Elect Rajeev Suri as Director	Mgmt	For	For	For
6	Elect Wee Siew Kim as Director	Mgmt	For	For	For
7	Elect Yuen Kuan Moon as Director	Mgmt	For	For	For
8	Approve Directors' Fees	Mgmt	For	For	For
9	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For

Vodafone Group Plc

Meeting Date: 07/30/2024

Country: United Kingdom

Ticker: VOD

Record Date: 07/26/2024

Meeting Type: Annual

Primary Security ID: G93882192

Shares Voted: 674,084

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

Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Luka Mucic as Director	Mgmt	For	For	For
5	Re-elect Stephen Carter as Director	Mgmt	For	For	For
6	Re-elect Michel Demare as Director	Mgmt	For	For	For
7	Elect Hatem Dowidar as Director	Mgmt	For	For	For
8	Re-elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For
9	Re-elect Deborah Kerr as Director	Mgmt	For	For	For
10	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
11	Re-elect David Nish as Director	Mgmt	For	For	For
12	Re-elect Christine Ramon as Director	Mgmt	For	For	For
13	Re-elect Simon Segars as Director	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

McKesson Corporation

Meeting Date: 07/31/2024	Country: USA	Ticker: MCK
Record Date: 06/05/2024	Meeting Type: Annual	
Primary Security ID: 58155Q103		

Shares Voted: 6,068

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	For	For	For
1b	Elect Director Dominic J. Caruso	Mgmt	For	For	For
1c	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1d	Elect Director Deborah Dunsire	Mgmt	For	For	For
1e	Elect Director James H. Hinton	Mgmt	For	For	For
1f	Elect Director Donald R. Knauss	Mgmt	For	For	For
1g	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1h	Elect Director Maria N. Martinez	Mgmt	For	For	For
1i	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	For	For

Electronic Arts Inc.

Meeting Date: 08/01/2024

Record Date: 06/06/2024

Primary Security ID: 285512109

Country: USA

Meeting Type: Annual

Ticker: EA

Shares Voted: 15,748

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For

Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For
1h	Elect Director Andrew Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

STERIS plc

Meeting Date: 08/01/2024Country: IrelandTicker: STE

Record Date: 06/03/2024Meeting Type: Annual

Primary Security ID: G8473T100

Shares Voted: 6,944

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Esther M. Alegria	Mgmt	For	For	For
1b	Elect Director Richard C. Breeden	Mgmt	For	For	For
1c	Elect Director Daniel A. Carestio	Mgmt	For	For	For
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
1e	Elect Director Christopher S. Holland	Mgmt	For	For	For
1f	Elect Director Jacqueline B. Kosecoff	Mgmt	For	For	For
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
1h	Elect Director Nirav R. Shah	Mgmt	For	For	For
1i	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
1j	Elect Director Richard M. Steeves	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

STERIS plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
7	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	For	For	For

COSMOS Pharmaceutical Corp.

Meeting Date: 08/20/2024

Record Date: 05/31/2024

Primary Security ID: J08959108

Country: Japan

Meeting Type: Annual

Ticker: 3349

Shares Voted: 2,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yokoyama, Hideaki	Mgmt	For	For	For
1.2	Elect Director Shibata, Futoshi	Mgmt	For	For	For
1.3	Elect Director Uno, Yukitaka	Mgmt	For	For	For
2	Appoint Grant Thornton Taiyo LLC as New External Audit Firm	Mgmt	For	Against	Against

Oracle Corp Japan

Meeting Date: 08/23/2024

Record Date: 05/31/2024

Primary Security ID: J6165M109

Country: Japan

Meeting Type: Annual

Ticker: 4716

Shares Voted: 3,803

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

Oracle Corp Japan

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

Alimentation Couche-Tard Inc.

Meeting Date: 09/05/2024

Country: Canada

Ticker: ATD

Record Date: 07/10/2024

Meeting Type: Annual

Primary Security ID: 01626P148

Shares Voted: 7,605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
2.1	Elect Director Alain Bouchard	Mgmt	For	For	For
2.2	Elect Director Louis Vachon	Mgmt	For	For	For
2.3	Elect Director Jean Bernier	Mgmt	For	For	For
2.4	Elect Director Karinne Bouchard	Mgmt	For	For	For
2.5	Elect Director Eric Boyko	Mgmt	For	For	For
2.6	Elect Director Marie-Eve D'mours	Mgmt	For	For	For
2.7	Elect Director Janice L. Fields	Mgmt	For	For	For
2.8	Elect Director Eric Fortin	Mgmt	For	For	For
2.9	Elect Director Richard Fortin	Mgmt	For	For	For
2.10	Elect Director Stephen J. Harper	Mgmt	For	For	For
2.11	Elect Director Melanie Kau	Mgmt	For	Withhold	Withhold
2.12	Elect Director Marie-Josée Lamothe	Mgmt	For	For	For
2.13	Elect Director Monique F. Leroux	Mgmt	For	For	For
2.14	Elect Director Alex Miller	Mgmt	For	For	For
2.15	Elect Director Real Plourde	Mgmt	For	For	For
2.16	Elect Director Louis Tetu	Mgmt	For	For	For

Alimentation Couche-Tard Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Approve Incentive Compensation for All Employees Based on ESG Objectives	SH	Against	Against	Against
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
6	SP 3: Disclose Language Fluency of Executives	SH	Against	Against	Against
7	SP 4: Advisory Vote on Environmental Policies	SH	Against	For	For
8	SP 5: Disclose Decarbonization Action Plan	SH	Against	For	For

Elekta AB

Meeting Date: 09/05/2024

Record Date: 08/28/2024

Primary Security ID: W2479G107

Country: Sweden

Meeting Type: Annual

Ticker: EKTA.B

Shares Voted: 33,659

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	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 2.40 Per Share	Mgmt	For	For	For
10.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For	For	For
10.3	Approve Discharge of Board Member Tomas Eliasson	Mgmt	For	For	For
10.4	Approve Discharge of Board Member Volker Wetekam	Mgmt	For	For	For
10.5	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For	For	For
10.6	Approve Discharge of Board Member Jan Secher	Mgmt	For	For	For
10.7	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For	For	For
10.8	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For	For	For
10.9	Approve Discharge of Board Member Kelly Londy	Mgmt	For	For	For
10.10	Approve Discharge of President and CEO Gustaf Salford	Mgmt	For	For	For
11.1	Determine Number of Members (9) of Board	Mgmt	For	For	For
11.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 8.4 Million	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Laurent Leksell as Director	Mgmt	For	Against	Against
13.2	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
13.3	Reelect Caroline Leksell as Director	Mgmt	For	Against	Against
13.4	Reelect Wolfgang Reim as Director	Mgmt	For	Against	Against
13.5	Reelect Jan Secher as Director	Mgmt	For	Against	Against
13.6	Reelect Volker Wetekam as Director	Mgmt	For	For	For
13.7	Reelect Cecilia Wikstrom as Director	Mgmt	For	For	For
13.8	Elect Ann Costello as New Director	Mgmt	For	For	For
13.9	Elect Jan Kimpen as New Director	Mgmt	For	For	For
13.10	Reelect Laurent Leksell as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditors	Mgmt	For	For	For

Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Nomination Committee Procedures	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	For	For
18.a	Approve Performance Share Plan 2024	Mgmt	For	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For	For
19	Approve Equity Plan Financing of 2022, 2023 and 2024 Performance Share Plans	Mgmt	For	For	For
20.a	Authorize Share Repurchase Program	Mgmt	For	For	For
20.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
21	Authorize Contribution in Order to Establish Philanthropic Foundation	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Take-Two Interactive Software, Inc.

Meeting Date: 09/18/2024

Record Date: 07/23/2024

Primary Security ID: 874054109

Country: USA

Meeting Type: Annual

Ticker: TTWO

Shares Voted: 8,945

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Strauss Zelnick	Mgmt	For	For	For
1b	Elect Director Michael Dornemann	Mgmt	For	For	For
1c	Elect Director J Moses	Mgmt	For	For	For
1d	Elect Director Michael Sheresky	Mgmt	For	For	For
1e	Elect Director LaVerne Srinivasan	Mgmt	For	For	For
1f	Elect Director Susan Tolson	Mgmt	For	For	For
1g	Elect Director Paul Viera	Mgmt	For	For	For
1h	Elect Director Roland Hernandez	Mgmt	For	For	For
1i	Elect Director William "Bing" Gordon	Mgmt	For	For	For
1j	Elect Director Ellen Siminoff	Mgmt	For	For	For

Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Auto Trader Group Plc

Meeting Date: 09/19/2024

Country: United Kingdom

Ticker: AUTO

Record Date: 09/17/2024

Meeting Type: Annual

Primary Security ID: G06708104

Shares Voted: 46,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Matt Davies as Director	Mgmt	For	For	For
6	Re-elect Nathan Coe as Director	Mgmt	For	For	For
7	Re-elect Jeni Mundy as Director	Mgmt	For	For	For
8	Re-elect Catherine Faiers as Director	Mgmt	For	For	For
9	Re-elect Jamie Warner as Director	Mgmt	For	For	For
10	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	For	For
11	Re-elect Jasvinder Gakhal as Director	Mgmt	For	For	For
12	Elect Geeta Gopalan as Director	Mgmt	For	For	For
13	Elect Amanda James 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 Issue of Equity	Mgmt	For	For	For
17	Approve Long Term Incentive Plan	Mgmt	For	For	For
18	Approve Deferred Bonus Plan	Mgmt	For	For	For

Auto Trader Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Savings Related Share Option Plan	Mgmt	For	For	For
20	Amend Share 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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

General Mills, Inc.

Meeting Date: 09/24/2024	Country: USA	Ticker: GIS
Record Date: 07/26/2024	Meeting Type: Annual	
Primary Security ID: 370334104		

Shares Voted: 120,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Benno O. Dorer	Mgmt	For	For	For
1b	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1c	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
1d	Elect Director Maria G. Henry	Mgmt	For	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1f	Elect Director Elizabeth C. Lempres	Mgmt	For	For	For
1g	Elect Director John G. Morikis	Mgmt	For	For	For
1h	Elect Director Diane L. Neal	Mgmt	For	For	For
1i	Elect Director Steve Odland	Mgmt	For	For	For
1j	Elect Director Maria A. Sastre	Mgmt	For	For	For
1k	Elect Director Eric D. Sprunk	Mgmt	For	For	For
1l	Elect Director Jorge A. Uribe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Disclose Regenerative Agriculture Practices Within Supply Chain	SH	Against	For	For
5	Report on Efforts to Reduce Plastic Use	SH	Against	For	For

AGL Energy Limited

Meeting Date: 09/25/2024Country: AustraliaTicker: AGL

Record Date: 09/23/2024Meeting Type: Annual

Primary Security ID: Q01630195

Shares Voted: 65,066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Graham Cockroft as Director	Mgmt	For	Against	Against
3b	Elect Christine Holman as Director	Mgmt	For	Against	Against
3c	Elect Vanessa (Fernandes) Sullivan as Director	Mgmt	For	For	For
4	Approve Grant of Performance Rights under the AGL Long Term Incentive Plan to Damien Nicks	Mgmt	For	For	For

Diageo Plc

Meeting Date: 09/26/2024Country: United KingdomTicker: DGE

Record Date: 09/24/2024Meeting Type: Annual

Primary Security ID: G42089113

Shares Voted: 17,260

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 Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Julie Brown as Director	Mgmt	For	For	For
5	Elect Nik Jhangiani as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For

Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Karen Blackett as Director	Mgmt	For	For	For
8	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
9	Re-elect Debra Crew as Director	Mgmt	For	For	For
10	Re-elect Javier Ferran as Director	Mgmt	For	For	For
11	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
12	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
13	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Royal KPN NV

Meeting Date: 10/01/2024	Country: Netherlands	Ticker: KPN
Record Date: 09/03/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N4297B146		

Shares Voted: 372,601

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Opportunity to Make Recommendations	Mgmt			
3	Elect Rob Shuter to Supervisory Board	Mgmt	For	For	For

Royal KPN NV

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

The Procter & Gamble Company

Meeting Date: 10/08/2024	Country: USA	Ticker: PG
Record Date: 08/09/2024	Meeting Type: Annual	
Primary Security ID: 742718109		

Shares Voted: 15,794

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

Aurizon Holdings Limited

Meeting Date: 10/10/2024

Record Date: 10/08/2024

Primary Security ID: Q0695Q104

Country: Australia

Meeting Type: Annual

Ticker: AZJ

Shares Voted: 181,664

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Tim Poole as Director	Mgmt	For	Against	Against
3b	Elect Marcelo Bastos as Director	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Andrew Harding	Mgmt	For	For	For

Singapore Exchange Limited

Meeting Date: 10/10/2024

Record Date:

Primary Security ID: Y79946102

Country: Singapore

Meeting Type: Annual

Ticker: S68

Shares Voted: 50,065

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 Beh Swan Gin as Director	Mgmt	For	For	For
3b	Elect Koh Boon Hwee as Director	Mgmt	For	For	For
3c	Elect Tsien Samuel Nag as Director	Mgmt	For	For	For
4	Approve Directors' Fees to be Paid to the Chairman	Mgmt	For	For	For
5	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	Mgmt	For	For	For
6	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Elect Stuart Wilson Lewis as Director	Mgmt	For	For	For
8	Elect Maimoonah Binte Mohamed Hussain 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

Auckland International Airport Limited

Meeting Date: 10/17/2024	Country: New Zealand	Ticker: AIA
Record Date: 10/15/2024	Meeting Type: Annual	
Primary Security ID: Q06213146		

Shares Voted: 16,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Grant Devonport as Director	Mgmt	For	For	For
2	Elect Mark Binns as Director	Mgmt	For	For	For
3	Elect Dean Hamilton as Director	Mgmt	For	For	For
4	Elect Tania Simpson as Director	Mgmt	For	For	For
5	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

Medtronic Plc

Meeting Date: 10/17/2024	Country: Ireland	Ticker: MDT
Record Date: 08/23/2024	Meeting Type: Annual	
Primary Security ID: G5960L103		

Shares Voted: 23,924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1d	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For

Medtronic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Gregory P. Lewis	Mgmt	For	For	For
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
1j	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

Treasury Wine Estates Limited

Meeting Date: 10/17/2024

Record Date: 10/15/2024

Primary Security ID: Q9194S107

Country: Australia

Meeting Type: Annual

Ticker: TWE

Shares Voted: 51,856					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Leslie Frank as Director	Mgmt	For	For	For
2b	Elect Garry Hounsell as Director	Mgmt	For	For	For
2c	Elect Colleen Jay as Director	Mgmt	For	For	For
2d	Elect Antonia Korsanos as Director	Mgmt	For	For	For
2e	Elect John Mullen as Director	Mgmt	For	Against	Against
2f	Elect Lauri Shanahan as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Tim Ford	Mgmt	For	For	For
5	Approve Conditional Board Spill Meeting Resolution	Mgmt	Against	Against	Against

Suncorp Group Limited

Meeting Date: 10/22/2024

Record Date: 10/20/2024

Primary Security ID: Q88040110

Country: Australia

Meeting Type: Annual

Ticker: SUN

Shares Voted: 37,374

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

EBOS Group Limited

Meeting Date: 10/23/2024

Record Date: 10/21/2024

Primary Security ID: Q33853112

Country: New Zealand

Meeting Type: Annual

Ticker: EBO

Shares Voted: 4,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Matthew Muscio as Director	Mgmt	For	For	For
2	Elect Tracey Batten as Director	Mgmt	For	For	For
3	Elect Elizabeth Coutts as Director	Mgmt	For	For	For

EBOS Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	For	Against	Against
5	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

Sino Land Company Limited

Meeting Date: 10/23/2024

Country: Hong Kong

Ticker: 83

Record Date: 10/17/2024

Meeting Type: Annual

Primary Security ID: Y80267126

Shares Voted: 219,602

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 Allan Zeman as Director	Mgmt	For	Against	Against
3.2	Elect Steven Ong Kay Eng as Director	Mgmt	For	For	For
3.3	Elect Wong Cho Bau as Director	Mgmt	For	For	For
3.4	Elect Daryl Ng Win Kong as Director	Mgmt	For	For	For
3.5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve KPMG 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

Brambles Limited

Meeting Date: 10/24/2024

Country: Australia

Ticker: BXB

Record Date: 10/22/2024

Meeting Type: Annual

Primary Security ID: Q6634U106

Brambles Limited

Shares Voted: 56,268

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Elizabeth Fagan as Director	Mgmt	For	For	For
4	Approve Amendments to and Issue of Shares under the Brambles Limited Performance Share Plan	Mgmt	For	For	For
5	Approve Participation of Graham Chipchase in the Performance Share Plan or the Amended Performance Share Plan	Mgmt	For	For	For
6	Approve Issue of Shares under the Brambles Limited MyShare Plan	Mgmt	For	For	For

Chorus Limited

Meeting Date: 10/24/2024Country: New ZealandTicker: CNU
Record Date: 10/22/2024Meeting Type: Annual
Primary Security ID: Q2R814102

Shares Voted: 20,761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Miriam Dean as Director	Mgmt	For	For	For
2	Elect Neal Barclay as Director	Mgmt	For	For	For
3	Approve the Increase in Maximum Aggregate Remuneration of Directors	Mgmt	For	For	For
4	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

Insurance Australia Group Limited

Meeting Date: 10/24/2024Country: AustraliaTicker: IAG
Record Date: 10/22/2024Meeting Type: Annual
Primary Security ID: Q49361100

Shares Voted: 109,306

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect David Armstrong as Director	Mgmt	For	For	For

Insurance Australia Group Limited

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

Cleanaway Waste Management Limited

Meeting Date: 10/25/2024

Country: Australia

Ticker: CWY

Record Date: 10/23/2024

Meeting Type: Annual

Primary Security ID: Q2506H109

Shares Voted: 207,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Ingrid Player as Director	Mgmt	For	For	For
3b	Elect Robert Cole as Director	Mgmt	For	For	For
4a	Approve Grant of Performance Rights to Mark Schubert under the LTIP	Mgmt	For	For	For
4b	Approve Deferred Equity Rights to Mark Schubert under the DEP	Mgmt	For	For	For
5	Approve Renewal of Proportional Takeover Provisions in Constitution	Mgmt	For	For	For

Cochlear Limited

Meeting Date: 10/25/2024

Country: Australia

Ticker: COH

Record Date: 10/23/2024

Meeting Type: Annual

Primary Security ID: Q25953102

Shares Voted: 1,872

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

Cochlear Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Alison Deans as Director	Mgmt	For	For	For
3.2	Elect Glen Boreham as Director	Mgmt	For	For	For
3.3	Elect Christine McLoughlin as Director	Mgmt	For	For	For
3.4	Elect Caroline Clarke as Director	Mgmt	For	For	For
4.1	Approve Grant of Long-Term Incentives to Dig Howitt	Mgmt	For	For	For

ASX Limited

Meeting Date: 10/28/2024

Record Date: 10/26/2024

Primary Security ID: Q0604U105

Country: Australia

Meeting Type: Annual

Ticker: ASX

Shares Voted: 11,713

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 Wayne Byres as Director	Mgmt	For	For	For
5b	Elect David Clarke as Director	Mgmt	For	For	For
6a	Elect Philip Galvin as Director	SH	Against	Against	Against
6b	Elect Robert Caisley as Director	SH	Against	Against	Against

Wolters Kluwer NV

Meeting Date: 10/28/2024

Record Date: 09/30/2024

Primary Security ID: N9643A197

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: WKL

Shares Voted: 4,119

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

CSL Limited

Meeting Date: 10/29/2024

Record Date: 10/27/2024

Primary Security ID: Q3018U109

Country: Australia

Meeting Type: Annual

Ticker: CSL

Shares Voted: 2,298

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

Wesfarmers Limited

Meeting Date: 10/31/2024

Record Date: 10/29/2024

Primary Security ID: Q95870103

Country: Australia

Meeting Type: Annual

Ticker: WES

Shares Voted: 8,429

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

Wesfarmers Limited

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

Woolworths Group Limited

Meeting Date: 10/31/2024Country: AustraliaTicker: WOW

Record Date: 10/29/2024Meeting Type: Annual

Primary Security ID: Q98418108

Shares Voted: 23,083

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

Spark New Zealand Ltd.

Meeting Date: 11/01/2024Country: New ZealandTicker: SPK

Record Date: 10/30/2024Meeting Type: Annual

Primary Security ID: Q8619N107

Shares Voted: 43,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
2	Elect David Havercroft as Director	Mgmt	For	For	For
3	Elect Lisa Nelson as Director	Mgmt	For	For	For

Spark New Zealand Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Warwick Bray as Director	Mgmt	For	For	For

Cardinal Health, Inc.

Meeting Date: 11/06/2024	Country: USA	Ticker: CAH
Record Date: 09/09/2024	Meeting Type: Annual	
Primary Security ID: 14149Y108		

Shares Voted: 25,690

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert W. Azelby	Mgmt	For	For	For
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director David C. Evans	Mgmt	For	For	For
1e	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
1f	Elect Director Jason M. Hollar	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1i	Elect Director Nancy Killefer	Mgmt	For	For	For
1j	Elect Director Christine A. Mundkur	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

Sun Hung Kai Properties Limited

Meeting Date: 11/07/2024	Country: Hong Kong	Ticker: 16
Record Date: 11/01/2024	Meeting Type: Annual	
Primary Security ID: Y82594121		

Sun Hung Kai Properties Limited

Shares Voted: 25,429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1a	Elect Yip Dicky Peter as Director	Mgmt	For	For	For
3.1b	Elect Wong Yue-chim, Richard as Director	Mgmt	For	For	For
3.1c	Elect Kwan Cheuk-yin, William as Director	Mgmt	For	For	For
3.1d	Elect Kwok Kai-fai, Adam as Director	Mgmt	For	For	For
3.1e	Elect Tung Chi-ho, Eric as Director	Mgmt	For	For	For
3.1f	Elect Lau Tak-yeung, Albert as Director	Mgmt	For	For	For
3.1g	Elect Fung Sau-yim, Maureen as Director	Mgmt	For	For	For
3.2	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Pernod Ricard SA

Meeting Date: 11/08/2024Country: FranceTicker: RI

Record Date: 11/06/2024Meeting Type: Annual/Special

Primary Security ID: F72027109

Shares Voted: 10,628

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

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
4	Reelect Virginie Fauvel as Director	Mgmt	For	For	For
5	Reelect Alexandre Ricard as Director	Mgmt	For	Against	Against
6	Reelect Cesar Giron as Director	Mgmt	For	For	For
7	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Appoint KPMG as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	Against	Against
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	For	For	For
16	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coles Group Limited

Meeting Date: 11/12/2024	Country: Australia	Ticker: COL
Record Date: 11/10/2024	Meeting Type: Annual	
Primary Security ID: Q26203408		

Coles Group Limited

Shares Voted: 50,391

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

Contact Energy Ltd

Meeting Date: 11/13/2024Country: New ZealandTicker: CEN

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

Primary Security ID: Q2818G104

Shares Voted: 15,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Sandra Dodds as Director	Mgmt	For	For	For
2	Elect Jon Macdonald as Director	Mgmt	For	For	For
3	Elect David Gibson as Director	Mgmt	For	For	For
4	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

Medibank Private Limited

Meeting Date: 11/13/2024

Record Date: 11/11/2024

Primary Security ID: Q5921Q109

Country: Australia

Meeting Type: Annual

Ticker: MPL

Shares Voted: 243,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Gerard Dalbosco as Director	Mgmt	For	For	For
3	Elect Jay Weatherill as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Performance Rights to David Koczkar	Mgmt	For	For	For
6	Approve Amendment to Medibank Constitution	Mgmt	For	For	For
7	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	None	For	For

Broadridge Financial Solutions, Inc.

Meeting Date: 11/14/2024

Record Date: 09/18/2024

Primary Security ID: 11133T103

Country: USA

Meeting Type: Annual

Ticker: BR

Shares Voted: 7,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	Mgmt	For	For	For
1b	Elect Director Richard J. Daly	Mgmt	For	For	For
1c	Elect Director Robert N. Duels	Mgmt	For	For	For
1d	Elect Director Melvin L. Flowers	Mgmt	For	For	For
1e	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1f	Elect Director Brett A. Keller	Mgmt	For	For	For
1g	Elect Director Maura A. Markus	Mgmt	For	For	For
1h	Elect Director Eileen K. Murray	Mgmt	For	For	For
1i	Elect Director Annette L. Nazareth	Mgmt	For	For	For
1j	Elect Director Amit K. Zavery	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Broadridge Financial Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Computershare Limited

Meeting Date: 11/14/2024	Country: Australia	Ticker: CPU
Record Date: 11/12/2024	Meeting Type: Annual	
Primary Security ID: Q2721E105		

Shares Voted: 28,317

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

Sysco Corporation

Meeting Date: 11/15/2024	Country: USA	Ticker: SYU
Record Date: 09/16/2024	Meeting Type: Annual	
Primary Security ID: 871829107		

Shares Voted: 24,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Francesca DeBiase	Mgmt	For	For	For
1c	Elect Director Ali Dibadj	Mgmt	For	For	For
1d	Elect Director Larry C. Glasscock	Mgmt	For	For	For
1e	Elect Director Jill M. Golder	Mgmt	For	For	For
1f	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1g	Elect Director John M. Hinshaw	Mgmt	For	For	For
1h	Elect Director Kevin P. Hourican	Mgmt	For	For	For

Sysco Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Roberto Marques	Mgmt	For	For	For
1j	Elect Director Alison Kenney Paul	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Measurable Time Bound Goals to Ensure Group Sow Housing for Private Brand Pork Products	SH	Against	For	For

Mowi ASA

Meeting Date: 11/19/2024	Country: Norway	Ticker: MOWI
Record Date: 11/12/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: R4S04H101		

Shares Voted: 5,156

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

Sonic Healthcare Limited

Meeting Date: 11/19/2024	Country: Australia	Ticker: SHL
Record Date: 11/17/2024	Meeting Type: Annual	
Primary Security ID: Q8563C107		

Shares Voted: 24,903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Kate Spargo as Director	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

Sonic Healthcare Limited

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

ResMed Inc.

Meeting Date: 11/20/2024

Record Date: 09/24/2024

Primary Security ID: 761152107

Country: USA

Meeting Type: Annual

Ticker: RMD

Shares Voted: 6,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
1b	Elect Director Christopher DelOrefice	Mgmt	For	For	For
1c	Elect Director Jan De Witte	Mgmt	For	For	For
1d	Elect Director Karen Drexler	Mgmt	For	For	For
1e	Elect Director Michael "Mick" Farrell	Mgmt	For	For	For
1f	Elect Director Peter Farrell	Mgmt	For	For	For
1g	Elect Director Harjit Gill	Mgmt	For	For	For
1h	Elect Director John Hernandez	Mgmt	For	For	For
1i	Elect Director Richard "Rich" Sulpizio	Mgmt	For	For	For
1j	Elect Director Desney Tan	Mgmt	For	For	For
1k	Elect Director Ronald "Ron" Taylor	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Washington H. Soul Pattinson and Company Limited

Meeting Date: 11/22/2024

Record Date: 11/20/2024

Primary Security ID: Q85717108

Country: Australia

Meeting Type: Annual

Ticker: SOL

Washington H. Soul Pattinson and Company Limited

Shares Voted: 18,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Bruce MacDiarmid as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Todd Barlow	Mgmt	For	For	For

Ramsay Health Care Limited

Meeting Date: 11/26/2024Country: AustraliaTicker: RHC

Record Date: 11/24/2024Meeting Type: Annual

Primary Security ID: Q7982Y104

Shares Voted: 12,853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3.1	Elect David Ingle Thodey AO as Director	Mgmt	For	For	For
3.2	Elect Claudia Ricarda Rita Sussmuth Dyckerhoff as Director	Mgmt	For	For	For
3.3	Elect Helen Kurincic as Director	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Natalie Davis	Mgmt	For	For	For
5	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For

FAST RETAILING CO., LTD.

Meeting Date: 11/28/2024Country: JapanTicker: 9983

Record Date: 08/31/2024Meeting Type: Annual

Primary Security ID: J1346E100

Shares Voted: 898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Yanai, Tadashi	Mgmt	For	For	For
2.2	Elect Director Hattori, Nobumichi	Mgmt	For	For	For

FAST RETAILING CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Shintaku, Masaaki	Mgmt	For	For	For
2.4	Elect Director Ono, Naotake	Mgmt	For	For	For
2.5	Elect Director Kathy Mitsuko Koll	Mgmt	For	For	For
2.6	Elect Director Kurumado, Joji	Mgmt	For	For	For
2.7	Elect Director Kyoya, Yutaka	Mgmt	For	For	For
2.8	Elect Director Okazaki, Takeshi	Mgmt	For	For	For
2.9	Elect Director Yanai, Kazumi	Mgmt	For	For	For
2.10	Elect Director Yanai, Koji	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kaneko, Keiko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Mori, Masakatsu	Mgmt	For	For	For

Coloplast A/S

Meeting Date: 12/05/2024Country: DenmarkTicker: COLO.B

Record Date: 11/28/2024Meeting Type: Annual

Primary Security ID: K16018192

Shares Voted: 6,288

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chairman, DKK 875,000 for Deputy Chairman and DKK 500,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6	Other Proposals from Board or Shareholders (None Submitted)	Mgmt			
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	For
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Abstain	Abstain
7.3	Reelect Annette Bruls as Director	Mgmt	For	For	For

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
7.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Ferguson Enterprises Inc.

Meeting Date: 12/05/2024Country: USATicker: FERG

Record Date: 10/09/2024Meeting Type: Annual

Primary Security ID: 31488V107

Shares Voted: 8,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rekha Agrawal	Mgmt	For	For	For
1b	Elect Director Kelly Baker	Mgmt	For	For	For
1c	Elect Director Rick Beckwitt	Mgmt	For	For	For
1d	Elect Director Bill Brundage	Mgmt	For	For	For
1e	Elect Director Geoff Drabble	Mgmt	For	For	For
1f	Elect Director Catherine Halligan	Mgmt	For	For	For
1g	Elect Director Brian May	Mgmt	For	For	For
1h	Elect Director James S. Metcalf	Mgmt	For	For	For
1i	Elect Director Kevin Murphy	Mgmt	For	For	For
1j	Elect Director Alan Murray	Mgmt	For	For	For
1k	Elect Director Suzanne Wood	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Cisco Systems, Inc.

Meeting Date: 12/09/2024

Record Date: 10/10/2024

Primary Security ID: 17275R102

Country: USA

Meeting Type: Annual

Ticker: CSCO

Shares Voted: 34,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For
1b	Elect Director Michael D. Capellas	Mgmt	For	For	For
1c	Elect Director Mark Garrett	Mgmt	For	For	For
1d	Elect Director John D. Harris, II	Mgmt	For	For	For
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1i	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Meeting Date: 12/11/2024

Record Date: 12/03/2024

Primary Security ID: W95637117

Country: Sweden

Meeting Type: Extraordinary Shareholders

Ticker: SOBI

Shares Voted: 12,700

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

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
8.a	Elect David Meek as New Director	Mgmt	For	For	For
8.b	Elect David Meek as Board Chair	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Orica Limited

Meeting Date: 12/17/2024	Country: Australia	Ticker: ORI
Record Date: 12/15/2024	Meeting Type: Annual	
Primary Security ID: Q7160T109		

Shares Voted: 34,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Denise Gibson as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Sanjeev Gandhi under the Long-Term Incentive Plan	Mgmt	For	For	For
5	Approve Potential Leaving Entitlements for Directors of Orica Subsidiary Entities (Excluding KMP and Executive Committee Members)	Mgmt	For	For	For

Sodexo SA

Meeting Date: 12/17/2024	Country: France	Ticker: SW
Record Date: 12/13/2024	Meeting Type: Annual/Special	
Primary Security ID: F84941123		

Shares Voted: 9,308

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

Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 8.89 per Share	Mgmt	For	For	For
4	Approve Transaction with Bellon SA Re: Transfer by the Company of all Shares of Sofinsod	Mgmt	For	For	For
5	Reelect Francois-Xavier Bellon as Director	Mgmt	For	Against	Against
6	Reelect Jean-Baptiste Chasseloup de Chatillon as Director	Mgmt	For	For	For
7	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Appoint KPMG SA as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Approve Compensation of Sophie Bellon, Chairman and CEO	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 Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Amend Article 11 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
16	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

AutoZone, Inc.

Meeting Date: 12/18/2024	Country: USA	Ticker: AZO
Record Date: 10/21/2024	Meeting Type: Annual	
Primary Security ID: 053332102		

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Philip B. Daniele, III	Mgmt	For	For	For
1.2	Elect Director Michael A. George	Mgmt	For	For	For
1.3	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.4	Elect Director Earl G. Graves, Jr.	Mgmt	For	For	For
1.5	Elect Director Brian P. Hannasch	Mgmt	For	For	For
1.6	Elect Director Gale V. King	Mgmt	For	For	For
1.7	Elect Director George R. Mrkonic, Jr.	Mgmt	For	For	For
1.8	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1.9	Elect Director Jill A. Soltau	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 25%	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Incitec Pivot Limited

Meeting Date: 12/19/2024

Record Date: 12/17/2024

Primary Security ID: Q4887E101

Country: Australia

Meeting Type: Annual

Ticker: IPL

Shares Voted: 197,638

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Fiona Hick as Director	Mgmt	For	For	For
3	Elect Bruce Brook as Director	Mgmt	For	Against	Against
4	Elect Toniaanne Dwyer as Director	Mgmt	For	Against	Against
5	Approve Remuneration Report	Mgmt	For	For	For

Incitec Pivot Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Grant of Performance Rights and Share Options to Mauro Neves Under LTI 2023/26 Plan	Mgmt	For	For	For
7	Approve Grant of Performance Rights to Mauro Neves Under LTI 2024/27 Plan	Mgmt	For	For	For
8	Approve to Exceed 10/12 Buyback Limit	Mgmt	For	For	For
9	Approve the Change of Company Name to Dyno Nobel Limited	Mgmt	For	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025

Record Date: 11/27/2024

Primary Security ID: 009158106

Country: USA

Meeting Type: Proxy Contest

Ticker: APD

Shares Voted: 6,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Do Not Vote	Do Not Vote
1b	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	For	Do Not Vote	Do Not Vote
1c	Elect Management Nominee Director Lisa A. Davis	Mgmt	For	Do Not Vote	Do Not Vote
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	For	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director Edward L. Monser	Mgmt	For	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Do Not Vote	Do Not Vote
1i	Elect Management Nominee Director Alfred Stern	Mgmt	For	Do Not Vote	Do Not Vote

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Dissident Nominee Director Andrew Evans	SH	Withhold	Do Not Vote	Do Not Vote
1k	Elect Dissident Nominee Director Paul Hilal	SH	Withhold	Do Not Vote	Do Not Vote
1l	Elect Dissident Nominee Director Tracy McKibben	SH	Withhold	Do Not Vote	Do Not Vote
1m	Elect Dissident Nominee Director Dennis Reilley	SH	Withhold	Do Not Vote	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	Against	Do Not Vote	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Dissident Nominee Director Andrew Evans	SH	For	For	For
1b	Elect Dissident Nominee Director Paul Hilal	SH	For	For	For
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Withhold	Withhold
1d	Elect Dissident Nominee Director Dennis Reilley	SH	For	For	For
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	Withhold	Withhold
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	For	For
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	Withhold	Withhold	Withhold
1h	Elect Management Nominee Director Edward L. Monser	Mgmt	Withhold	Withhold	Withhold
1i	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	For	For
1j	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	For	For
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	For	For
1l	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	For	For

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Management Nominee Director Alfred Stern	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	For	For
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/23/2025

Record Date: 11/15/2024

Primary Security ID: 22160K105

Country: USA

Meeting Type: Annual

Ticker: COST

Shares Voted: 1,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
1e	Elect Director Sally Jewell	Mgmt	For	For	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1g	Elect Director John W. Stanton	Mgmt	For	For	For
1h	Elect Director Ron M. Vachris	Mgmt	For	For	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Becton, Dickinson and Company

Meeting Date: 01/28/2025

Record Date: 12/09/2024

Primary Security ID: 075887109

Country: USA

Meeting Type: Annual

Ticker: BDX

Shares Voted: 10,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Metro Inc.

Meeting Date: 01/28/2025

Record Date: 12/04/2024

Primary Security ID: 59162N109

Country: Canada

Meeting Type: Annual

Ticker: MRU

Shares Voted: 16,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	Mgmt	For	For	For
1.2	Elect Director Maryse Bertrand	Mgmt	For	For	For
1.3	Elect Director Pierre Boivin	Mgmt	For	For	For
1.4	Elect Director Francois J. Coutu	Mgmt	For	For	For
1.5	Elect Director Michel Coutu	Mgmt	For	For	For

Metro Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Stephanie Coyles	Mgmt	For	For	For
1.7	Elect Director Genevieve Fortier	Mgmt	For	For	For
1.8	Elect Director Marc Guay	Mgmt	For	For	For
1.9	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.10	Elect Director Christine Magee	Mgmt	For	For	For
1.11	Elect Director Brian McManus	Mgmt	For	For	For
1.12	Elect Director Pietro Satriano	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
5	Shareholder Proposal	Mgmt			
	Auditor Rotation	SH	Against	Against	Against

CGI Inc.

Meeting Date: 01/29/2025

Record Date: 12/02/2024

Primary Security ID: 12532H104

Country: Canada

Meeting Type: Annual

Ticker: GIB.A

Shares Voted: 4,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Class A Subordinate Voting and Class B Multiple Voting Shares	Mgmt			
1.1	Elect Director Francois Boulanger	Mgmt	For	For	For
1.2	Elect Director Sophie Brochu	Mgmt	For	For	For
1.3	Elect Director George A. Cope	Mgmt	For	For	For
1.4	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.5	Elect Director Julie Godin	Mgmt	For	For	For
1.6	Elect Director Serge Godin	Mgmt	For	For	For
1.7	Elect Director Gilles Labbe	Mgmt	For	For	For
1.8	Elect Director Michael B. Pedersen	Mgmt	For	For	For
1.9	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.10	Elect Director Mary G. Powell	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Alison C. Reed	Mgmt	For	For	For
1.12	Elect Director George D. Schindler	Mgmt	For	For	For
1.13	Elect Director Kathy N. Waller	Mgmt	For	For	For
1.14	Elect Director Frank Witter	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/04/2025	Country: USA	Ticker: EMR
Record Date: 11/26/2024	Meeting Type: Annual	
Primary Security ID: 291011104		

Shares Voted: 14,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	For	For
1d	Elect Director Lori M. Lee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
4a	Reduce Supermajority Vote Requirement to Remove Directors	Mgmt	None	For	For
4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	Mgmt	None	For	For
4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	Mgmt	None	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

SpareBank 1 SMN

Meeting Date: 02/05/2025

Record Date: 01/29/2025

Primary Security ID: R83262114

Country: Norway

Meeting Type: Annual

Ticker: MING

Shares Voted: 5,447

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Equity Capital Certificates	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5.1	Elect Members and Deputy Members of Corporate Assembly	Mgmt	For	For	For
	Proposals Submitted by Sparebankstiftinga Sore Sunnmor	Mgmt			
5.2	Elect Members and Deputy Members of Corporate Assembly	SH	None	Against	Against

Compass Group Plc

Meeting Date: 02/06/2025

Record Date: 02/04/2025

Primary Security ID: G23296208

Country: United Kingdom

Meeting Type: Annual

Ticker: CPG

Shares Voted: 18,003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Liat Ben-Zur as Director	Mgmt	For	For	For
6	Elect Juliana Chugg as Director	Mgmt	For	For	For
7	Re-elect Ian Meakins as Director	Mgmt	For	For	For
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For

Compass Group Plc

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

The Sage Group plc.

Meeting Date: 02/06/2025	Country: United Kingdom	Ticker: SGE
Record Date: 02/04/2025	Meeting Type: Annual	
Primary Security ID: G7771K142		

Shares Voted: 40,152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For	For
6	Re-elect John Bates as Director	Mgmt	For	For	For
7	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
8	Re-elect Maggie Chan Jones as Director	Mgmt	For	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For	For
10	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
14	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Long Term Incentive Plan	Mgmt	For	For	For
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	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

Siemens Healthineers AG

Meeting Date: 02/18/2025Country: GermanyTicker: SHL

Record Date: 02/11/2025Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 11,141

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Stephan Buettner (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Lars-Christian Dinglinger (from April 24, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Andrea Fehrmann (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Nick Heindl (from August 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Peter Koerte (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sarena Lin for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Axel Patze (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Astrid Ploss (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Jens Prietzel (from April 24, 2024 until July 31, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.20	Approve Discharge of Supervisory Board Member Harald Tretter (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Dow Wilson for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Approve Affiliation Agreement with Khnoton I GmbH	Mgmt	For	For	For

Deere & Company

Meeting Date: 02/26/2025

Record Date: 12/30/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Shares Voted: 4,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director R. Preston Feight	Mgmt	For	For	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1e	Elect Director L. Neil Hunn	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	For	For
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
7	Report on a Civil Rights Audit	SH	Against	For	For
8	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

Kone Oyj

Meeting Date: 03/05/2025

Record Date: 02/21/2025

Primary Security ID: X4551T105

Country: Finland

Meeting Type: Annual

Ticker: KNEBV

Shares Voted: 2,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
13.f	Reelect Iiris Herlin as Director	Mgmt	For	For	For
13.g	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
13.h	Reelect Timo Ihmuotila as Director	Mgmt	For	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Fix Number of Auditors at One	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
21	Close Meeting	Mgmt			

Cencora, Inc.

Meeting Date: 03/06/2025	Country: USA	Ticker: COR
Record Date: 01/10/2025	Meeting Type: Annual	
Primary Security ID: 03073E105		

Shares Voted: 14,709

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	For	For
1b	Elect Director Werner Baumann	Mgmt	For	For	For
1c	Elect Director Frank K. Clyburn	Mgmt	For	For	For
1d	Elect Director Steven H. Collis	Mgmt	For	For	For
1e	Elect Director D. Mark Durcan	Mgmt	For	For	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	For	For
1g	Elect Director Lorence H. Kim	Mgmt	For	For	For
1h	Elect Director Robert P. Mauch	Mgmt	For	For	For
1i	Elect Director Redonda G. Miller	Mgmt	For	For	For
1j	Elect Director Dennis M. Nally	Mgmt	For	For	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Novartis AG

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

Record Date:Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 7,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Giovanni Caforio as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect John Young as Director	Mgmt	For	For	For
8.12	Elect Elizabeth McNally as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Appoint John Young as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For

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

Genmab A/S

Meeting Date: 03/12/2025	Country: Denmark	Ticker: GMAB
Record Date: 03/05/2025	Meeting Type: Annual	
Primary Security ID: K3967W102		

Shares Voted: 2,764					
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 Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Against
7.b	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.d	Authorize Share Repurchase Program	Mgmt	For	For	For
7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	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			

Swiss Prime Site AG

Meeting Date: 03/13/2025Country: SwitzerlandTicker: SPSN

Record Date:Meeting Type: Annual

Primary Security ID: H8403W107

Shares Voted: 10,096

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 (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 3.45 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
7.1.2	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
7.1.3	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
7.1.4	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
7.1.5	Reelect Brigitte Walter as Director	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1.6	Reelect Reto Conrad as Director	Mgmt	For	For	For
7.1.7	Reelect Detlef Trefzger as Director	Mgmt	For	For	For
7.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
7.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Fuji Soft, Inc.

Meeting Date: 03/14/2025	Country: Japan	Ticker: 9749
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J1528D102		

Shares Voted: 4,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sakashita, Satoyasu	Mgmt	For	For	For
1.2	Elect Director Osako, Tateyuki	Mgmt	For	For	For
1.3	Elect Director Tsutsui, Tadashi	Mgmt	For	For	For
1.4	Elect Director Morimoto, Mari	Mgmt	For	For	For
1.5	Elect Director Umetsu, Masashi	Mgmt	For	For	For
1.6	Elect Director Oishi, Tateki	Mgmt	For	For	For
1.7	Elect Director Aramaki, Tomoko	Mgmt	For	For	For
1.8	Elect Director Tsuji, Takao	Mgmt	For	For	For
1.9	Elect Director Nishina, Hidetaka	Mgmt	For	For	For
1.10	Elect Director Imai, Hikari	Mgmt	For	For	For
1.11	Elect Director Shimizu, Yuya	Mgmt	For	For	For

Fuji Soft, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Ishimaru, Shintaro	Mgmt	For	For	For
2	Appoint Statutory Auditor Kimura, Hiroyuki	Mgmt	For	For	For

Carlsberg A/S

Meeting Date: 03/17/2025	Country: Denmark	Ticker: CARL.B
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: K36628137		

Shares Voted: 9,494					
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 Remuneration of Directors	Mgmt	For	For	For
5.B	Approve DKK 32 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.a	Reelect Henrik Poulsen as Director	Mgmt	For	For	For
6.b	Reelect Majken Schultz as Director	Mgmt	For	Abstain	Abstain
6.c	Reelect Magdi Batato as Director	Mgmt	For	For	For
6.d	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
6.e	Reelect Bob Kunze-Concewitz as Director	Mgmt	For	For	For
6.f	Reelect Punita Lal as Director	Mgmt	For	For	For
6.g	Elect Jens Hjorth as New Director	Mgmt	For	Abstain	Abstain
6.h	Elect Winnie Ma as New Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Axfood AB

Meeting Date: 03/19/2025

Record Date: 03/11/2025

Primary Security ID: W1051R119

Country: Sweden

Meeting Type: Annual

Ticker: AXFO

Shares Voted: 20,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.1	Approve Discharge of Thomas Ekman	Mgmt	For	For	For
9.2	Approve Discharge of Mia Brunell Livfors	Mgmt	For	For	For
9.3	Approve Discharge of Fabian Bengtsson	Mgmt	For	For	For
9.4	Approve Discharge of Caroline Berg	Mgmt	For	For	For
9.5	Approve Discharge of Christian Luiga	Mgmt	For	For	For
9.6	Approve Discharge of Peter Ruzicka	Mgmt	For	For	For
9.7	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
9.8	Approve Discharge of Anders Helsing	Mgmt	For	For	For
9.9	Approve Discharge of Michael Sjoren	Mgmt	For	For	For
9.10	Approve Discharge of Lars Ostberg	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.11	Approve Discharge of Frida Antbrink	Mgmt	For	For	For
9.12	Approve Discharge of Ann-Catrin Alnervik	Mgmt	For	For	For
9.13	Approve Discharge of Patrik Thorin	Mgmt	For	For	For
9.14	Approve Discharge of CEO Simone Margulies	Mgmt	For	For	For
9.15	Approve Discharge of Former CEO Klas Balkow	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 8.75 Per Share	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	Against	Against
12	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 850,000 for Chair and SEK 545,000 for Other Directors	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Reelect Fabian Bengtsson as Director	Mgmt	For	For	For
14.2	Reelect Caroline Berg as Director	Mgmt	For	Against	Against
14.3	Reelect Mia Brunell Livfors as Director	Mgmt	For	For	For
14.4	Reelect Christian Luiga as Director	Mgmt	For	For	For
14.5	Reelect Peter Ruzicka as Director	Mgmt	For	For	For
14.6	Reelect Sara Ohrvall as Director	Mgmt	For	For	For
14.7	Elect Bjorn Annwall as New Director	Mgmt	For	For	For
14.8	Elect Kristofer Tonstrom as New Director	Mgmt	For	For	For
14.9	Elect Carolin Berg as Board Chair	Mgmt	For	Against	Against
15.a	Approve Performance Share Plan LTIP 2025 for Key Employees	Mgmt	For	For	For
15.b	Approve Equity Plan Financing Through Repurchase and Transfer of Shares	Mgmt	For	For	For

Kyowa Kirin Co., Ltd.

Meeting Date: 03/19/2025

Record Date: 12/31/2024

Primary Security ID: J38296117

Country: Japan

Meeting Type: Annual

Ticker: 4151

Shares Voted: 17,291

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

Unicharm Corp.

Meeting Date: 03/19/2025

Record Date: 12/31/2024

Primary Security ID: J94104114

Country: Japan

Meeting Type: Annual

Ticker: 8113

Shares Voted: 12,922

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

Unicharm Corp.

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

Danske Bank A/S

Meeting Date: 03/20/2025	Country: Denmark	Ticker: DANSKE
Record Date: 03/13/2025	Meeting Type: Annual	
Primary Security ID: K22272114		

Shares Voted: 33,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 9.35 Per Share; Approve Extraordinary Dividends of DKK 5.35 per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	Against
6	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
7	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For
7.a	Reelect Martin Blessing as Director	Mgmt	For	For	For
7.b	Reelect Martin Norkjaer Larsen as Director	Mgmt	For	Abstain	Abstain
7.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	For	For
7.d	Reelect Jacob Dahl as Director	Mgmt	For	For	For
7.e	Reelect Lieve Mostrey as Director	Mgmt	For	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.f	Reelect Allan Polack as Director	Mgmt	For	For	For
7.g	Reelect Helle Valentin as Director	Mgmt	For	For	For
7.h	Elect Rafael Salinas as New Director	Mgmt	For	For	For
7.i	Elect Marianne Sorensen as New Director	Mgmt	For	For	For
8	Ratify Deloitte as Auditors	Mgmt	For	For	For
9.a	Approve DKK 271.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
9.b	Approve Creation of DKK 1.66 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
9.c	Approve Creation of DKK 830 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9.d	Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
9.e	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
11.a	Shareholder Proposals Submitted by Henrik Rosengaard Jensen	Mgmt			
	Change Dividend Policy	SH	Against	Against	Against
12	Management Proposals	Mgmt			
	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

Givaudan SA

Meeting Date: 03/20/2025	Country: Switzerland	Ticker: GIVN
Record Date:	Meeting Type: Annual	
Primary Security ID: H3238Q102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.4	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.5	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	For	For
6.2.1	Elect Melanie Maas-Brunner as Director	Mgmt	For	For	For
6.2.2	Elect Louie D'Amico as Director	Mgmt	For	For	For
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For

Givaudan SA

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

Gjensidige Forsikring ASA

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

Shares Voted: 4,869					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share; Approve Extraordinary Dividends of NOK 1.00 Per Share	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration Statement	Mgmt	For	Against	Against
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
10.a	Authorize Board to Distribute Dividends	Mgmt	For	For	For
10.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
10.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
10.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	Mgmt	For	Against	Against
11.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For
11.b2	Reelect Hans Seierstad as Member of Nominating Committee	Mgmt	For	For	For
11.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For
11.b4	Reelect Inger Grogaard Stensaker as Member of Nominating Committee	Mgmt	For	For	For
11.b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For
11.c	Ratify Deloitte as Auditors	Mgmt	For	For	For
12	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Kemira Oyj

Meeting Date: 03/20/2025

Record Date: 03/10/2025

Primary Security ID: X44073108

Country: Finland

Meeting Type: Annual

Ticker: KEMIRA

Shares Voted: 6,122

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			

Kemira 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 0.74 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 132,000 for Chair, EUR 74,000 for Vice Chair and EUR 57,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight; Reelect Tina Sejersgard Fano, Werner Fuhrmann, Timo Lappalainen, Annika Paasikivi (Chair), Kristian Pullola and Mikael Staffas as Directors; Elect Susan Duinhoven (Vice Chair) and Matti Lehmus as New Directors	Mgmt	For	Against	Against
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Issuance of up to 15.6 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Kao Corp.

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

Shares Voted: 8,114

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

Shares Voted: 6,594

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 CEO's Review	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of EUR 0.90 Per Share	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Seven	Mgmt	For	For	For
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
21	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Bridgestone Corp.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: J04578126

Country: Japan

Meeting Type: Annual

Ticker: 5108

Shares Voted: 5,925

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

McDonald's Holdings Co. (Japan) Ltd.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: J4261C109

Country: Japan

Meeting Type: Annual

Ticker: 2702

McDonald's Holdings Co. (Japan) Ltd.

Shares Voted: 12,327

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
2.1	Elect Director Fusako Znaiden	Mgmt	For	For	For
2.2	Elect Director Saito, Yukiko	Mgmt	For	For	For
2.3	Elect Director Andrew Gregory	Mgmt	For	For	For
2.4	Elect Director Nikolaus Piza	Mgmt	For	For	For
2.5	Elect Director Tashiro, Yuko	Mgmt	For	For	For
3	Approve Director Retirement Bonus	Mgmt	For	Against	Against

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/25/2025Country: SwedenTicker: ERIC.B

Record Date: 03/17/2025Meeting Type: Annual

Primary Security ID: W26049119

Shares Voted: 26,612

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President and CEO Report; Allow Questions	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For	For
8.3.b	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

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

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.3	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.4	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.5	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.6	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
11.7	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
11.8	Reelect Christy Wyatt as Director	Mgmt	For	For	For
11.9	Reelect Karl Aberg as Director	Mgmt	For	Against	Against
11.10	Elect Christian Cederholm as New Director	Mgmt	For	Against	Against
11.11	Elect Marachel Knight as New Director	Mgmt	For	For	For
12	Reelect Jan Carlson as Board Chair	Mgmt	For	Against	Against
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	Mgmt	For	For	For
16.2	Approve Equity Plan Financing LTV 2025	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	Mgmt	For	For	For
17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	Mgmt	For	For	For
18	Approve Equity Plan Financing of LTV 2024	Mgmt	For	For	For
19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	Mgmt	For	For	For
	Shareholder Proposals Submitted by Christopher Neitzert	Mgmt			

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	SH	Against	Against	Against

Asahi Group Holdings Ltd.

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

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

Primary Security ID: J02100113

Shares Voted: 22,659					
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 Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings	Mgmt	For	For	For
3.1	Elect Director Katsuki, Atsushi	Mgmt	For	For	For
3.2	Elect Director Tanimura, Keizo	Mgmt	For	For	For
3.3	Elect Director Sakita, Kaoru	Mgmt	For	For	For
3.4	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
3.5	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
3.6	Elect Director Matsunaga, Mari	Mgmt	For	For	For
3.7	Elect Director Sato, Chika	Mgmt	For	For	For
3.8	Elect Director Melanie Brock	Mgmt	For	For	For
3.9	Elect Director Fukuda, Yukitaka	Mgmt	For	For	For
3.10	Elect Director Oshima, Akiko	Mgmt	For	For	For
3.11	Elect Director Oyagi, Shigeo	Mgmt	For	For	For
3.12	Elect Director Tanaka, Sanae	Mgmt	For	For	For
3.13	Elect Director Miyakawa, Akiko	Mgmt	For	For	For

HOSHIZAKI Corp.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J23254105

Country: Japan

Meeting Type: Annual

Ticker: 6465

Shares Voted: 5,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sakamoto, Seishi	Mgmt	For	For	For
1.2	Elect Director Kobayashi, Yasuhiro	Mgmt	For	For	For
1.3	Elect Director Tomozoe, Masanao	Mgmt	For	For	For
1.4	Elect Director Goto, Masahiko	Mgmt	For	For	For
1.5	Elect Director Ieta, Yasushi	Mgmt	For	For	For
1.6	Elect Director Nishiguchi, Shiro	Mgmt	For	For	For
1.7	Elect Director Seki, Ryuichiro	Mgmt	For	For	For
1.8	Elect Director Tanjima, Toshikazu	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Tsuge, Satoe	Mgmt	For	For	For

Hulic Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J23594112

Country: Japan

Meeting Type: Annual

Ticker: 3003

Shares Voted: 27,102

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

SGS SA

Meeting Date: 03/26/2025

Record Date:

Primary Security ID: H63838116

Country: Switzerland

Meeting Type: Annual

Ticker: SGSN

Shares Voted: 7,857

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	For
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.7	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.8	Elect Patrick Kron as Director	Mgmt	For	For	For
4.1.9	Elect Geraldine Picaud as Director	Mgmt	For	For	For
4.2.1	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	For	For

SGS SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Mgmt	For	For	For
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Suntory Beverage & Food Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J78186103

Country: Japan

Meeting Type: Annual

Ticker: 2587

Shares Voted: 8,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For
2.1	Elect Director Ono, Makiko	Mgmt	For	For	For
2.2	Elect Director Naiki, Hachiro	Mgmt	For	For	For
2.3	Elect Director Peter Harding	Mgmt	For	For	For
2.4	Elect Director Miyanaga, Toru	Mgmt	For	For	For
2.5	Elect Director Nakamura, Maki	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Masuyama, Mika	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Mimura, Mariko	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For

Svenska Handelsbanken AB

Meeting Date: 03/26/2025

Record Date: 03/18/2025

Primary Security ID: W9112U104

Country: Sweden

Meeting Type: Annual

Ticker: SHB.A

Shares Voted: 20,221

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 15 Per Share	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Approve Discharge of Par Boman	Mgmt	For	For	For
11.2	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
11.3	Approve Discharge of Mikael Almvret	Mgmt	For	For	For
11.4	Approve Discharge of Jon Fredrik Baksaas	Mgmt	For	For	For
11.5	Approve Discharge of Helene Barnekow	Mgmt	For	For	For
11.6	Approve Discharge of Stina Bergfors	Mgmt	For	For	For
11.7	Approve Discharge of Hans Biorck	Mgmt	For	For	For
11.8	Approve Discharge of Stefan Henricson	Mgmt	For	For	For
11.9	Approve Discharge of Kerstin Hessius	Mgmt	For	For	For
11.10	Approve Discharge of Anna Hjelmberg	Mgmt	For	For	For
11.11	Approve Discharge of Louise Lindh	Mgmt	For	For	For
11.12	Approve Discharge of Lena Renstrom	Mgmt	For	For	For
11.13	Approve Discharge of Ulf Riese	Mgmt	For	For	For
11.14	Approve Discharge of Arja Taaveniku	Mgmt	For	For	For

Svenska Handelsbanken AB

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

Svenska Handelsbanken AB

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

Swedbank AB

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

Shares Voted: 9,145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 21.70 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Goran Bengtson	Mgmt	For	For	For
10.b	Approve Discharge of Annika Creutzer	Mgmt	For	For	For
10.c	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
10.d	Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For

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

Swedbank AB

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

Swisscom AG

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

Shares Voted: 2,279

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

Swisscom AG

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

Andritz AG

Meeting Date: 03/27/2025

Country: Austria

Ticker: ANDR

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: A11123105

Shares Voted: 857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6.1	Ratify Auditors for Fiscal Year 2025	Mgmt	For	For	For
6.2	Ratify Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7.1	Elect Wolfgang Bernhard as Supervisory Board Member	Mgmt	For	For	For
7.2	Elect Barbara Steger as Supervisory Board Member	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: J06930101

Country: Japan

Meeting Type: Annual

Ticker: 4519

Shares Voted: 5,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For	For
2.1	Elect Director Okuda, Osamu	Mgmt	For	For	For
2.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For	For
2.3	Elect Director Iikura, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Momoi, Mariko	Mgmt	For	For	For
2.5	Elect Director Tateishi, Fumio	Mgmt	For	For	For
2.6	Elect Director Teramoto, Hideo	Mgmt	For	For	For
2.7	Elect Director Thomas Schinecker	Mgmt	For	For	For
2.8	Elect Director Teresa A. Graham	Mgmt	For	For	For
2.9	Elect Director Boris L. Zaitra	Mgmt	For	For	For
3	Appoint Statutory Auditor Higuchi, Masayoshi	Mgmt	For	For	For

OTSUKA CORP.

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: J6243L115

Country: Japan

Meeting Type: Annual

Ticker: 4768

Shares Voted: 12,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Otsuka, Yuji	Mgmt	For	For	For
2.2	Elect Director Katakura, Kazuyuki	Mgmt	For	For	For
2.3	Elect Director Tsurumi, Hironobu	Mgmt	For	For	For
2.4	Elect Director Saito, Hironobu	Mgmt	For	For	For
2.5	Elect Director Sakurai, Minoru	Mgmt	For	For	For
2.6	Elect Director Yamada, Koichiro	Mgmt	For	For	For

OTSUKA CORP.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Uneno, Kazuo	Mgmt	For	For	For
2.8	Elect Director Makino, Jiro	Mgmt	For	For	For
2.9	Elect Director Saito, Tetsuo	Mgmt	For	For	For
2.10	Elect Director Hamabe, Makiko	Mgmt	For	For	For
2.11	Elect Director Suzumura, Fuminori	Mgmt	For	For	For

Shimano, Inc.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 7309
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J72262108		

Shares Voted: 1,603

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

Trend Micro, Inc.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4704
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J9298Q104		

Shares Voted: 4,377

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 184	Mgmt	For	For	For
2.1	Elect Director Chang Ming-Jang	Mgmt	For	For	For

Trend Micro, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Eva Chen	Mgmt	For	For	For
2.3	Elect Director Mahendra Negi	Mgmt	For	For	For
2.4	Elect Director Omikawa, Akihiko	Mgmt	For	For	For
2.5	Elect Director Tokuoka, Koichiro	Mgmt	For	For	For
2.6	Elect Director Inoue, Fukuzo	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Hirata, Takashi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Izumi, Taeko	Mgmt	For	For	For
4	Amend Articles to Indemnify Statutory Auditors	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

AGC, Inc. (Japan)

Meeting Date: 03/28/2025Country: JapanTicker: 5201

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

Primary Security ID: J0025W100

Shares Voted: 6,675

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
2.8	Elect Director Arima, Koji	Mgmt	For	For	For
3	Appoint Statutory Auditor Araki, Naoko	Mgmt	For	For	For

Canon, Inc.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J05124144

Country: Japan

Meeting Type: Annual

Ticker: 7751

Shares Voted: 6,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Mitarai, Fujio	Mgmt	For	For	For
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	For	For
2.3	Elect Director Homma, Toshio	Mgmt	For	For	For
2.4	Elect Director Ogawa, Kazuto	Mgmt	For	For	For
2.5	Elect Director Takeishi, Hiroaki	Mgmt	For	For	For
2.6	Elect Director Asada, Minoru	Mgmt	For	For	For
2.7	Elect Director Kawamura, Yusuke	Mgmt	For	For	For
2.8	Elect Director Ikegami, Masayuki	Mgmt	For	For	For
2.9	Elect Director Suzuki, Masaki	Mgmt	For	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Morikawa, Takeshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Shigetomi, Yuka	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

Dentsu Group, Inc.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J1207N108

Country: Japan

Meeting Type: Annual

Ticker: 4324

Shares Voted: 8,322

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matsui, Gan	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 Paul Candland	Mgmt	For	For	For
1.5	Elect Director Andrew House	Mgmt	For	For	For
1.6	Elect Director Sagawa, Keiichi	Mgmt	For	For	For

Dentsu Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Sogabe, Mihoko	Mgmt	For	For	For
1.8	Elect Director Matsuda, Yuka	Mgmt	For	For	For
1.9	Elect Director Kawamura, Yoshihiko	Mgmt	For	For	For
1.10	Elect Director Takashima, Norimitsu	Mgmt	For	For	For
1.11	Elect Director Ichikawa, Naoko	Mgmt	For	For	For

Kirin Holdings Co., Ltd.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 2503
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: 497350108		

Shares Voted: 25,816

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

Kobayashi Pharmaceutical Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J3430E103

Country: Japan

Meeting Type: Annual

Ticker: 4967

Shares Voted: 10,002

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 Ota, Yoshihito	Mgmt	For	For	For
2.2	Elect Director Toyoda, Norikazu	Mgmt	For	For	For
2.3	Elect Director Matsushima, Yuji	Mgmt	For	For	For
2.4	Elect Director Kobayashi, Akihiro	Mgmt	For	For	For
2.5	Elect Director Katae, Yoshiro	Mgmt	For	For	For
2.6	Elect Director Takahashi, Akio	Mgmt	For	For	For
2.7	Elect Director Mori, Masato	Mgmt	For	For	For
2.8	Elect Director Matsumoto, Shinsuke	Mgmt	For	For	For
2.9	Elect Director Kusumoto, Misa	Mgmt	For	For	For
2.10	Elect Director Monkawa, Toshiaki	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Takai, Shintaro	Mgmt	For	For	For

Lion Corp.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J38933107

Country: Japan

Meeting Type: Annual

Ticker: 4912

Shares Voted: 37,586

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	Mgmt	For	For	For
2.1	Elect Director Takemori, Masayuki	Mgmt	For	For	For
2.2	Elect Director Fukuda, Kengo	Mgmt	For	For	For
2.3	Elect Director Suzuki, Hitoshi	Mgmt	For	For	For

Lion Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Noritake, Fumitomo	Mgmt	For	For	For
2.5	Elect Director Suzuki, Ayako	Mgmt	For	For	For
2.6	Elect Director Kawanishi, Takayuki	Mgmt	For	For	For
2.7	Elect Director Matsuzaki, Masatoshi	Mgmt	For	For	For
2.8	Elect Director Uchida, Kazunari	Mgmt	For	For	For
2.9	Elect Director Shiraishi, Takashi	Mgmt	For	For	For
2.10	Elect Director Sugaya, Takako	Mgmt	For	For	For
2.11	Elect Director Yasue, Reiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Ito, Akihiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hirai, Yumiko	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
6	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Nippon Express Holdings, Inc.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J53377107

Country: Japan

Meeting Type: Annual

Ticker: 9147

Shares Voted: 5,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Saito, Mitsuru	Mgmt	For	For	For
1.2	Elect Director Horikiri, Satoshi	Mgmt	For	For	For
1.3	Elect Director Akaishi, Mamoru	Mgmt	For	For	For
1.4	Elect Director Abe, Sachiko	Mgmt	For	For	For
1.5	Elect Director Shiba, Yojiro	Mgmt	For	For	For
1.6	Elect Director Ito, Yumiko	Mgmt	For	For	For
1.7	Elect Director Tsukahara, Tsukiko	Mgmt	For	For	For

Otsuka Holdings Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J63117105

Country: Japan

Meeting Type: Annual

Ticker: 4578

Shares Voted: 4,714

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

Sapporo Holdings Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J69413193

Country: Japan

Meeting Type: Annual

Ticker: 2501

Shares Voted: 5,066

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 Tokimatsu, Hiroshi	Mgmt	For	For	For
2.2	Elect Director Matsude, Yoshitada	Mgmt	For	For	For
2.3	Elect Director Shofu, Rieko	Mgmt	For	For	For
2.4	Elect Director Shoji, Tetsuya	Mgmt	For	For	For
2.5	Elect Director Uchiyama, Toshihiro	Mgmt	For	For	For
2.6	Elect Director Tanehashi, Makio	Mgmt	For	Against	Against

Sapporo Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Okamura, Kotaro	Mgmt	For	For	For
2.8	Elect Director Fujii, Ryotaro	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Iizuka, Takanori	Mgmt	For	For	For
4	Appoint Shareholder Director and Audit Committee Member Nominee Paul J. Brough	SH	Against	For	For
5	Appoint Shareholder Director Nominee Paul J. Brough	SH	Against	For	For

Skylark Holdings Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 3197

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

Primary Security ID: J75605121

Shares Voted: 20,962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tani, Makoto	Mgmt	For	For	For
1.2	Elect Director Kanaya, Minoru	Mgmt	For	For	For
1.3	Elect Director Kita, Yoshiaki	Mgmt	For	For	For
1.4	Elect Director Hirano, Akira	Mgmt	For	For	For
1.5	Elect Director Nakashima, Hisashi	Mgmt	For	For	For
1.6	Elect Director Tahara, Fumio	Mgmt	For	For	For
1.7	Elect Director Sano, Ayako	Mgmt	For	For	For
1.8	Elect Director Imura, Hirohiko	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Suzuki, Makoto	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Aoyagi, Tatsuya	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Okuhara, Reiko	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Okada, Takako	Mgmt	For	For	For

Shares Voted: 6,182

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	Designate Inspectors of Minutes of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Allow Questions	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 12.00 Per Share; Approve Record Date for Dividend Payment	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 910,000 for Chair and SEK 455,000 for Other Directors; Approve Remuneration of Auditor	Mgmt	For	For	For
14	Reelect Fredrik Lundberg (Chair), Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson, Henrik Sjolund, Henriette Zeuchner and Carina Akerstrom as Directors; Elect Stefan Widing as New Director	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17.a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	For	For

Holmen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.b1	Approve Equity Plan Financing	Mgmt	For	For	For
17.b2	Approve Alternative Equity Plan Financing - if Item 17.b1 is Not Approved	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Skandinaviska Enskilda Banken AB

Meeting Date: 04/01/2025

Record Date: 03/24/2025

Primary Security ID: W25381141

Country: Sweden

Meeting Type: Annual

Ticker: SEB.A

Shares Voted: 12,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5.1	Designate Anna Magnusson as Inspectors of Minutes of Meeting	Mgmt	For	For	For
5.2	Designate Emelie Westholm as Inspectors of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 8.50 Per A-share and C-share; Approve Special Dividend of SEK 3.00 Per A-share and C-share	Mgmt	For	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For	For
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	For
11.10	Approve Discharge of Goran Nettelblatt	Mgmt	For	For	For
11.11	Approve Discharge of Sven Nyman	Mgmt	For	For	For
11.12	Approve Discharge of Marika Ottander	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ottersgard	Mgmt	For	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	For
11.15	Approve Discharge of Lena Skullman	Mgmt	For	For	For
11.16	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	For
11.17	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.18	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	For
12.1	Determine Number of Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 4 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14a1	Reelect Jacob Aarup-Andersen as Director	Mgmt	For	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against	Against
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14a4	Reelect John Flint as Director	Mgmt	For	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	Against	Against
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For	For
14a7	Reelect Lars Ottersgard as Director	Mgmt	For	Against	Against
14a8	Reelect Johan Torgeby as Director	Mgmt	For	For	For
14a9	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14a10	Elect Jan Erik Back as New Director	Mgmt	For	For	For
14a11	Elect Eva Lindholm as New Director	Mgmt	For	For	For
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17.a	Approve SEB All Employee Program 2025 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17.b	Approve SEB Share Deferral Program 2025 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For
17.c	Approve SEB Restricted Share Program 2025 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For
18.b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	For
18.c	Approve Transfer of Class A Shares to Participants in 2025 Long-Term Equity Programmes	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20.a	Approve SEK 597 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For	For
20.b	Approve Capitalization of Reserves of SEK 597 Million for a Bonus Issue	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	SH	None	Against	Against
23	Approve Proposal Regarding Improving the BankID Security	SH	None	Against	Against
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation	Mgmt			
24	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against	Against
25	Close Meeting	Mgmt			

Elisa Oyj

Meeting Date: 04/02/2025	Country: Finland	Ticker: ELISA
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: X1949T102		

Shares Voted: 5,193

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 2.35 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 160,000 for Chair, EUR 89,000 for Vice Chair and the Chair of the Committees and EUR 73,000 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 and Christoph Vitthum (Chair) as Directors; Elect Tuomas Hyrylainen and Urs Schaeppi as New Directors	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	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young Oy as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Amend Articles Re: Auditor for Sustainability Reporting	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

FirstService Corporation

Meeting Date: 04/02/2025

Record Date: 02/28/2025

Primary Security ID: 33767E202

Country: Canada

Meeting Type: Annual

Ticker: FSV

Shares Voted: 1,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Yousry Bissada	Mgmt	For	For	For
1B	Elect Director Elizabeth Carducci	Mgmt	For	For	For
1C	Elect Director Steve H. Grimshaw	Mgmt	For	For	For
1D	Elect Director Jay S. Hennick	Mgmt	For	For	For
1E	Elect Director D. Scott Patterson	Mgmt	For	For	For
1F	Elect Director Frederick F. Reichheld	Mgmt	For	For	For
1G	Elect Director Joan Eloise Sproul	Mgmt	For	For	For
1H	Elect Director Erin J. Wallace	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Novonesis A/S

Meeting Date: 04/03/2025Country: DenmarkTicker: NSIS.B
Record Date: 03/27/2025Meeting Type: Annual
Primary Security ID: K7317J133

Shares Voted: 11,084

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 4.2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Novonesis A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration of Directors in the Amount of DKK 1.7 Million for Chairman, DKK 1.13 Million for Vice Chairman and DKK 564,800 for Other Directors; ApproveRemuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	Abstain	Abstain
7.a	Reelect Heine Dalsgaard (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
8.a	Reelect Lise Kaae as Director	Mgmt	For	For	For
8.b	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
8.c	Reelect Kevin Lane as Director	Mgmt	For	For	For
8.d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For
8.e	Reelect Kim Stratton as Director	Mgmt	For	For	For
8.f	Elect Monila Kothari as New Director	Mgmt	For	For	For
9.a	Ratify Ernst & Young as Auditors; Ratify Ernst & Young as Auditors for Sustainability Reporting	Mgmt	For	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
11	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
12	Other Business	Mgmt			

Orion Oyj

Meeting Date: 04/03/2025	Country: Finland	Ticker: ORNBV
Record Date: 03/24/2025	Meeting Type: Annual	
Primary Security ID: X6002Y112		

Shares Voted: 4,079

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 1.64 Per Share; Approve Charitable Donations of up to EUR 450,000	Mgmt	For	For	For
9	Approve Discharge of Board and President and CEO	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 112,000 for Chair, EUR 68,500 for Vice Chair and EUR 56,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen, Henrik Stenqvist and Karen Lykke Sorensen as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
15	Ratify KPMG as Auditors; Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

PSP Swiss Property AG

Meeting Date: 04/03/2025

Country: Switzerland

Ticker: PSPN

Record Date:

Meeting Type: Annual

Primary Security ID: H64687124

Shares Voted: 7,668

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 Allocation of Income and Dividends of CHF 3.90 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Reelect Luciano Gabriel as Director	Mgmt	For	For	For
5.2	Reelect Henrik Saxborn as Director	Mgmt	For	Against	Against
5.3	Reelect Mark Abramson as Director	Mgmt	For	For	For
5.4	Reelect Corinne Denzler as Director	Mgmt	For	For	For
5.5	Reelect Adrian Dudle as Director	Mgmt	For	For	For
5.6	Reelect Katharina Lichtner as Director	Mgmt	For	For	For
6	Reelect Luciano Gabriel as Board Chair	Mgmt	For	For	For
7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Corinne Denzler as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Adrian Dudle as Member of the Compensation Committee	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of CHF 900,000	Mgmt	For	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
11	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For

PSP Swiss Property AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
12.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

Svenska Cellulosa AB SCA

Meeting Date: 04/04/2025

Record Date: 03/27/2025

Primary Security ID: W90152120

Country: Sweden

Meeting Type: Annual

Ticker: SCA.B

Shares Voted: 16,734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
8c.1	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8c.2	Approve Discharge of Par Boman	Mgmt	For	For	For
8c.3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8c.4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8c.5	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8c.6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For	For
8c.7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
8c.9	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For
8c.10	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8c.11	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8c.12	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8c.13	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8c.14	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8c.15	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8c.16	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8c.17	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8c.18	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 740,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	For	For
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For	For

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 Helena Stjernholm as Director	Mgmt	For	Against	Against
12.8	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	Against
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Skanska AB

Meeting Date: 04/07/2025

Record Date: 03/28/2025

Primary Security ID: W83567110

Country: Sweden

Meeting Type: Annual

Ticker: SKA.B

Shares Voted: 7,806

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11a	Approve Discharge of Hans Biorck	Mgmt	For	For	For
11b	Approve Discharge of Par Boman	Mgmt	For	For	For
11c	Approve Discharge of Jan Gurander	Mgmt	For	For	For
11d	Approve Discharge of Mats Hederos	Mgmt	For	For	For
11e	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
11f	Approve Discharge of Catherine Marcus	Mgmt	For	For	For
11g	Approve Discharge of Ann E. Massey	Mgmt	For	For	For
11h	Approve Discharge of Jayne McGivern	Mgmt	For	For	For
11i	Approve Discharge of Henrik Sjolund	Mgmt	For	For	For
11j	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For	For
11k	Approve Discharge of Ola Falt	Mgmt	For	For	For
11l	Approve Discharge of Richard Horstedt	Mgmt	For	For	For
11m	Approve Discharge of Yvonne Stenman	Mgmt	For	For	For
11n	Approve Discharge of Fredrik Norrman	Mgmt	For	For	For
11o	Approve Discharge of Goran Pajnic	Mgmt	For	For	For
11p	Approve Discharge of Hans Reinholdsson	Mgmt	For	For	For
11q	Approve Discharge of Anders Rattgard	Mgmt	For	For	For
11r	Approve Discharge of President Anders Danielsson	Mgmt	For	For	For
12a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.5 Million for Chair and SEK 830,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For	For
14a	Reelect Hans Biorck as Director	Mgmt	For	Against	Against

Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14b	Reelect Par Boman as Director	Mgmt	For	Against	Against
14c	Reelect Mats Hederos as Director	Mgmt	For	For	For
14d	Reelect Catherine Marcus as Director	Mgmt	For	For	For
14e	Reelect Jayne McGivern as Director	Mgmt	For	For	For
14f	Reelect Henrik Sjolund as Director	Mgmt	For	For	For
14g	Reelect Asa Soderstromas Winberg Director	Mgmt	For	For	For
14h	Elect Martin Lindqvist as New Director	Mgmt	For	For	For
14i	Reelect Hans Biorck as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Equity Plan Financing	Mgmt	For	For	For
18	Authorize Class B Share Repurchase Program	Mgmt	For	For	For
19a	Approve Long Term Share Savings Program for the Financial Years 2026, 2027 and 2028	Mgmt	For	For	For
19b	Approve Equity Plan Financing	Mgmt	For	For	For
19c	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
20	Open Meeting	Mgmt			

Deutsche Telekom AG

Meeting Date: 04/09/2025	Country: Germany	Ticker: DTE
Record Date: 04/04/2025	Meeting Type: Annual	
Primary Security ID: D2035M136		

Shares Voted: 28,419

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For

Deutsche Telekom AG

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

Koninklijke Ahold Delhaize NV

Meeting Date: 04/09/2025

Record Date: 03/12/2025

Primary Security ID: N0074E105

Country: Netherlands

Meeting Type: Annual

Ticker: AD

Shares Voted: 31,403

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

LE Lundbergforetagen AB

Meeting Date: 04/09/2025

Record Date: 04/01/2025

Primary Security ID: W54114108

Country: Sweden

Meeting Type: Annual

Ticker: LUND.B

Shares Voted: 3,803

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

LE Lundbergforetagen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Approve Agenda 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			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Discharge of Board and President	Mgmt	For	For	For
9.c	Approve Allocation of Income and Dividends of SEK 4.60 Per Share	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 1.1 for Chair and SEK 380,000 for other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Carl Bennet, Sofia Frandberg, Louise Lindh, Fredrik Lundberg, Katarina Martinson, Krister Mattsson, Sten Peterson, Lars Pettersson and Bo Selling (Chair) as Directors	Mgmt	For	Against	Against
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Telefonica SA

Shares Voted: 133,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Ratify Appointment of and Elect Marc Thomas Murtra Millar as Director	Mgmt	For	Against	Against
4.2	Ratify Appointment of and Elect Emilio Gayo Rodriguez as Director	Mgmt	For	For	For
4.3	Ratify Appointment of and Elect Carlos Ocana Orbis as Director	Mgmt	For	For	For
4.4	Ratify Appointment of and Elect Olayan M. Alwetaid as Director	Mgmt	For	For	For
4.5	Ratify Appointment of and Elect Ana Maria Sala Andres as Director	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against
7	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 25 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against

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

Shares Voted: 122,216

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	For	For	For
10.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
10.3	Approve Discharge of Luisa Delgado	Mgmt	For	For	For
10.4	Approve Discharge of Sarah Eccleston	Mgmt	For	For	For
10.5	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
10.6	Approve Discharge of Rickard Gustafson	Mgmt	For	For	For
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For	For
10.8	Approve Discharge of Jeanette Jager	Mgmt	For	For	For
10.9	Approve Discharge of Jimmy Maymann	Mgmt	For	For	For
10.10	Approve Discharge of Thomas Andersson	Mgmt	For	For	For
10.11	Approve Discharge of Par Axelsson	Mgmt	For	For	For
10.12	Approve Discharge of Stefan Carlsson	Mgmt	For	For	For
10.13	Approve Discharge of Martin Saaf	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.14	Approve Discharge of Rickard Wast	Mgmt	For	For	For
10.15	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For	For
10.16	Approve Discharge of Patrik Hofbauer (CEO)	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 705,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For	For
14.2	Reelect Luisa Delgado as Director	Mgmt	For	For	For
14.3	Reelect Sarah Eccleston as Director	Mgmt	For	For	For
14.4	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
14.5	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.6	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For	For
14.7	Reelect Jeanette Jager as Director	Mgmt	For	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For	For
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify KPMG as Auditors	Mgmt	For	For	For
19	Approve Nomination Committee Procedures	Mgmt	For	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
21.a	Approve Performance Share Program 2025/2028 for Key Employees	Mgmt	For	For	For
21.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For	For

Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
	Cease Delivery of SIM Cards with SMS Functionality for Retail Customers' Routers	SH	None	Against	Against
	Remove the Advertisement About Mobile Coverage in Space and Replace Its Avertising Agency	SH	None	Against	Against
24	Close Meeting	Mgmt			

Zurich Insurance Group AG

Meeting Date: 04/09/2025Country: SwitzerlandTicker: ZURN

Record Date:Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 1,354					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	Against	Against
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1.i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.k	Reelect John Rafter as Director	Mgmt	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect Thomas Jordan as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	Against	Against
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
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

Borregaard ASA

Meeting Date: 04/10/2025	Country: Norway	Ticker: BRG
Record Date: 04/03/2025	Meeting Type: Annual	
Primary Security ID: R1R79W105		

Shares Voted: 5,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting; Elect Chair and Minute Keepers	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 4.25 Per Share	Mgmt	For	For	For
3	Approve Remuneration Statement	Mgmt	For	For	For
4	Discuss Company's Corporate Governance Statement	Mgmt			
5.1	Approve Repurchase and Conveyance of Shares in Connection to Incentive Plans	Mgmt	For	For	For
5.2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
6.1	Reelect Helge Aasen as Director	Mgmt	For	For	For
6.2	Reelect Terje Andersen as Director	Mgmt	For	Against	Against
6.3	Reelect Tove Andersen as Director	Mgmt	For	For	For
6.4	Reelect Margrethe Hauge as Director	Mgmt	For	For	For
6.5	Reelect John Arne Ulvan as Director	Mgmt	For	For	For
6b	Reelect Helge Aasen as Board Chair	Mgmt	For	Against	Against
7.1	Reelect Mimi K. Berdal as Member of Nominating Committee	Mgmt	For	For	For
7.2	Reelect Erik Must as Member of Nominating Committee	Mgmt	For	For	For
7.3	Reelect Rune Selmar as Member of Nominating Committee	Mgmt	For	For	For
7.4	Reelect Atle Hauge as Member of Nominating Committee	Mgmt	For	For	For
7b	Reelect Mimi K. Berdal as Chair of Nominating Committee	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of NOK 732,000 for Chair and NOK 408,000 for Other Directors	Mgmt	For	For	For
9	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For	For

Dow Inc.

Meeting Date: 04/10/2025

Record Date: 02/14/2025

Primary Security ID: 260557103

Country: USA

Meeting Type: Annual

Ticker: DOW

Shares Voted: 46,448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fetting	Mgmt	For	For	For
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	Against	Against
1j	Elect Director Rebecca B. Liebert	Mgmt	For	For	For
1k	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
1l	Elect Director Jill S. Wyant	Mgmt	For	For	For
1m	Elect Director Daniel W. Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Fairfax Financial Holdings Limited

Meeting Date: 04/10/2025

Record Date: 03/07/2025

Primary Security ID: 303901102

Country: Canada

Meeting Type: Annual

Ticker: FFH

Shares Voted: 309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Gunn	Mgmt	For	For	For
1.2	Elect Director David L. Johnston	Mgmt	For	For	For
1.3	Elect Director Karen L. Jurjevich	Mgmt	For	For	For

Fairfax Financial Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Christine A. Magee	Mgmt	For	For	For
1.5	Elect Director R. William McFarland	Mgmt	For	For	For
1.6	Elect Director Christine N. McLean	Mgmt	For	For	For
1.7	Elect Director Brian J. Porter	Mgmt	For	For	For
1.8	Elect Director Timothy R. Price	Mgmt	For	For	For
1.9	Elect Director Lauren C. Templeton	Mgmt	For	For	For
1.10	Elect Director Benjamin P. Watsa	Mgmt	For	For	For
1.11	Elect Director V. Prem Watsa	Mgmt	For	For	For
1.12	Elect Director William C. Weldon	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
3	Financed Emissions Disclosure	SH	Against	For	For

Protector Forsikring ASA

Meeting Date: 04/10/2025Country: NorwayTicker: PROT

Record Date: 04/03/2025Meeting Type: Annual

Primary Security ID: R7049B138

Shares Voted: 3,096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Against	Against
5	Discuss Company's Corporate Governance Statement	Mgmt			
6.1	Reelect Jostein Sorvol as Director	Mgmt	For	Against	Against
6.2	Reelect Else Bugge Fougner as Director	Mgmt	For	Against	Against

Protector Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Elect Hanne Myre as New Director	Mgmt	For	Against	Against
6.4	Reelect Jostein Sorvoll as Board Chair	Mgmt	For	Against	Against
6.5	Reelect Arve Ree as Vice Chair	Mgmt	For	Against	Against
7.1	Elect Andreas Mork (Chair) as Member of Nominating Committee	Mgmt	For	For	For
7.2	Reelect Eirik Ronold Mathisen as Member of Nominating Committee	Mgmt	For	For	For
7.3	Elect Egil Dahl as Member of Nominating Committee	Mgmt	For	For	For
8	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
9	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For
12	Approve Creation of NOK 8.25 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
13	Authorize Board to Raise Subordinated Loans and Other External Debt Financing	Mgmt	For	For	For
14	Authorize Board to Distribute Dividends	Mgmt	For	For	For

AstraZeneca PLC

Meeting Date: 04/11/2025

Record Date: 04/09/2025

Primary Security ID: G0593M107

Country: United Kingdom

Meeting Type: Annual

Ticker: AZN

Shares Voted: 4,121					
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Elect Birgit Conix as Director	Mgmt	For	For	For
5g	Elect Rene Haas as Director	Mgmt	For	For	For
5h	Elect Karen Knudsen as Director	Mgmt	For	For	For
5i	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5j	Re-elect Anna Manz as Director	Mgmt	For	For	For
5k	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5l	Re-elect Tony Mok as Director	Mgmt	For	For	For
5m	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5n	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Infrastrutture Wireless Italiane SpA

Shares Voted: 33,550

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 Extraordinary Dividend Distribution	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	Adjust Remuneration of Auditors	Mgmt	For	For	For
8	Approve Climate Transition Plan	Mgmt	For	Against	Against
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
9.1	Slate Submitted by Central Tower Holding Company BV	SH	None	Against	Against
9.2	Slate Submitted by Daphne 3 SpA	SH	None	Against	Against
9.3	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by Daphne 3 SpA	Mgmt			
9bis	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	SH	None	Against	Against
10	Fix Board Terms for Directors	SH	None	For	For
	Management Proposal	Mgmt			
11	Approve Remuneration of Directors	Mgmt	For	For	For

The Bank of New York Mellon Corporation

Meeting Date: 04/15/2025

Record Date: 02/19/2025

Primary Security ID: 064058100

Country: USA

Meeting Type: Annual

Ticker: BK

The Bank of New York Mellon Corporation

Shares Voted: 21,492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1c	Elect Director M. Amy Gilliland	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
1g	Elect Director Sandie O'Connor	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1i	Elect Director Rakefet Russak-Aminoach	Mgmt	For	For	For
1j	Elect Director Robin A. Vince	Mgmt	For	For	For
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Nestle SA

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 8,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.05 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.b	Reelect Pablo Isla as Director	Mgmt	For	Against	Against
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.e	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.i	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.j	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.k	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.2	Elect Laurent Freixe as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 70 Million	Mgmt	For	For	For
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For

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

Royal KPN NV

Meeting Date: 04/16/2025	Country: Netherlands	Ticker: KPN
Record Date: 03/19/2025	Meeting Type: Annual	
Primary Security ID: N4297B146		

Shares Voted: 374,232					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
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	Amend Articles Re: Board Related	Mgmt	For	For	For
10	Opportunity to Make Recommendations	Mgmt			
11	Reelect G.J.A. van de Aast to Supervisory Board	Mgmt	For	Against	Against
12	Reelect J.C.M. Sap to Supervisory Board	Mgmt	For	For	For
13	Announce Vacancies on the Supervisory Board	Mgmt			
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
18	Other Business (Non-Voting)	Mgmt			
19	Close Meeting	Mgmt			

The Sherwin-Williams Company

Meeting Date: 04/16/2025

Country: USA

Ticker: SHW

Record Date: 02/19/2025

Meeting Type: Annual

Primary Security ID: 824348106

Shares Voted: 4,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	Mgmt	For	For	For
1b	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1c	Elect Director Robert J. Gamgort	Mgmt	For	For	For
1d	Elect Director Heidi G. Petz	Mgmt	For	For	For
1e	Elect Director Aaron M. Powell	Mgmt	For	For	For
1f	Elect Director Marta R. Stewart	Mgmt	For	For	For
1g	Elect Director Michael H. Thaman	Mgmt	For	For	For
1h	Elect Director Matthew Thornton, III	Mgmt	For	For	For
1i	Elect Director Thomas L. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement of Paragraph (B) of Article Sixth of the Charter	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement of Section 6(b) of Article Fourth, Division A of the Charter	Mgmt	For	For	For

Meeting Date: 04/17/2025	Country: Germany	Ticker: BEI
Record Date: 03/26/2025	Meeting Type: Annual	
Primary Security ID: D08792109		

Shares Voted: 6,877

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 40 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 25 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Creation of EUR 25 Million Pool of Authorized Capital III with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 30 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

Heineken NV

Meeting Date: 04/17/2025

Record Date: 03/20/2025

Primary Security ID: N39427211

Country: Netherlands

Meeting Type: Annual

Ticker: HEIA

Shares Voted: 8,199

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

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
5.b	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For	For
5.c	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For

PPG Industries, Inc.

Meeting Date: 04/17/2025

Record Date: 02/21/2025

Primary Security ID: 693506107

Country: USA

Meeting Type: Annual

Ticker: PPG

Shares Voted: 12,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathy L. Fortmann	Mgmt	For	For	For
1b	Elect Director Melanie L. Healey	Mgmt	For	For	For
1c	Elect Director Gary R. Heminger	Mgmt	For	For	For
1d	Elect Director Timothy M. Knavish	Mgmt	For	For	For
1e	Elect Director Michael W. Lamach	Mgmt	For	For	For
1f	Elect Director Kathleen A. Ligocki	Mgmt	For	For	For
1g	Elect Director Michael T. Nally	Mgmt	For	For	For
1h	Elect Director Guillermo Novo	Mgmt	For	For	For
1i	Elect Director Christopher N. Roberts, III	Mgmt	For	For	For
1j	Elect Director Catherine R. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Keppel Ltd.

Meeting Date: 04/21/2025

Record Date:

Primary Security ID: Y4722Z120

Country: Singapore

Meeting Type: Annual

Ticker: BN4

Shares Voted: 50,273

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

ING Groep NV

Meeting Date: 04/22/2025

Record Date: 03/25/2025

Primary Security ID: N4578E595

Country: Netherlands

Meeting Type: Annual

Ticker: INGA

Shares Voted: 20,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Approve Remuneration Report	Mgmt	For	For	For

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For	For
6A	Reelect Steven van Rijswijk to Executive Board	Mgmt	For	For	For
6B	Reelect Ljiljana Cortan to Executive Board	Mgmt	For	For	For
7A	Reelect Margarete Haase to Supervisory Board	Mgmt	For	Against	Against
7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	For	Against	Against
7C	Elect Petri Hofste to Supervisory Board	Mgmt	For	For	For
7D	Elect Stuart Graham to Supervisory Board	Mgmt	For	For	For
8A	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

Public Service Enterprise Group Incorporated

Meeting Date: 04/22/2025	Country: USA	Ticker: PEG
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: 744573106		

Shares Voted: 32,001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph A. LaRossa	Mgmt	For	For	For

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Susan Tomasky	Mgmt	For	For	For
1c	Elect Director Willie A. Deese	Mgmt	For	For	For
1d	Elect Director Jamie M. Gentoso	Mgmt	For	For	For
1e	Elect Director Barry H. Ostrowsky	Mgmt	For	For	For
1f	Elect Director Ricardo G. Pérez	Mgmt	For	For	For
1g	Elect Director Valerie A. Smith	Mgmt	For	For	For
1h	Elect Director Scott G. Stephenson	Mgmt	For	For	For
1i	Elect Director Laura A. Sugg	Mgmt	For	For	For
1j	Elect Director John P. Surma	Mgmt	For	For	For
1k	Elect Director Kenneth Y. Tanji	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3a	Eliminate Supermajority Vote Requirement for Certain Business Combinations	Mgmt	For	For	For
3b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	Mgmt	For	For	For
3c	Eliminate Supermajority Vote Requirement to Make Certain Amendments to Our By-Laws	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Wilmar International Limited

Meeting Date: 04/22/2025

Country: Singapore

Ticker: F34

Record Date:

Meeting Type: Annual

Primary Security ID: Y9586L109

Shares Voted: 123,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Elect Kuok Khoon Ean as Director	Mgmt	For	For	For

Wilmar International Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Soh Gim Teik as Director	Mgmt	For	For	For
6	Elect Chong Yoke Sin as Director	Mgmt	For	For	For
7	Elect George Yong-Boon Yeo as Director	Mgmt	For	For	For
8	Elect Gary Thomas McGuigan as Director	Mgmt	For	For	For
9	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	Mgmt	For	Against	Against
12	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For

ageas SA/NV

Meeting Date: 04/23/2025	Country: Belgium	Ticker: AGS
Record Date: 04/09/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B0148L138		

Shares Voted: 4,290

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

Amplifon SpA

Meeting Date: 04/23/2025

Record Date: 04/10/2025

Primary Security ID: T0388E118

Country: Italy

Meeting Type: Annual

Ticker: AMP

Shares Voted: 9,627

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
2.1	Fix Number of Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2.2.1	Slate 1 Submitted by Ampliter Srl	SH	None	Against	Against
2.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
3	Approve Remuneration of Directors	Mgmt	For	For	For
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
6	Amend Regulations on General Meetings	Mgmt	For	Against	Against

Assa Abloy AB

Meeting Date: 04/23/2025

Record Date: 04/11/2025

Primary Security ID: W0817X204

Country: Sweden

Meeting Type: Annual

Ticker: ASSA.B

Shares Voted: 5,337

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

Assa Abloy AB

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 President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.90 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1.05 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Johan Hjertonsson (Chair), Carl Douglas (Vice Chair), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against	Against
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Performance Share Matching Plan LTI 2025 for Senior Executives and Key Employees	Mgmt	For	Against	Against
17	Close Meeting	Mgmt			

Assicurazioni Generali SpA

Meeting Date: 04/23/2025

Record Date: 04/10/2025

Primary Security ID: T05040109

Country: Italy

Meeting Type: Annual/Special

Ticker: G

Shares Voted: 8,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Fix Number of Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Mediobanca	SH	None	For	For
2b.2	Slate 2 Submitted by VM 2006 Srl	SH	None	Against	Against
2b.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Approve Remuneration of Directors - Choose One of the Following Proposals	Mgmt			
2c.1	Approve Fees Proposed by the Board of Directors	Mgmt	For	For	For
2c.2	Approve Fees Proposed by VM 2006 Srl	SH	None	Against	Against
	Shareholder Proposal Submitted by VM 2006 Srl	Mgmt			
3a	Appoint Annalisa Firmani as Alternate Internal Statutory Auditor	SH	None	For	For
	Management Proposals	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For
6a	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
7a	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For

Bunzl Plc

Meeting Date: 04/23/2025

Country: United Kingdom

Ticker: BNZL

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: G16968110

Shares Voted: 15,495

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	Re-elect Peter Ventress as Director	Mgmt	For	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For	For
6	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For
7	Re-elect Vin Murria as Director	Mgmt	For	For	For
8	Re-elect Pam Kirby as Director	Mgmt	For	For	For
9	Re-elect Jacky Simmonds as Director	Mgmt	For	For	For
10	Elect Daniela Soares as Director	Mgmt	For	For	For
11	Elect Julia Wilson as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	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

Bunzl Plc

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

Sampo Oyj

Meeting Date: 04/23/2025	Country: Finland	Ticker: SAMPO
Record Date: 04/09/2025	Meeting Type: Annual	
Primary Security ID: X75653232		

Shares Voted: 16,478

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Finnish Shares	Mgmt			
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.34 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 243,000 for Chair, EUR 140,000 for Vice Chair and EUR 108,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Christian Clausen, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Sara Mella as New Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For	For
15	Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Close Meeting	Mgmt			

The Cigna Group

Meeting Date: 04/23/2025Country: USATicker: CI

Record Date: 03/04/2025Meeting Type: Annual

Primary Security ID: 125523100

Shares Voted: 9,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	For	For	For
1b	Elect Director Eric J. Foss	Mgmt	For	For	For
1c	Elect Director Elder Granger	Mgmt	For	For	For
1d	Elect Director Neesha Hathi	Mgmt	For	For	For
1e	Elect Director George Kurian	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1g	Elect Director Mark B. McClellan	Mgmt	For	For	For
1h	Elect Director Philip O. Ozuah	Mgmt	For	For	For
1i	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1j	Elect Director Eric C. Wiseman	Mgmt	For	For	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Cigna Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

Danone SA

Meeting Date: 04/24/2025	Country: France	Ticker: BN
Record Date: 04/22/2025	Meeting Type: Annual/Special	
Primary Security ID: F12033134		

Shares Voted: 14,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
5	Reelect Geraldine Picaud as Director	Mgmt	For	For	For
6	Reelect Susan Roberts as Director	Mgmt	For	For	For
7	Reelect Patrice Louvet as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Edison International

Meeting Date: 04/24/2025

Record Date: 02/28/2025

Primary Security ID: 281020107

Country: USA

Meeting Type: Annual

Ticker: EIX

Shares Voted: 35,852

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Michael C. Camunez	Mgmt	For	For	For
1c	Elect Director Jennifer M. Granholm	Mgmt	For	For	For
1d	Elect Director James T. Morris	Mgmt	For	For	For
1e	Elect Director Timothy T. O'Toole	Mgmt	For	For	For
1f	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1g	Elect Director Marcy L. Reed	Mgmt	For	For	For
1h	Elect Director Carey A. Smith	Mgmt	For	For	For
1i	Elect Director Linda G. Stuntz	Mgmt	For	For	For
1j	Elect Director Peter J. Taylor	Mgmt	For	For	For
1k	Elect Director Keith Trent	Mgmt	For	For	For
2	Ratify PwC as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

ENGIE SA

Meeting Date: 04/24/2025

Record Date: 04/22/2025

Primary Security ID: F7629A107

Country: France

Meeting Type: Annual/Special

Ticker: ENGI

Shares Voted: 45,577

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 1.48 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Catherine MacGregor as Director	Mgmt	For	Against	Against
A	Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Mgmt	Abstain	Against	Against
7	Elect Gildas Gouvaze as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Company's Climate Transition Plan	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Amend Article 13 of Bylaws Re: Election of Representatives of Employee to the Board	Mgmt	For	For	For
18	Amend Articles 13, 14, 17, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Fastenal Company

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 311900104

Country: USA

Meeting Type: Annual

Ticker: FAST

Shares Voted: 18,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
1d	Elect Director Brady D. Ericson	Mgmt	For	For	For
1e	Elect Director Daniel L. Florness	Mgmt	For	For	For
1f	Elect Director Rita J. Heise	Mgmt	For	For	For
1g	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1h	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	For	For
1k	Elect Director Reyne K. Wisecup	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

HCA Healthcare, Inc.

Meeting Date: 04/24/2025

Record Date: 02/24/2025

Primary Security ID: 40412C101

Country: USA

Meeting Type: Annual

Ticker: HCA

Shares Voted: 5,741

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1b	Elect Director Samuel N. Hazen	Mgmt	For	For	For
1c	Elect Director Robert J. Dennis	Mgmt	For	For	For
1d	Elect Director Nancy-Ann DeParle	Mgmt	For	For	For

HCA Healthcare, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director William R. Frist	Mgmt	For	For	For
1f	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1g	Elect Director Michael W. Michelson	Mgmt	For	For	For
1h	Elect Director Wayne J. Riley	Mgmt	For	For	For
1i	Elect Director Andrea B. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
6	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
7	Amend Patient Safety and Quality of Care Committee Charter	SH	Against	For	For
8	Report on Healthcare Consequences of Acquisition Strategy	SH	Against	For	For

Huhtamaki Oyj

Meeting Date: 04/24/2025

Record Date: 04/10/2025

Primary Security ID: X33752100

Country: Finland

Meeting Type: Annual

Ticker: HUH1V

Shares Voted: 3,289

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			

Huhtamaki 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 1.10 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	For	For
11	Approve Remuneration of Directors in the Amount of EUR 180,000 for Chair, EUR 84,000 for Vice Chair and EUR 69,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Mercedes Alonso, Doug Baillie, Robert K. Beckler, Anja Korhonen, Pauline Lindwall, Kerttu Tuomas (Vice Chair) and Pekka Vauramo (Chair) as Directors; Elect Essimari Kairisto and Johann Christoph Michalski as New Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify KPMG OY Ab as Auditor	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint KPMG Oy Ab as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of up to 10 Million Shares without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Jeronimo Martins SGPS SA

Meeting Date: 04/24/2025	Country: Portugal	Ticker: JMT
Record Date: 04/15/2025	Meeting Type: Annual	
Primary Security ID: X40338109		

Shares Voted: 5,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Broadridge Only Meeting	Mgmt			
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	SH	None	For	For
4	Approve Remuneration Policy	Mgmt	For	Against	Against
5	Elect Corporate Bodies for 2025-2027 Term	SH	None	Against	Against
	Shareholders Can Only Vote FOR on Any One of Resolutions 6.a to 6.d. To Vote Against on Both Alternatives, Vote FOR on Item 6.c and AGAINST on the Other Items. To Vote in Abstention on Both Alternatives, Vote FOR on Item 6.d and AGAINST on the Other Items	Mgmt			
6.a	Vote FOR To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: In Favour Of Alternative A	Mgmt	For	For	For
6.b	Vote FOR To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: In Favour Of Alternative B	Mgmt	None	Against	Against
6.c	To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: Against (alternatives A And B)	Mgmt	None	Against	Against
6.d	To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: Abstention (alternatives A And B)	Mgmt	None	Against	Against
7	Elect Remuneration Committee for 2025-2027 Term	SH	None	For	For

Johnson & Johnson

Meeting Date: 04/24/2025

Record Date: 02/25/2025

Primary Security ID: 478160104

Country: USA

Meeting Type: Annual

Ticker: JNJ

Johnson & Johnson

Shares Voted: 36,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1d	Elect Director Joaquin Duato	Mgmt	For	For	For
1e	Elect Director Marilyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Paula A. Johnson	Mgmt	For	For	For
1g	Elect Director Hubert Joly	Mgmt	For	For	For
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For
1i	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1j	Elect Director Nadja Y. West	Mgmt	For	For	For
1k	Elect Director Eugene A. Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Oversee and Report Human Rights Impact Assessment	SH	Against	For	For

National Bank of Canada

Meeting Date: 04/24/2025Country: CanadaTicker: NA

Record Date: 02/24/2025Meeting Type: Annual

Primary Security ID: 633067103

Shares Voted: 4,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pierre Blouin	Mgmt	For	For	For
1.2	Elect Director Pierre Boivin	Mgmt	For	For	For
1.3	Elect Director Scott Burrows	Mgmt	For	For	For
1.4	Elect Director Yvon Charest	Mgmt	For	For	For
1.5	Elect Director Patricia Curadeau-Grou	Mgmt	For	For	For

National Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Laurent Ferreira	Mgmt	For	For	For
1.7	Elect Director Annick Guerard	Mgmt	For	For	For
1.8	Elect Director Karen Kinsley	Mgmt	For	For	For
1.9	Elect Director Lynn Loewen	Mgmt	For	For	For
1.10	Elect Director Rebecca McKillican	Mgmt	For	For	For
1.11	Elect Director Arielle Meloul-Wechsler	Mgmt	For	For	For
1.12	Elect Director Sarah Morgan-Silvester	Mgmt	For	For	For
1.13	Elect Director Robert Pare	Mgmt	For	For	For
1.14	Elect Director Pierre Pomerleau	Mgmt	For	For	For
1.15	Elect Director Irfhan Rawji	Mgmt	For	For	For
1.16	Elect Director Macky Tall	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
4.1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For	For
4.2	SP 2: Advisory Vote on Environmental Policies	SH	Against	For	For
4.3	SP 3: Report on Forced Labor and Child Labor in Lending Profiles	SH	Against	For	For
4.4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
4.5	SP 5: Employee Language Skills Disclosure	SH	Against	Against	Against

Orkla ASA

Meeting Date: 04/24/2025

Record Date: 04/14/2025

Primary Security ID: R67787102

Country: Norway

Meeting Type: Annual

Ticker: ORK

Shares Voted: 16,643

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

Orkla ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 10.00 Per Share	Mgmt	For	For	For
3	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	For	For
4	Discuss Company's Corporate Governance Statement	Mgmt			
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For	For
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For	For
6.4	Reelect Christina Fagerberg as Director	Mgmt	For	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For	For
6.6	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For	For
6.7	Reelect Bengt Rem as Director	Mgmt	For	For	For
7	Reelect Stein Erik Hagen as Board Chair	Mgmt	For	For	For
8	Reelect Nils-Henrik Pettersson as Member of Nominating Committee	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of NOK 1.17 Million for Chair and NOK 760,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/24/2025	Country: USA	Ticker: PFE
Record Date: 02/26/2025	Meeting Type: Annual	
Primary Security ID: 717081103		

Shares Voted: 130,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Mortimer J. Buckley	Mgmt	For	For	For
1.4	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.5	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.6	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
1.13	Elect Director Cyrus Taraporevala	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Meeting Date: 04/24/2025Country: United KingdomTicker: REL

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

Primary Security ID: G7493L105

Shares Voted: 13,324

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Andy Halford as Director	Mgmt	For	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
14	Re-elect Bianca Tetteroo as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Singapore Technologies Engineering Ltd.

Meeting Date: 04/24/2025	Country: Singapore	Ticker: S63
Record Date:	Meeting Type: Annual	
Primary Security ID: Y7996W103		

Shares Voted: 84,364

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

UCB SA

Meeting Date: 04/24/2025

Record Date: 04/10/2025

Primary Security ID: B93562120

Country: Belgium

Meeting Type: Annual/Special

Ticker: UCB

Shares Voted: 1,255

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

Venture Corporation Limited

Meeting Date: 04/24/2025Country: SingaporeTicker: V03

Record Date:Meeting Type: Annual

Primary Security ID: Y9361F111

Shares Voted: 33,669

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

Venture Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Wong Ngit Liong as Director	Mgmt	For	For	For
4	Elect Tan Seok Hoong @Mrs Audrey Liow as Director	Mgmt	For	For	For
5	Elect Chua Kee Lock as Director	Mgmt	For	For	For
6	Elect Chong Siak Ching as Director	Mgmt	For	For	For
7	Approve Directors' Fees	Mgmt	For	For	For
8	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Approve Grant of Options and/or Share Awards and Issuance of Shares Pursuant to the Venture Corporation Executives' Share Option Scheme 2025 and Venture Corporation Restricted Share Plan 2021	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

Abbott Laboratories

Meeting Date: 04/25/2025

Record Date: 02/26/2025

Primary Security ID: 002824100

Country: USA

Meeting Type: Annual

Ticker: ABT

Shares Voted: 19,523					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For

Abbott Laboratories

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Akzo Nobel NV

Meeting Date: 04/25/2025

Record Date: 03/28/2025

Primary Security ID: N01803308

Country: Netherlands

Meeting Type: Annual

Ticker: AKZA

Shares Voted: 6,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
3a	Adopt Financial Statements	Mgmt	For	For	For
3b	Discuss on the Company's Dividend Policy	Mgmt			
3c	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3d	Approve Remuneration Report	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	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For
5b	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
6a	Approve Remuneration Policy of Management Board	Mgmt	For	For	For
6b	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect H.J. Muller to Supervisory Board	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

Baloise Holding AG

Meeting Date: 04/25/2025Country: SwitzerlandTicker: BALN

Record Date:Meeting Type: Annual

Primary Security ID: H04530202

Shares Voted: 4,713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 8.10 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	Against	Against
4.1.b	Reelect Christoph Maeder as Director	Mgmt	For	For	For
4.1.c	Reelect Maya Bundt as Director	Mgmt	For	For	For
4.1.d	Reelect Guido Fuerer as Director	Mgmt	For	For	For
4.1.e	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
4.1.f	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.g	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.h	Elect Andre Helfenstein as Director	Mgmt	For	For	For
4.1.i	Elect Robert Schuchna as Director	Mgmt	For	For	For
4.1.j	Elect Vincent Vandendael as Director	Mgmt	For	For	For
4.2.1	Appoint Maya Bundt as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reppoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Appoint Vincent Vandendael as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Christophe Sarasin 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 3.4 Million	Mgmt	For	For	For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

Financiere de Tubize SA

Meeting Date: 04/25/2025	Country: Belgium	Ticker: TUB
Record Date: 04/11/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B41387133		

Shares Voted: 1,537

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

Financiere de Tubize SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm	Mgmt	For	Against	Against
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
3	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	Against	Against

Fuji Soft, Inc.

Meeting Date: 04/25/2025Country: JapanTicker: 9749

Record Date: 03/14/2025Meeting Type: Special

Primary Security ID: J1528D102

Shares Voted: 4,288

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reverse Stock Split to Squeeze Out Minority Shareholders	Mgmt	For	For	For
2	Amend Articles to Decrease Authorized Capital - Delete References to Record Date	Mgmt	For	For	For
3.1	Elect Director Yatagawa, Eiji	Mgmt	For	For	For
3.2	Elect Director Miyauchi, Hideaki	Mgmt	For	For	For

IMCD NV

Meeting Date: 04/25/2025Country: NetherlandsTicker: IMCD

Record Date: 03/28/2025Meeting Type: Annual

Primary Security ID: N4447S106

Shares Voted: 2,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
3a	Receive Auditor's Report (Non-Voting)	Mgmt			

IMCD NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Adopt Financial Statements	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
5b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Appoint Ernst & Young Accountants LLP as Auditor for Sustainability Reporting	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Merck KGaA

Meeting Date: 04/25/2025

Record Date: 04/03/2025

Primary Security ID: D5357W103

Country: Germany

Meeting Type: Annual

Ticker: MRK

Shares Voted: 3,920

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

Merck KGaA

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

A2A SpA

Meeting Date: 04/29/2025	Country: Italy	Ticker: A2A
Record Date: 04/16/2025	Meeting Type: Annual	
Primary Security ID: T0579B105		

Shares Voted: 108,393

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 and Dividend Distribution	Mgmt	For	For	For
3	Approve 2025-2027 Employee Share Ownership Plan	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

Alfa Laval AB

Meeting Date: 04/29/2025	Country: Sweden	Ticker: ALFA
Record Date: 04/17/2025	Meeting Type: Annual	
Primary Security ID: W04008152		

Shares Voted: 3,849

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For	For
9c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	For
9c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	For
9c3	Approve Discharge of Anna Muller	Mgmt	For	For	For
9c4	Approve Discharge of Finn Rausing	Mgmt	For	For	For
9c5	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9c6	Approve Discharge of Jorn Rausing	Mgmt	For	For	For
9c7	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	For
9c8	Approve Discharge of Nadine Crauwels	Mgmt	For	For	For
9c9	Approve Discharge of Ray Mauritsson	Mgmt	For	For	For
9c10	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	For
9c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For	For
9c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	For
9c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	For
9c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For	For
9c15	Approve Discharge of Stefan Sandell	Mgmt	For	For	For
9c16	Approve Discharge of Leif Norkvist	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.19 Million to the Chair and SEK 730,000 to Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Anna Muller as Director	Mgmt	For	For	For
13.2	Reelect Dennis Jonsson as Director	Mgmt	For	For	For
13.3	Reelect of Finn Rausing as Director	Mgmt	For	For	For
13.4	Reelect Henrik Lange as Director	Mgmt	For	For	For
13.5	Reelect Jorn Rausing as Director	Mgmt	For	Against	Against
13.6	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
13.7	Reelect Nadine Crauwels as Director	Mgmt	For	For	For
13.8	Reelect Ray Mauritsson as Director	Mgmt	For	For	For
13.9	Reelect Ulf Wiinberg as Director	Mgmt	For	Against	Against
13.10	Elect Annica Bresky as New Director	Mgmt	For	For	For
13.11	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For	For
13.12	Ratify Andreas Troberg as Auditor	Mgmt	For	For	For
13.13	Ratify Hanna Fehland as Auditor	Mgmt	For	For	For
13.14	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	For
13.15	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	For
14	Close Meeting	Mgmt			

American Electric Power Company, Inc.

Meeting Date: 04/29/2025

Record Date: 03/04/2025

Primary Security ID: 025537101

Country: USA

Meeting Type: Annual

Ticker: AEP

Shares Voted: 41,962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bill Fehrman	Mgmt	For	For	For
1.2	Elect Director Ben Fowke	Mgmt	For	For	For
1.3	Elect Director Art A. Garcia	Mgmt	For	For	For
1.4	Elect Director Hunter C. Gary	Mgmt	For	For	For
1.5	Elect Director Sandra Beach Lin	Mgmt	For	For	For
1.6	Elect Director Henry P. Linginfelter	Mgmt	For	For	For
1.7	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1.8	Elect Director Daryl Roberts	Mgmt	For	For	For
1.9	Elect Director Joseph G. Sauvage	Mgmt	For	For	For
1.10	Elect Director Daniel G. Stoddard	Mgmt	For	For	For
1.11	Elect Director Sara Martinez Tucker	Mgmt	For	For	For
1.12	Elect Director Lewis Von Thaer	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Bouygues SA

Meeting Date: 04/29/2025

Record Date: 04/25/2025

Primary Security ID: F11487125

Country: France

Meeting Type: Annual/Special

Ticker: EN

Shares Voted: 19,383

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 2 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Remuneration Policy of Directors	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	For	For
11	Approve Compensation of Pascal Grangé, Vice-CEO	Mgmt	For	For	For
12	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For	For
13	Reelect Felicie Burelle as Director	Mgmt	For	For	For
14	Reelect Clara Gaymard as Director	Mgmt	For	For	For
15	Reelect Olivier Bouygues as Director	Mgmt	For	For	For
16	Reelect SCDM as Director	Mgmt	For	For	For
17	Elect Charlotte Bouygues as Director	Mgmt	For	For	For
18	Elect Nathalie Bellon-Szabo as Director	Mgmt	For	For	For
19	Reelect Raphaëlle Deflesselle as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
20	Elect Sylvie Bruneau as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
21	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against	Against
22	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	Against	Against
24	Authorize Capitalization of Reserves of Up to EUR 6 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	Against	Against
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Mgmt	For	Against	Against
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
29	Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Mgmt	For	Against	Against
30	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 85 Million	Mgmt	For	Against	Against
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
32	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
33	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
34	Authorize up to 0.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension	Mgmt	For	For	For
35	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 94 Million	Mgmt	For	Against	Against

Bouygues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
36	Amend Article 8.2 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Against	Against
37	Amend Article 13.2 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
38	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
39	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Endesa SA

Meeting Date: 04/29/2025

Record Date: 04/24/2025

Primary Security ID: E41222113

Country: Spain

Meeting Type: Annual

Ticker: ELE

Shares Voted: 22,497

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	Approve Allocation of Income and Dividends	Mgmt	For	For	For
7	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Strategic Incentive Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Exelon Corporation

Meeting Date: 04/29/2025

Record Date: 03/03/2025

Primary Security ID: 30161N101

Country: USA

Meeting Type: Annual

Ticker: EXC

Exelon Corporation

Shares Voted: 81,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director David DeWalt	Mgmt	For	For	For
1e	Elect Director Linda Jojo	Mgmt	For	Against	Against
1f	Elect Director Charisse Lillie	Mgmt	For	For	For
1g	Elect Director Anna Richo	Mgmt	For	For	For
1h	Elect Director Matthew Rogers	Mgmt	For	For	For
1i	Elect Director Bryan Segedi	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

International Business Machines Corporation

Meeting Date: 04/29/2025Country: USATicker: IBM

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: 459200101

Shares Voted: 7,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For
1b	Elect Director Thomas Buberl	Mgmt	For	For	For
1c	Elect Director David N. Farr	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For	For

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

PACCAR Inc

Meeting Date: 04/29/2025

Record Date: 03/04/2025

Primary Security ID: 693718108

Country: USA

Meeting Type: Annual

Ticker: PCAR

Shares Voted: 13,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	Mgmt	For	For	For
1.2	Elect Director Pierre R. Breber	Mgmt	For	For	For
1.3	Elect Director Dame Alison J. Carnwath	Mgmt	For	For	For
1.4	Elect Director R. Preston Feight	Mgmt	For	For	For
1.5	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1.6	Elect Director Brice A. Hill	Mgmt	For	For	For
1.7	Elect Director Barbara B. Hulit	Mgmt	For	For	For
1.8	Elect Director Cynthia A. Niekamp	Mgmt	For	For	For
1.9	Elect Director John M. Pigott	Mgmt	For	For	For
1.10	Elect Director Luiz A. S. Pretti	Mgmt	For	For	For
1.11	Elect Director Ganesh Ramaswamy	Mgmt	For	For	For
1.12	Elect Director Mark A. Schulz	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Recordati SpA

Meeting Date: 04/29/2025

Country: Italy

Ticker: REC

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: T78458139

Shares Voted: 5,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.b	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposals Submitted by Rossini Sarl	Mgmt			
2.a	Fix Number of Directors	SH	None	For	For
2.b	Fix Board Terms for Directors	SH	None	For	For
	Appoint Directors (Slate Election)	Mgmt			
2.c	Slate Submitted by Rossini Sarl	SH	None	Against	Against
	Management Proposals	Mgmt			
2.d	Approve Remuneration of Directors	Mgmt	For	For	For
2.e	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Mgmt	For	Against	Against
3.a	Approve Remuneration Policy	Mgmt	For	For	For
3.b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

The Williams Companies, Inc.

Meeting Date: 04/29/2025

Record Date: 03/06/2025

Primary Security ID: 969457100

Country: USA

Meeting Type: Annual

Ticker: WMB

Shares Voted: 41,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	For	For	For
1.2	Elect Director Stephen W. Bergstrom	Mgmt	For	For	For
1.3	Elect Director Michael A. Creel	Mgmt	For	For	For
1.4	Elect Director Stacey H. Dore	Mgmt	For	For	For
1.5	Elect Director Carri A. Lockhart	Mgmt	For	For	For
1.6	Elect Director Richard E. Muncrief	Mgmt	For	For	For
1.7	Elect Director Peter A. Ragauss	Mgmt	For	For	For
1.8	Elect Director Rose M. Robeson	Mgmt	For	For	For
1.9	Elect Director Scott D. Sheffield	Mgmt	For	For	For
1.10	Elect Director William H. Spence	Mgmt	For	For	For
1.11	Elect Director Jesse J. Tyson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Wihlborgs Fastigheter AB

Meeting Date: 04/29/2025

Record Date: 04/17/2025

Primary Security ID: W9899F163

Country: Sweden

Meeting Type: Annual

Ticker: WIHL

Shares Voted: 17,160

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

Wihlborgs Fastigheter AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b	Approve Allocation of Income and Dividends of SEK 3.20 Per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Anders Jarl	Mgmt	For	For	For
9c.2	Approve Discharge of Jan Litbron	Mgmt	For	For	For
9c.3	Approve Discharge of Amela Hodzic	Mgmt	For	For	For
9c.4	Approve Discharge of Lennart Mauritzson	Mgmt	For	For	For
9c.5	Approve Discharge of Anna Werntoft	Mgmt	For	For	For
9c.6	Approve Discharge of Anneli Jansson	Mgmt	For	For	For
9c.7	Approve Discharge of Johan Rostin	Mgmt	For	For	For
9c.8	Approve Discharge of CEO Ulrika Hallengren	Mgmt	For	For	For
9.d	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 520,000 for Chair and SEK 230,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Anders Jarl (Chair) as Director	Mgmt	For	Against	Against
12.2	Reelect Jan Litborn as Director	Mgmt	For	Against	Against
12.3	Reelect Amela Hodzic as Director	Mgmt	For	For	For
12.4	Reelect Lennart Mauritzon as Director	Mgmt	For	Against	Against
12.5	Reelect Anna Werntoft as Director	Mgmt	For	For	For
12.6	Reelect Anneli Jansson as Director	Mgmt	For	For	For

Wihlborgs Fastigheter AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.7	Reelect Johan Rostin as Director	Mgmt	For	For	For
13	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
17	Other Business	Mgmt			
18	Close Meeting	Mgmt			

Corteva, Inc.

Meeting Date: 04/30/2025Country: USATicker: CTVA

Record Date: 03/05/2025Meeting Type: Annual

Primary Security ID: 22052L104

Shares Voted: 34,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For
1b	Elect Director Klaus A. Engel	Mgmt	For	For	For
1c	Elect Director David C. Everitt	Mgmt	For	For	For
1d	Elect Director Janet P. Giesselman	Mgmt	For	For	For
1e	Elect Director Karen H. Grimes	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director Marcos M. Lutz	Mgmt	For	For	For
1h	Elect Director Charles V. Magro	Mgmt	For	For	For
1i	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
1j	Elect Director Gregory R. Page	Mgmt	For	For	For
1k	Elect Director Kerry J. Preete	Mgmt	For	For	For
1l	Elect Director Patrick J. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

GEA Group AG

Meeting Date: 04/30/2025	Country: Germany	Ticker: G1A
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: D28304109		

Shares Voted: 11,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Elect Juergen Fleischer to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Annette Koehler to the Supervisory Board	Mgmt	For	Against	Against
8.3	Elect Holly Lei to the Supervisory Board	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/30/2025	Country: Germany	Ticker: MUV2
Record Date: 04/23/2025	Meeting Type: Annual	
Primary Security ID: D55535104		

Shares Voted: 0

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

Muenchener Rueckversicherungs-Gesellschaft AG

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

Muenchener Rueckversicherungs-Gesellschaft AG

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

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Mgmt	For	For	Do Not Vote
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	Do Not Vote
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	Do Not Vote
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	Mgmt	For	For	Do Not Vote
6	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
7	Approve Remuneration Policy	Mgmt	For	For	Do Not Vote
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	Do Not Vote
9.1	Amend Articles Re: Share Transfer Restriction	Mgmt	For	For	Do Not Vote
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	Mgmt	For	For	Do Not Vote
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	Mgmt	For	For	Do Not Vote
9.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote
9.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote
9.6	Amend Articles Re: Sequence of Agenda Items	Mgmt	For	For	Do Not Vote
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	Do Not Vote
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	Do Not Vote

Meeting Date: 04/30/2025	Country: Germany	Ticker: RWE
Record Date: 04/08/2025	Meeting Type: Annual	
Primary Security ID: D6629K109		

Shares Voted: 22,917

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Joerg Rochol for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2024	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2024	Mgmt	For	For	For

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

Meeting Date: 04/30/2025

Record Date: 04/28/2025

Primary Security ID: F5548N101

Country: France

Meeting Type: Annual/Special

Ticker: SAN

Shares Voted: 10,412

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.92 per Share	Mgmt	For	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	For	For
6	Reelect Carole Ferrand as Director	Mgmt	For	For	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	For	For
8	Reelect Emile Voest as Director	Mgmt	For	For	For
9	Reelect Antoine Yver as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For	For
28	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Smith & Nephew plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: SN

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: G82343164

Shares Voted: 42,660

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 Sybella Stanley as Director	Mgmt	For	For	For

Smith & Nephew plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Rupert Soames as Director	Mgmt	For	Against	Against
6	Re-elect Jo Hallas as Director	Mgmt	For	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For	For
8	Re-elect John Ma as Director	Mgmt	For	For	For
9	Re-elect Jeremy Maiden as Director	Mgmt	For	For	For
10	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
11	Re-elect Deepak Nath as Director	Mgmt	For	For	For
12	Re-elect Marc Owen as Director	Mgmt	For	For	For
13	Re-elect Angie Risley as Director	Mgmt	For	For	For
14	Re-elect John Rogers as Director	Mgmt	For	For	For
15	Re-elect Bob White as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Coca-Cola Company

Meeting Date: 04/30/2025

Record Date: 03/03/2025

Primary Security ID: 191216100

Country: USA

Meeting Type: Annual

Ticker: KO

Shares Voted: 59,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Bela Bajaria	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Carolyn Everson	Mgmt	For	For	For
1.6	Elect Director Thomas S. Gayner	Mgmt	For	For	For
1.7	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.8	Elect Director Amity Millhiser	Mgmt	For	For	For
1.9	Elect Director James Quincey	Mgmt	For	For	For
1.10	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.11	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For	For
5	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Against	For	For
6	Establish a Board Committee on Improper Influence	SH	Against	Against	Against
7	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Against	Against
8	Report on Impacts Related to Associating Brand with Politically Divisive Events	SH	Against	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Unilever Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: ULVR

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: G92087165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Elect Benoit Potier as Director	Mgmt	For	For	For
4	Elect Zoe Yujnovich as Director	Mgmt	For	For	For
5	Re-elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
8	Re-elect Ruby Lu as Director	Mgmt	For	For	For
9	Re-elect Judith McKenna as Director	Mgmt	For	For	For
10	Re-elect Ian Meakins as Director	Mgmt	For	Against	Against
11	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/01/2025

Record Date: 03/07/2025

Primary Security ID: 101137107

Country: USA

Meeting Type: Annual

Ticker: BSX

Boston Scientific Corporation

Shares Voted: 20,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1b	Elect Director David C. Habiger	Mgmt	For	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For	For
1g	Elect Director Cheryl Pegus	Mgmt	For	For	For
1h	Elect Director John E. Sununu	Mgmt	For	For	For
1i	Elect Director David S. Wichmann	Mgmt	For	For	For
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Church & Dwight Co., Inc.

Meeting Date: 05/01/2025Country: USATicker: CHD

Record Date: 03/05/2025Meeting Type: Annual

Primary Security ID: 171340102

Shares Voted: 39,563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	Mgmt	For	For	For
1b	Elect Director Richard A. Dierker	Mgmt	For	For	For
1c	Elect Director Matthew T. Farrell	Mgmt	For	For	For
1d	Elect Director Bradley C. Irwin	Mgmt	For	For	For
1e	Elect Director Penry W. Price	Mgmt	For	For	For
1f	Elect Director Susan G. Saideman	Mgmt	For	For	For
1g	Elect Director Ravichandra K. Saligram	Mgmt	For	For	For

Church & Dwight Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert K. Shearer	Mgmt	For	For	For
1i	Elect Director Michael R. Smith	Mgmt	For	For	For
1j	Elect Director Janet S. Vergis	Mgmt	For	For	For
1k	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
1l	Elect Director Laurie J. Yoler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

Duke Energy Corporation

Meeting Date: 05/01/2025Country: USATicker: DUK

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

Primary Security ID: 26441C204

Shares Voted: 38,502

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	For	For
1b	Elect Director Annette K. Clayton	Mgmt	For	For	For
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Caroline Dorsa	Mgmt	For	For	For
1f	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
1h	Elect Director John T. Herron	Mgmt	For	For	For
1i	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1j	Elect Director E. Marie McKee	Mgmt	For	For	For
1k	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1l	Elect Director Harry K. Sideris	Mgmt	For	For	For
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For

Duke Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	For	For	For
5	Report on Net Zero Activities	SH	Against	Against	Against

Kerry Group Plc

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

Shares Voted: 177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
3b	Re-elect Genevieve Berger as Director	Mgmt	For	For	For
3c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
3d	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
3e	Re-elect Catherine Godson as Director	Mgmt	For	For	For
3f	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
3g	Re-elect Michael Kerr as Director	Mgmt	For	For	For
3h	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
3i	Re-elect Tom Moran as Director	Mgmt	For	For	For
3j	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
3k	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
3l	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3m	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
9	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kimberly-Clark Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: KMB

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 494368103

Shares Voted: 34,438					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	Mgmt	For	For	For
1.2	Elect Director John W. Culver	Mgmt	For	For	For
1.3	Elect Director Michael D. Hsu	Mgmt	For	For	For
1.4	Elect Director Mae C. Jemison	Mgmt	For	For	For
1.5	Elect Director Deeptha Khanna	Mgmt	For	For	For
1.6	Elect Director S. Todd Maclin	Mgmt	For	For	For
1.7	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
1.8	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1.9	Elect Director Christa S. Quarles	Mgmt	For	For	For
1.10	Elect Director Jaime A. Ramirez	Mgmt	For	For	For
1.11	Elect Director Joseph Romanelli	Mgmt	For	For	For
1.12	Elect Director Dunia A. Shive	Mgmt	For	For	For
1.13	Elect Director Mark T. Smucker	Mgmt	For	For	For

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

London Stock Exchange Group plc

Meeting Date: 05/01/2025Country: United KingdomTicker: LSEG

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: G5689U103

Shares Voted: 5,146					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
5	Re-elect Martin Brand as Director	Mgmt	For	For	For
6	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
7	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
8	Re-elect Scott Guthrie as Director	Mgmt	For	For	For
9	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
10	Re-elect Michel-Alain Proch as Director	Mgmt	For	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
12	Re-elect Don Robert as Director	Mgmt	For	Against	Against
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For	For
15	Elect Lloyd Pitchford as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

London Stock Exchange Group plc

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

Toromont Industries Ltd.

Meeting Date: 05/01/2025	Country: Canada	Ticker: TIH
Record Date: 03/12/2025	Meeting Type: Annual	
Primary Security ID: 891102105		

Shares Voted: 4,933

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter J. Blake	Mgmt	For	For	For
1.2	Elect Director Benjamin D. Cherniavsky	Mgmt	For	For	For
1.3	Elect Director Cathryn E. Cranston	Mgmt	For	For	For
1.4	Elect Director Paramita Das	Mgmt	For	For	For
1.5	Elect Director Sharon L. Hodgson	Mgmt	For	For	For
1.6	Elect Director Ave G. Lethbridge	Mgmt	For	For	For
1.7	Elect Director Michael S.H. McMillan	Mgmt	For	For	For
1.8	Elect Director Frederick J. Mifflin	Mgmt	For	For	For
1.9	Elect Director Katherine A. Rethy	Mgmt	For	For	For
1.10	Elect Director Richard G. Roy	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Toromont Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Element Fleet Management Corp.

Meeting Date: 05/02/2025	Country: Canada	Ticker: EFN
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: 286181201		

Shares Voted: 18,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kathleen Taylor	Mgmt	For	For	For
1.2	Elect Director Virginia Addicott	Mgmt	For	For	For
1.3	Elect Director Laura Dottori-Attanasio	Mgmt	For	For	For
1.4	Elect Director Paolo Ferrari	Mgmt	For	For	For
1.5	Elect Director G. Keith Graham	Mgmt	For	For	For
1.6	Elect Director Joan Lamm-Tennant	Mgmt	For	For	For
1.7	Elect Director Rubin J. McDougal	Mgmt	For	For	For
1.8	Elect Director Tracey McVicar	Mgmt	For	For	For
1.9	Elect Director Andrea Rosen	Mgmt	For	For	For
1.10	Elect Director Luis Manuel Tellez Kuenzler	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Entergy Corporation

Meeting Date: 05/02/2025	Country: USA	Ticker: ETR
Record Date: 03/07/2025	Meeting Type: Annual	
Primary Security ID: 29364G103		

Shares Voted: 45,257

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gina F. Adams	Mgmt	For	For	For
1b	Elect Director John H. Black	Mgmt	For	For	For

Entergy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director John R. Burbank	Mgmt	For	For	For
1d	Elect Director Kirkland H. Donald	Mgmt	For	For	For
1e	Elect Director Brian W. Ellis	Mgmt	For	For	For
1f	Elect Director Philip L. Frederickson	Mgmt	For	For	For
1g	Elect Director M. Elise Hyland	Mgmt	For	For	For
1h	Elect Director Stuart L. Levenick	Mgmt	For	For	For
1i	Elect Director Andrew S. Marsh	Mgmt	For	For	For
1j	Elect Director Karen A. Puckett	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Illinois Tool Works Inc.

Meeting Date: 05/02/2025

Country: USA

Ticker: ITW

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 452308109

Shares Voted: 6,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darrell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Jaime Irick	Mgmt	For	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For
1j	Elect Director E. Scott Santi	Mgmt	For	For	For
1k	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1l	Elect Director Pamela B. Strobel	Mgmt	For	For	For

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Pearson Plc

Meeting Date: 05/02/2025

Country: United Kingdom

Ticker: PSON

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: G69651100

Shares Voted: 40,803

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 Omar Abbosh as Director	Mgmt	For	For	For
4	Re-elect Sherry Coutu as Director	Mgmt	For	For	For
5	Re-elect Alison Dolan as Director	Mgmt	For	For	For
6	Re-elect Alex Hardiman as Director	Mgmt	For	For	For
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Omid Kordestani as Director	Mgmt	For	For	For
9	Re-elect Esther Lee as Director	Mgmt	For	For	For
10	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For	For
12	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For
13	Approve Remuneration Report	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 Issue of Equity	Mgmt	For	For	For

Pearson Plc

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

Berkshire Hathaway Inc.

Meeting Date: 05/03/2025

Country: USA

Ticker: BRK.B

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: 084670702

Shares Voted: 3,951

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	Withhold	Withhold
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	Withhold
1.12	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.13	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Costs and Benefits of Voluntary Carbon Reduction Commitments	SH	Against	Against	Against
3	Report on Pay Disparity	SH	Against	Against	Against

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
5	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Against	Against
6	Designate Board Committee to Oversee DEI Strategy	SH	Against	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For
8	Establish Board Committee on Artificial Intelligence	SH	Against	For	For

Cincinnati Financial Corporation

Meeting Date: 05/03/2025Country: USATicker: CINF

Record Date: 03/05/2025Meeting Type: Annual

Primary Security ID: 172062101

Shares Voted: 11,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy C. Benacci	Mgmt	For	For	For
1.2	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1.3	Elect Director Dirk J. Debbink	Mgmt	For	For	For
1.4	Elect Director Steven J. Johnston	Mgmt	For	For	For
1.5	Elect Director Jill P. Meyer	Mgmt	For	For	For
1.6	Elect Director David P. Osborn	Mgmt	For	For	For
1.7	Elect Director Gretchen W. Schar	Mgmt	For	For	For
1.8	Elect Director Charles O. Schiff	Mgmt	For	For	For
1.9	Elect Director Douglas S. Skidmore	Mgmt	For	For	For
1.10	Elect Director Stephen M. Spray	Mgmt	For	For	For
1.11	Elect Director John F. Steele, Jr.	Mgmt	For	For	For
1.12	Elect Director Larry R. Webb	Mgmt	For	For	For
1.13	Elect Director Cheng-sheng Peter Wu	Mgmt	For	For	For
2	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

Cincinnati Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Aflac Incorporated

Meeting Date: 05/05/2025

Country: USA

Ticker: AFL

Record Date: 02/25/2025

Meeting Type: Annual

Primary Security ID: 001055102

Shares Voted: 20,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
1c	Elect Director Arthur R. Collins	Mgmt	For	For	For
1d	Elect Director Miwako Hosoda	Mgmt	For	For	For
1e	Elect Director Michael A. Forrester	Mgmt	For	For	For
1f	Elect Director Thomas J. Kenny	Mgmt	For	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Karole F. Lloyd	Mgmt	For	For	For
1i	Elect Director Nobuchika Mori	Mgmt	For	For	For
1j	Elect Director Joseph L. Moskowitz	Mgmt	For	For	For
1k	Elect Director Katherine T. Rohrer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Eli Lilly and Company

Meeting Date: 05/05/2025

Country: USA

Ticker: LLY

Record Date: 02/26/2025

Meeting Type: Annual

Primary Security ID: 532457108

Shares Voted: 2,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	Mgmt	For	For	For
1b	Elect Director Mary Lynne Hedley	Mgmt	For	For	For
1c	Elect Director Kimberly H. Johnson	Mgmt	For	For	For
1d	Elect Director Juan R. Luciano	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

RB Global, Inc.

Meeting Date: 05/05/2025Country: CanadaTicker: RBA

Record Date: 03/20/2025Meeting Type: Annual/Special

Primary Security ID: 74935Q107

Shares Voted: 5,381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert George Elton	Mgmt	For	For	For
1b	Elect Director Jim Kessler	Mgmt	For	For	For
1c	Elect Director Brian Bales	Mgmt	For	For	For
1d	Elect Director Adam DeWitt	Mgmt	For	For	For
1e	Elect Director Gregory B. Morrison	Mgmt	For	For	For
1f	Elect Director Timothy O'Day	Mgmt	For	For	For
1g	Elect Director Sarah Raiss	Mgmt	For	For	For
1h	Elect Director Michael Sieger	Mgmt	For	For	For
1i	Elect Director Debbie Stein	Mgmt	For	For	For
1j	Elect Director Carol M. Stephenson	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

RB Global, Inc.

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

Air Liquide SA

Meeting Date: 05/06/2025Country: FranceTicker: AI

Record Date: 05/02/2025Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 3,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Xavier Huillard as Director	Mgmt	For	For	For
6	Reelect Aiman Ezzat as Director	Mgmt	For	Against	Against
7	Reelect Bertrand Dumazy as Director	Mgmt	For	Against	Against
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
9	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For
10	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Directors	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 (Rights Issue) up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
19	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
22	Amend Article 14 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bristol-Myers Squibb Company

Meeting Date: 05/06/2025

Record Date: 03/14/2025

Primary Security ID: 110122108

Country: USA

Meeting Type: Annual

Ticker: BMY

Shares Voted: 75,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Michael R. McMullen	Mgmt	For	For	For
1G	Elect Director Paula A. Price	Mgmt	For	For	For
1H	Elect Director Derica W. Rice	Mgmt	For	For	For
1I	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1J	Elect Director Karen H. Vousden	Mgmt	For	For	For
1K	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
5	Consider Abolishing DEI Goals	SH	Against	Against	Against

Danaher Corporation

Meeting Date: 05/06/2025

Country: USA

Ticker: DHR

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 6,456

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Charles W. Lamanna	Mgmt	For	For	For
1e	Elect Director Teri List	Mgmt	For	Against	Against
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For	For

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

George Weston Limited

Meeting Date: 05/06/2025

Record Date: 03/10/2025

Primary Security ID: 961148509

Country: Canada

Meeting Type: Annual

Ticker: WN

Shares Voted: 3,693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.2	Elect Director Nancy H.O. Lockhart	Mgmt	For	For	For
1.3	Elect Director Sarabjit S. Marwah	Mgmt	For	For	For
1.4	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1.5	Elect Director Barbara G. Stymiest	Mgmt	For	For	For
1.6	Elect Director Galen G. Weston	Mgmt	For	For	For
1.7	Elect Director Cornell Wright	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Loblaw Companies Limited

Meeting Date: 05/06/2025

Record Date: 03/10/2025

Primary Security ID: 539481101

Country: Canada

Meeting Type: Annual

Ticker: L

Shares Voted: 5,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Bonham	Mgmt	For	For	For
1.2	Elect Director Shelley G. Broader	Mgmt	For	For	For
1.3	Elect Director Christie J.B. Clark	Mgmt	For	For	For
1.4	Elect Director Daniel Debow	Mgmt	For	For	For
1.5	Elect Director William A. Downe	Mgmt	For	For	For
1.6	Elect Director Janice Fukakusa	Mgmt	For	For	For
1.7	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.8	Elect Director Kevin Holt	Mgmt	For	For	For
1.9	Elect Director Claudia Kotchka	Mgmt	For	For	For
1.10	Elect Director Rima Qureshi	Mgmt	For	For	For
1.11	Elect Director Sarah Raiss	Mgmt	For	For	For
1.12	Elect Director Galen G. Weston	Mgmt	For	For	For
1.13	Elect Director Cornell Wright	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Approve Policy Mandating Independent Directors Select Independent Lead Director With Authority Over Board Agendas	SH	Against	Against	Against
5	SP 2: Report on Food Waste Generated and Percentage Diverted from Landfills	SH	Against	For	For
6	SP 3: Oversee Independent Data Protection Impact Assessment of Healthcare Offerings	SH	Against	For	For

The Hershey Company

Meeting Date: 05/06/2025

Record Date: 03/07/2025

Primary Security ID: 427866108

Country: USA

Meeting Type: Annual

Ticker: HSY

Shares Voted: 25,804

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele G. Buck	Mgmt	For	For	For
1b	Elect Director Timothy W. Curoe	Mgmt	For	For	For
1c	Elect Director Mary Kay Haben	Mgmt	For	For	For
1d	Elect Director Huong Maria T. Kraus	Mgmt	For	Against	Against
1e	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
1f	Elect Director Barry J. Nalebuff	Mgmt	For	For	For
1g	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1h	Elect Director Juan R. Perez	Mgmt	For	Against	Against
1i	Elect Director Marie Quintero-Johnson	Mgmt	For	For	For
1j	Elect Director Cordel Robbin-Coker	Mgmt	For	For	For
1k	Elect Director Harold Singleton, III	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Amend Certificate of Incorporation re: Stockholders' Right to Fill Vacancies	Mgmt	For	For	For

TMX Group Limited

Meeting Date: 05/06/2025

Record Date: 03/10/2025

Primary Security ID: 87262K105

Country: Canada

Meeting Type: Annual/Special

Ticker: X

Shares Voted: 19,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
2a	Elect Director Luc Bertrand	Mgmt	For	For	For

TMX Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2b	Elect Director Stephanie Cuskley	Mgmt	For	For	For
2c	Elect Director Nicolas Darveau-Garneau	Mgmt	For	For	For
2d	Elect Director Martine Iman	Mgmt	For	For	For
2e	Elect Director Moe Kermani	Mgmt	For	For	For
2f	Elect Director William Linton	Mgmt	For	For	For
2g	Elect Director John McKenzie	Mgmt	For	For	For
2h	Elect Director Monique Mercier	Mgmt	For	For	For
2i	Elect Director Michael Ptasznik	Mgmt	For	For	For
2j	Elect Director Peter Rockandel	Mgmt	For	For	For
2k	Elect Director Claude Tessier	Mgmt	For	For	For
2l	Elect Director Ava Yaskiel	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

AMETEK, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: AME

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 031100100

Shares Voted: 7,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dean Seavers	Mgmt	For	For	For
1b	Elect Director David A. Zapico	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Arch Capital Group Ltd.

Meeting Date: 05/07/2025

Country: Bermuda

Ticker: ACGL

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: G0450A105

Shares Voted: 19,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John L. Bunce, Jr.	Mgmt	For	For	For
1b	Elect Director Moira Kilcoyne	Mgmt	For	For	For
1c	Elect Director Alexander Moczarski	Mgmt	For	For	For
1d	Elect Director Nicolas Papadopoulos	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4i	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4j	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

Arch Capital Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4k	Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4l	Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4m	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

BAE Systems Plc

Meeting Date: 05/07/2025Country: United KingdomTicker: BA

Record Date: 05/02/2025Meeting Type: Annual

Primary Security ID: G06940103

Shares Voted: 55,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
7	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
9	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
10	Re-elect Bradley Greve as Director	Mgmt	For	For	For
11	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
12	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
13	Re-elect Ewan Kirk as Director	Mgmt	For	For	For

BAE Systems Plc

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

Brown & Brown, Inc.

Meeting Date: 05/07/2025

Record Date: 03/03/2025

Primary Security ID: 115236101

Country: USA

Meeting Type: Annual

Ticker: BRO

Shares Voted: 14,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	For	For
1.2	Elect Director J. Powell Brown	Mgmt	For	For	For
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	For	For
1.4	Elect Director Theodore J. Hoepner	Mgmt	For	For	For
1.5	Elect Director James S. Hunt	Mgmt	For	For	For
1.6	Elect Director Toni Jennings	Mgmt	For	For	For
1.7	Elect Director Paul J. Krump	Mgmt	For	For	For
1.8	Elect Director Timothy R.M. Main	Mgmt	For	For	For

Brown & Brown, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Bronislaw E. Masojada	Mgmt	For	For	For
1.10	Elect Director Jaymin B. Patel	Mgmt	For	For	For
1.11	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	For	For
1.12	Elect Director Wendell S. Reilly	Mgmt	For	For	For
1.13	Elect Director Kathleen A. Savio	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

CSX Corporation

Meeting Date: 05/07/2025

Record Date: 03/07/2025

Primary Security ID: 126408103

Country: USA

Meeting Type: Annual

Ticker: CSX

Shares Voted: 46,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ann D. Begeman	Mgmt	For	For	For
1b	Elect Director Thomas P. Bostick	Mgmt	For	For	For
1c	Elect Director Anne H. Chow	Mgmt	For	For	For
1d	Elect Director Steven T. Halverson	Mgmt	For	For	For
1e	Elect Director Paul C. Hilal	Mgmt	For	For	For
1f	Elect Director Joseph R. Hinrichs	Mgmt	For	For	For
1g	Elect Director David M. Moffett	Mgmt	For	For	For
1h	Elect Director Linda H. Riefler	Mgmt	For	For	For
1i	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1j	Elect Director James L. Wainscott	Mgmt	For	For	For
1k	Elect Director J. Steven Whisler	Mgmt	For	For	For
1l	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

CSX Corporation

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

Dominion Energy, Inc.

Meeting Date: 05/07/2025Country: USATicker: D

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: 25746U109

Shares Voted: 77,159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	Against	Against
1B	Elect Director Robert M. Blue	Mgmt	For	For	For
1C	Elect Director Paul M. Dabbar	Mgmt	For	For	For
1D	Elect Director D. Maybank Hagood	Mgmt	For	For	For
1E	Elect Director Mark J. Kington	Mgmt	For	For	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	For	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1H	Elect Director Pamela J. Royal	Mgmt	For	For	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1J	Elect Director Susan N. Story	Mgmt	For	For	For
1K	Elect Director Vanessa Allen Sutherland	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Consider Eliminating Non-Carbon Emitting Generation Goals in Executive Pay Incentives	SH	Against	Against	Against

Enbridge Inc.

Meeting Date: 05/07/2025Country: CanadaTicker: ENB

Record Date: 03/12/2025Meeting Type: Annual

Primary Security ID: 29250N105

Shares Voted: 10,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mayank (Mike) M. Ashar	Mgmt	For	For	For
1.2	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1.3	Elect Director Susan M. Cunningham	Mgmt	For	For	For
1.4	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1.5	Elect Director Jason B. Few	Mgmt	For	For	For
1.6	Elect Director Douglas L. Foshee	Mgmt	For	For	For
1.7	Elect Director Theresa B.Y. Jang	Mgmt	For	For	For
1.8	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.9	Elect Director Manjit Minhas	Mgmt	For	For	For
1.10	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.11	Elect Director S. Jane Rowe	Mgmt	For	For	For
1.12	Elect Director Steven W. Williams	Mgmt	For	Against	Against
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Gilead Sciences, Inc.

Meeting Date: 05/07/2025Country: USATicker: GILD

Record Date: 03/14/2025Meeting Type: Annual

Primary Security ID: 375558103

Shares Voted: 33,841

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Ted W. Love	Mgmt	For	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Walters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Pay Disparity	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	For	For
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Against	For	For
7	Report on the Risks of DEI Practices for Contractors	SH	Against	Against	Against

GSK Plc

Meeting Date: 05/07/2025

Record Date: 05/02/2025

Primary Security ID: G3910J179

Country: United Kingdom

Meeting Type: Annual

Ticker: GSK

Shares Voted: 39,515

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

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

H&M Hennes & Mauritz AB

Meeting Date: 05/07/2025

Record Date: 04/28/2025

Primary Security ID: W41422101

Country: Sweden

Meeting Type: Annual

Ticker: HM.B

Shares Voted: 11,872

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

H&M Hennes & Mauritz AB

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

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c.16	Approve Discharge of Ramon Horvath	Mgmt	For	For	For
9c.17	Approve Discharge of Therese Nordstrom	Mgmt	For	For	For
9c.18	Approve Discharge of Sofia Almbrandt	Mgmt	For	For	For
9c.19	Approve Discharge of Hans Nilsson	Mgmt	For	For	For
9c.20	Approve Discharge of CEO Helena Helmersson	Mgmt	For	For	For
9c.21	Approve Discharge of CEO Daniel Erver	Mgmt	For	For	For
10.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.96 Million for Chair and SEK 850,000 for Other Directors; Approve Remunerating for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Anders Dahlvig as Director	Mgmt	For	Against	Against
12.2	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
12.3	Reelect Lena Patriksson Keller as Director	Mgmt	For	For	For
12.4	Reelect Karl-Johan Persson as Director	Mgmt	For	Against	Against
12.5	Reelect Helena Saxon as Director	Mgmt	For	For	For
12.6	Reelect Christian Sievert as Director	Mgmt	For	Against	Against
12.7	Reelect Christina Synnergren as Director	Mgmt	For	For	For
12.8	Elect Klas Balkow as New Director	Mgmt	For	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	Against	Against
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve SEK 777,267.988 Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 777,267.988 for a Bonus Issue	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	Mgmt	For	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For	For
18.c	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
19	Amend Articles Re: Sustainability Report	Mgmt	For	For	For
	Shareholder Proposals Submitted by My Ericson, Susanne Halling, Karin Cecilia Lundberg, Astrid Kihlen, Andreas Nilsson, Karin Sanden and Stina Skold	Mgmt			
20	Proposal to Transition to a Fully Circular Business Model and Cease Production of New Clothes by 2026	SH	None	Against	Against
21	Close Meeting	Mgmt			

Hannover Rueck SE

Meeting Date: 05/07/2025

Record Date: 04/30/2025

Primary Security ID: D3015J135

Country: Germany

Meeting Type: Annual

Ticker: HNR1

Shares Voted: 2,142					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 7.00 per Share and Special Dividends of EUR 2.00 per Share	Mgmt	For	For	For

Hannover Rueck SE

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

Hannover Rueck SE

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

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Merger by Absorption of Hannover Re Private Equity Beteiligungen GmbH	Mgmt	For	For	For

Intact Financial Corporation

Meeting Date: 05/07/2025

Record Date: 03/14/2025

Primary Security ID: 45823T106

Country: Canada

Meeting Type: Annual

Ticker: IFC

Shares Voted: 2,723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Brindamour	Mgmt	For	For	For
1.2	Elect Director Michael Katchen	Mgmt	For	For	For
1.3	Elect Director Stephani Kingsmill	Mgmt	For	For	For
1.4	Elect Director Jane E. Kinney	Mgmt	For	For	For
1.5	Elect Director Robert G. Leary	Mgmt	For	For	For
1.6	Elect Director T. Michael Miller	Mgmt	For	For	For
1.7	Elect Director Sylvie Paquette	Mgmt	For	For	For
1.8	Elect Director Stuart J. Russell	Mgmt	For	For	For
1.9	Elect Director Indira V. Samarasekera	Mgmt	For	For	For
1.10	Elect Director Frederick Singer	Mgmt	For	For	For
1.11	Elect Director Carolyn A. Wilkins	Mgmt	For	For	For
1.12	Elect Director William L. Young	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Investor AB

Meeting Date: 05/07/2025

Record Date: 04/28/2025

Primary Security ID: W5R777115

Country: Sweden

Meeting Type: Annual

Ticker: INVE.B

Shares Voted: 6,345

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10.A	Approve Discharge of Katarina Berg	Mgmt	For	For	For
10.B	Approve Discharge of Gunnar Brock	Mgmt	For	For	For
10.C	Approve Discharge of Christian Cederholm	Mgmt	For	For	For
10.D	Approve Discharge of Johan Forssell	Mgmt	For	For	For
10.E	Approve Discharge of Magdalena Gerger	Mgmt	For	For	For
10.F	Approve Discharge of Tom Johnstone, CBE	Mgmt	For	For	For
10.G	Approve Discharge of Isabelle Kocher	Mgmt	For	For	For
10.H	Approve Discharge of Sven Nyman	Mgmt	For	For	For
10.I	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
10.J	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	For
10.K	Approve Discharge of Hans Straberg	Mgmt	For	For	For
10.L	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	For
10.M	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
10.N	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.20 Per Share	Mgmt	For	For	For

Investor AB

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

Investor AB

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

Kuehne + Nagel International AG

Meeting Date: 05/07/2025Country: SwitzerlandTicker: KNIN

Record Date:Meeting Type: Annual

Primary Security ID: H4673L145

Shares Voted: 3,396					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 8.25 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For
4.1.b	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.c	Reelect Dominik de Daniel as Director	Mgmt	For	For	For
4.1.d	Reelect Karl Gernandt as Director	Mgmt	For	Against	Against
4.1.e	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.f	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.g	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.h	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.i	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	For
4.3.a	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.b	Appoint Tobias Staehelin as Member of the Compensation Committee	Mgmt	For	For	For
4.3.c	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

PepsiCo, Inc.

Meeting Date: 05/07/2025

Record Date: 02/27/2025

Primary Security ID: 713448108

Country: USA

Meeting Type: Annual

Ticker: PEP

Shares Voted: 22,035					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlاد	Mgmt	For	For	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For	For
5	Report on Third-Party Racial Equity Audit	SH	Against	For	For
6	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	For	For
7	Report on Plastic Packaging	SH	Against	For	For

Veidekke ASA

Meeting Date: 05/07/2025

Record Date: 04/29/2025

Primary Security ID: R9590N107

Country: Norway

Meeting Type: Annual

Ticker: VEI

Shares Voted: 6,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Operational Update	Mgmt			
4	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share	Mgmt	For	For	For
6	Ratify KPMG as Auditor	Mgmt	For	For	For
7.1	Reelect Egil Haugsdal as Director	Mgmt	For	For	For
7.2	Reelect Per-Ingemar Persson as Director	Mgmt	For	For	For
7.3	Reelect Hanne Ronneberg as Director	Mgmt	For	For	For

Veidekke ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4	Reelect Carola Laven as Director	Mgmt	For	For	For
7.5	Reelect Pal Eitrheim as Director	Mgmt	For	For	For
7.6	Reelect Nils Morten Bohler as Director	Mgmt	For	Against	Against
7.7	Reelect Anne-Lene Midseim as Director	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of NOK 706,000 for Chair and NOK 358,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
9.1	Reelect Arne Austreid (Chair) Member of Nominating Committee	Mgmt	For	For	For
9.2	Reelect Erik Must as Member of Nominating Committee	Mgmt	For	For	For
9.3	Reelect Karl Mathisen as Member of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
11	Approve Remuneration Statement; Approve Guidelines for Compensation for Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Auditor	Mgmt	For	For	For
13	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
14	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	For	For

AAK AB

Meeting Date: 05/08/2025	Country: Sweden	Ticker: AAK
Record Date: 04/29/2025	Meeting Type: Annual	
Primary Security ID: W9609S117		

Shares Voted: 9,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Guidelines for Remuneration of Senior Executives	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Patrik Andersson	Mgmt	For	For	For
9c.2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	For
9c.3	Approve Discharge of Nils-Johan Andersson	Mgmt	For	For	For
9c.4	Approve Discharge of Fabienne Saadane-Oaks	Mgmt	For	For	For
9c.5	Approve Discharge of Ian Roberts	Mgmt	For	For	For
9c.6	Approve Discharge of David Alfredsson	Mgmt	For	For	For
9c.7	Approve Discharge of Lena Nilsson	Mgmt	For	For	For
9c.8	Approve Discharge of Mikael Myhre	Mgmt	For	For	For
9c.9	Approve Discharge of Andreas Thoresson	Mgmt	For	For	For
9c.10	Approve Discharge of Johan Westman	Mgmt	For	For	For
9c.11	Approve Discharge of Marianne Kirkegaard	Mgmt	For	For	For
9c.12	Approve Discharge of Annica Edvardsson	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chair and SEK 500,000 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 Marta Schorling Andreen as Director	Mgmt	For	Against	Against
12.2	Reelect Patrik Andersson as Director	Mgmt	For	For	For
12.3	Reelect Nils-Johan Andersson as Director	Mgmt	For	Against	Against
12.4	Reelect Fabienne Saadane-Oaks as Director	Mgmt	For	For	For
12.5	Reelect Ian Roberts as Director	Mgmt	For	For	For
12.6	Elect Patrik Andersson as Board Chair	Mgmt	For	For	For
12.7	Ratify Ernst & Young AB as Auditors	Mgmt	For	Against	Against
13	Reelect Marta Schorling Andreen (Chair), Daniel Kristiansson, Elisabet Jamal Bergstrom and Bjorn Henriksson as Members of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Long-Term Incentive Program for Key Employees	Mgmt	For	For	For
16	Approve Performance Based Incentive Program (2025/2028) for Key Employees	Mgmt	For	Against	Against
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Shares Voted: 0

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

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

Allianz SE

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

Ameren Corporation

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 023608102

Country: USA

Meeting Type: Annual

Ticker: AEE

Shares Voted: 39,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cynthia J. Brinkley	Mgmt	For	For	For
1b	Elect Director Catherine S. Brune	Mgmt	For	For	For
1c	Elect Director Ward H. Dickson	Mgmt	For	For	For
1d	Elect Director Noelle K. Eder *Withdrawn Resolution*	Mgmt			
1e	Elect Director Ellen M. Fitzsimmons	Mgmt	For	For	For
1f	Elect Director Rafael Flores	Mgmt	For	Against	Against
1g	Elect Director Kimberly J. Harris *Withdrawn Resolution*	Mgmt			
1h	Elect Director Richard J. Harshman	Mgmt	For	For	For
1i	Elect Director Craig S. Ivey	Mgmt	For	For	For
1j	Elect Director Steven H. Lipstein	Mgmt	For	For	For

Ameren Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Martin J. Lyons, Jr.	Mgmt	For	For	For
1l	Elect Director Leo S. Mackay, Jr.	Mgmt	For	For	For
1m	Elect Director Steven O. Vondran	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Disclose GHG Emissions Reductions Targets	SH	Against	For	For

Archer-Daniels-Midland Company

Meeting Date: 05/08/2025

Country: USA

Ticker: ADM

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 039483102

Shares Voted: 50,223

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael S. Burke	Mgmt	For	For	For
1b	Elect Director Theodore Colbert, III	Mgmt	For	For	For
1c	Elect Director James C. Collins, Jr.	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Ellen de Brabander	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Juan R. Luciano	Mgmt	For	For	For
1h	Elect Director David R. McAtee, II	Mgmt	For	For	For
1i	Elect Director Patrick J. Moore	Mgmt	For	For	For
1j	Elect Director Debra A. Sandler	Mgmt	For	For	For
1k	Elect Director Lei Z. Schlitz	Mgmt	For	For	For
1l	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Archer-Daniels-Midland Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

Cellnex Telecom SA

Meeting Date: 05/08/2025	Country: Spain	Ticker: CLNX
Record Date: 05/02/2025	Meeting Type: Annual	
Primary Security ID: E2R41M104		

Shares Voted: 14,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
6	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
7.1	Elect Luis Manas Anton as Director	Mgmt	For	For	For
7.2	Maintain Vacant Board Seats and Number of Directors	Mgmt	For	For	For
8.1	Approve Annual Maximum Remuneration	Mgmt	For	For	For
8.2	Approve Remuneration Policy	Mgmt	For	For	For
8.3	Approve Stock-for-Salary Plan	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Centrica Plc

Meeting Date: 05/08/2025	Country: United Kingdom	Ticker: CNA
Record Date: 05/06/2025	Meeting Type: Annual	
Primary Security ID: G2018Z143		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Sharesave Plan	Mgmt	For	For	For
5	Amend Long-Term Incentive Plan	Mgmt	For	For	For
6	Approve Final Dividend	Mgmt	For	For	For
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
8	Re-elect Philippe Boisseau as Director	Mgmt	For	For	For
9	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
10	Re-elect Chandpreet Duggal as Director	Mgmt	For	For	For
11	Re-elect Jo Harlow as Director	Mgmt	For	For	For
12	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
13	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
14	Re-elect Russell O'Brien as Director	Mgmt	For	For	For
15	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
16	Re-elect Amber Rudd as Director	Mgmt	For	For	For
17	Re-elect Sue Whalley as Director	Mgmt	For	For	For
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Approve Climate Transition Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Centrica Plc

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

CME Group Inc.

Meeting Date: 05/08/2025	Country: USA	Ticker: CME
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 12572Q105		

Shares Voted: 14,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1i	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
1j	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1k	Elect Director Rahael Seifu	Mgmt	For	For	For
1l	Elect Director William R. Shepard	Mgmt	For	For	For
1m	Elect Director Howard J. Siegel	Mgmt	For	For	For
1n	Elect Director Dennis A. Suskind	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

DTE Energy Company

Meeting Date: 05/08/2025

Record Date: 03/11/2025

Primary Security ID: 233331107

Country: USA

Meeting Type: Annual

Ticker: DTE

Shares Voted: 30,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1.2	Elect Director David A. Brandon	Mgmt	For	For	For
1.3	Elect Director Deborah L. Byers	Mgmt	For	For	For
1.4	Elect Director Charles G. McClure, Jr.	Mgmt	For	For	For
1.5	Elect Director Gail J. McGovern	Mgmt	For	For	For
1.6	Elect Director Mark A. Murray	Mgmt	For	For	For
1.7	Elect Director Gerardo Norcia	Mgmt	For	For	For
1.8	Elect Director Cassandra Santos	Mgmt	For	For	For
1.9	Elect Director Robert C. Skaggs, Jr.	Mgmt	For	For	For
1.10	Elect Director David A. Thomas	Mgmt	For	For	For
1.11	Elect Director Gary H. Torgow	Mgmt	For	For	For
1.12	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against	Against

Ecolab Inc.

Meeting Date: 05/08/2025

Record Date: 03/11/2025

Primary Security ID: 278865100

Country: USA

Meeting Type: Annual

Ticker: ECL

Shares Voted: 5,852

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	For	For
1b	Elect Director Shari L. Ballard	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For

Ecolab Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michel D. Doukeris	Mgmt	For	For	For
1e	Elect Director Eric M. Green	Mgmt	For	For	For
1f	Elect Director Marion K. Gross	Mgmt	For	For	For
1g	Elect Director Michael Larson	Mgmt	For	For	For
1h	Elect Director David W. MacLennan	Mgmt	For	For	For
1i	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1j	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1k	Elect Director Victoria J. Reich	Mgmt	For	For	For
1l	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1m	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Fortis Inc.

Meeting Date: 05/08/2025

Country: Canada

Ticker: FTS

Record Date: 03/21/2025

Meeting Type: Annual

Primary Security ID: 349553107

Shares Voted: 16,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tracey C. Ball	Mgmt	For	For	For
1.2	Elect Director Pierre J. Blouin	Mgmt	For	For	For
1.3	Elect Director Lawrence T. Borgard	Mgmt	For	For	For
1.4	Elect Director Maura J. Clark	Mgmt	For	For	For
1.5	Elect Director Margarita K. Dilley	Mgmt	For	For	For
1.6	Elect Director Julie A. Dobson	Mgmt	For	For	For
1.7	Elect Director Lisa L. Durocher	Mgmt	For	For	For
1.8	Elect Director David G. Hutchens	Mgmt	For	For	For

Fortis Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Gregory E. Knight	Mgmt	For	For	For
1.10	Elect Director Gianna M. Manes	Mgmt	For	For	For
1.11	Elect Director Donald R. Marchand	Mgmt	For	For	For
1.12	Elect Director Jo Mark Zurel	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Franco-Nevada Corporation

Meeting Date: 05/08/2025

Record Date: 03/17/2025

Primary Security ID: 351858105

Country: Canada

Meeting Type: Annual/Special

Ticker: FNV

Shares Voted: 3,247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Harquail	Mgmt	For	For	For
1.2	Elect Director Paul Brink	Mgmt	For	For	For
1.3	Elect Director Tom Albanese	Mgmt	For	For	For
1.4	Elect Director Hugo Dryland	Mgmt	For	For	For
1.5	Elect Director Derek W. Evans	Mgmt	For	For	For
1.6	Elect Director Catharine Farrow	Mgmt	For	For	For
1.7	Elect Director Maureen Jensen	Mgmt	For	For	For
1.8	Elect Director Jennifer Maki	Mgmt	For	For	For
1.9	Elect Director Daniel Malchuk	Mgmt	For	For	For
1.10	Elect Director Jacques Perron	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Meeting Date: 05/08/2025

Country: Canada

Ticker: GWO

Record Date: 03/13/2025

Meeting Type: Annual/Special

Primary Security ID: 39138C106

Shares Voted: 15,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Common and Various First Preferred Shares	Mgmt			
1.1	Elect Director Michael R. Amend	Mgmt	For	For	For
1.2	Elect Director Deborah J. Barrett	Mgmt	For	For	For
1.3	Elect Director Robin A. Bienfait	Mgmt	For	For	For
1.4	Elect Director Heather E. Conway	Mgmt	For	For	For
1.5	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.6	Elect Director Andre Desmarais	Mgmt	For	For	For
1.7	Elect Director Paul Desmarais, Jr.	Mgmt	For	For	For
1.8	Elect Director Gary A. Doer	Mgmt	For	For	For
1.9	Elect Director Claude Genereux	Mgmt	For	For	For
1.10	Elect Director Jake P. Lawrence	Mgmt	For	For	For
1.11	Elect Director Paula B. Madoff	Mgmt	For	For	For
1.12	Elect Director Paul A. Mahon	Mgmt	For	For	For
1.13	Elect Director Susan J. McArthur	Mgmt	For	For	For
1.14	Elect Director R. Jeffrey Orr	Mgmt	For	For	For
1.15	Elect Director James P. O'Sullivan	Mgmt	For	For	For
1.16	Elect Director T. Timothy Ryan	Mgmt	For	For	For
1.17	Elect Director Dhvani D. Shah	Mgmt	For	For	For
1.18	Elect Director Siim A. Vanaselja	Mgmt	For	For	For
1.19	Elect Director Brian E. Walsh	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Amend Articles Re: Common Share Dividend Provision Modernization	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Amend Stock Option Plan	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			

Great-West Lifeco Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Disclose Net Zero Target Achievement Via Specific Transition Plan Elements	SH	Against	For	For

InterContinental Hotels Group Plc

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: IHG

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: G4804L163

Shares Voted: 3,556

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Final Dividend	Mgmt	For	For	For
5a	Re-elect Graham Allan as Director	Mgmt	For	For	For
5b	Re-elect Arthur de Haast as Director	Mgmt	For	For	For
5c	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For
5d	Re-elect Michael Glover as Director	Mgmt	For	For	For
5e	Re-elect Byron Grote as Director	Mgmt	For	For	For
5f	Re-elect Sir Ron Kalifa as Director	Mgmt	For	For	For
5g	Re-elect Elie Maalouf as Director	Mgmt	For	For	For
5h	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For
5i	Re-elect Angie Risley as Director	Mgmt	For	For	For
5j	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For
6	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For

InterContinental Hotels Group Plc

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

MTU Aero Engines AG

Meeting Date: 05/08/2025

Country: Germany

Ticker: MTX

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: D5565H104

Shares Voted: 1,537

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
6	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7.1	Elect Rainer Martens to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Peter Weckesser to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Detlef Kayser to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Norfolk Southern Corporation

Meeting Date: 05/08/2025

Record Date: 03/03/2025

Primary Security ID: 655844108

Country: USA

Meeting Type: Annual

Ticker: NSC

Shares Voted: 6,098

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For	For
1b	Elect Director William Clyburn, Jr.	Mgmt	For	For	For
1c	Elect Director Philip S. Davidson	Mgmt	For	For	For
1d	Elect Director Francesca A. DeBiase	Mgmt	For	For	For
1e	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1f	Elect Director Sameh Fahmy	Mgmt	For	For	For
1g	Elect Director Mark R. George	Mgmt	For	For	For
1h	Elect Director Mary Kathryn "Heidi" Heitkamp	Mgmt	For	For	For
1i	Elect Director John C. Huffard, Jr.	Mgmt	For	For	For
1j	Elect Director Christopher T. Jones	Mgmt	For	For	For
1k	Elect Director Gilbert H. Lamphere	Mgmt	For	For	For
1l	Elect Director Claude Mongeau	Mgmt	For	For	For
1m	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Meeting Date: 05/08/2025

Record Date: 05/06/2025

Primary Security ID: G74079107

Country: United Kingdom

Meeting Type: Annual

Ticker: RKT

Shares Voted: 12,195

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

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
10	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
11	Re-elect Kris Licht as Director	Mgmt	For	For	For
12	Re-elect Shannon Eisenhardt as Director	Mgmt	For	For	For
13	Re-elect Marybeth Hays as Director	Mgmt	For	For	For
14	Elect Fiona Dawson as Director	Mgmt	For	For	For
15	Elect Stefan Oschmann as Director	Mgmt	For	For	For
16	Elect Mahesh Madhavan as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Long-Term Incentive Plan	Mgmt	For	For	For
21	Approve Sharesave Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/08/2025

Record Date: 04/29/2025

Primary Security ID: W7912C118

Country: Sweden

Meeting Type: Annual

Ticker: SECU.B

Shares Voted: 14,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Proposal on Allocation of Income	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.50 Per Share	Mgmt	For	For	For
9.c	Approve May 12, 2025 as Record Date for Dividend Payment	Mgmt	For	For	For
9.d	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, and SEK 1.2 Million for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For

Securitas AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Jan Svensson (Chair), Asa Bergman, Fredrik Cappelen, Harry Klagsbrun, Johan Menckel and Sofia Schorling Hogberg as Directors; Elect Jill D. Smith and Massimo Grassi as New Directors	Mgmt	For	Against	Against
14	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve Performance Share Program LTI 2025/2027 for Key Employees and Related Financing	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Stryker Corporation

Meeting Date: 05/08/2025Country: USATicker: SYK

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: 863667101

Shares Voted: 4,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	For	For
1b	Elect Director Giovanni Caforio	Mgmt	For	For	For
1c	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1d	Elect Director Emmanuel P. Maceda	Mgmt	For	For	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	For	For
1f	Elect Director Rachel M. Ruggeri	Mgmt	For	For	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For	For
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For	For
1i	Elect Director Ronda E. Stryker	Mgmt	For	For	For
1j	Elect Director Rajeev Suri	Mgmt	For	For	For

Stryker Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Restricted Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Report on Political Contributions and Expenditures	SH	Against	For	For

Swedish Orphan Biovitrum AB

Meeting Date: 05/08/2025Country: SwedenTicker: SOBI

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: W95637117

Shares Voted: 8,827

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Receive Report on Work of Board and Committees	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
12.1	Approve Discharge of Christophe Bourdon	Mgmt	For	For	For
12.2	Approve Discharge of Annette Clancy	Mgmt	For	For	For
12.3	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.4	Approve Discharge of David Meek	Mgmt	For	For	For
12.5	Approve Discharge of Zlatko Rihter	Mgmt	For	For	For
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For	For
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For	For
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For	For
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For	For
12.10	Approve Discharge of Mats Lek	Mgmt	For	For	For
12.11	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For
12.12	Approve Discharge of Sara Carlsson	Mgmt	For	For	For
12.13	Approve Discharge of Asa Kjellstrom	Mgmt	For	For	For
12.14	Approve Discharge of Susanna Ronnback	Mgmt	For	For	For
12.15	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
15.a	Reelect Christophe Bourdon as Director	Mgmt	For	Against	Against
15.b	Reelect David Meek as Director	Mgmt	For	For	For
15.c	Reelect Zlatko Rihter as Director	Mgmt	For	Against	Against
15.d	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
15.e	Reelect Staffan Schuberg as Director	Mgmt	For	Against	Against
15.f	Reelect Filippa Stenberg as Director	Mgmt	For	Against	Against
15.g	Reelect Anders Ullman as Director	Mgmt	For	Against	Against

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.h	Elect Iris Loew-Friedrich as New Director	Mgmt	For	For	For
15.i	Elect David Meek as Board Chair	Mgmt	For	For	For
15.j	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against	Against
17.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For
17.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against	Against
17.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For
17.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
19	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For	For
20	Close Meeting	Mgmt			

TC Energy Corporation

Meeting Date: 05/08/2025Country: CanadaTicker: TRP

Record Date: 03/21/2025Meeting Type: Annual

Primary Security ID: 87807B107

Shares Voted: 8,448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott Bonham	Mgmt	For	For	For
1.2	Elect Director Cheryl F. Campbell	Mgmt	For	For	For
1.3	Elect Director Michael R. Culbert	Mgmt	For	For	For
1.4	Elect Director William D. Johnson	Mgmt	For	For	For
1.5	Elect Director Susan C. Jones	Mgmt	For	For	For
1.6	Elect Director John E. Lowe	Mgmt	For	For	For

TC Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Dawn Madahbee Leach	Mgmt	For	For	For
1.8	Elect Director Francois L. Poirier	Mgmt	For	For	For
1.9	Elect Director Una Power	Mgmt	For	For	For
1.10	Elect Director Mary Pat Salomone	Mgmt	For	For	For
1.11	Elect Director Siim A. Vanaselja	Mgmt	For	For	For
1.12	Elect Director Thierry Vandal	Mgmt	For	For	For
1.13	Elect Director Dheeraj "D" Verma	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Shareholder Rights Plan	Mgmt	For	For	For

The Kraft Heinz Company

Meeting Date: 05/08/2025

Country: USA

Ticker: KHC

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 500754106

Shares Voted: 146,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos Abrams-Rivera	Mgmt	For	For	For
1b	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For	For
1d	Elect Director Lori Dickerson Fouche	Mgmt	For	For	For
1e	Elect Director Diane Gherson	Mgmt	For	For	For
1f	Elect Director Timothy Kenesey	Mgmt	For	For	For
1g	Elect Director Alicia Knapp	Mgmt	For	For	For
1h	Elect Director Elio Leoni Sceti	Mgmt	For	For	For
1i	Elect Director James Park	Mgmt	For	For	For
1j	Elect Director Miguel Patricio	Mgmt	For	For	For
1k	Elect Director John C. Pope	Mgmt	For	For	For
1l	Elect Director Debby Soo	Mgmt	For	For	For

The Kraft Heinz Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Recyclability Claims	SH	Against	For	For
5	Report on Plastic Packaging	SH	Against	For	For
6	Require Independent Board Chair	SH	Against	For	For

Union Pacific Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: UNP

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 907818108

Shares Voted: 8,166					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David B. Dillon	Mgmt	For	For	For
1b	Elect Director Sheri H. Edison	Mgmt	For	For	For
1c	Elect Director Teresa M. Finley	Mgmt	For	For	For
1d	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1e	Elect Director Jane H. Lute	Mgmt	For	For	For
1f	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1g	Elect Director Doyle R. Simons	Mgmt	For	For	For
1h	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1i	Elect Director V. James Vena	Mgmt	For	For	For
1j	Elect Director John P. Wiehoff	Mgmt	For	For	For
1k	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Against

United Parcel Service, Inc.

Meeting Date: 05/08/2025

Record Date: 03/10/2025

Primary Security ID: 911312106

Country: USA

Meeting Type: Annual

Ticker: UPS

Shares Voted: 12,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney Adkins	Mgmt	For	For	For
1b	Elect Director Eva Boratto	Mgmt	For	For	For
1c	Elect Director Kevin Clark	Mgmt	For	For	For
1d	Elect Director Wayne Hewett	Mgmt	For	For	For
1e	Elect Director Angela Hwang	Mgmt	For	For	For
1f	Elect Director Kate Johnson	Mgmt	For	Against	Against
1g	Elect Director William Johnson	Mgmt	For	Against	Against
1h	Elect Director Franck Moison	Mgmt	For	Against	Against
1i	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1j	Elect Director Russell Stokes	Mgmt	For	Against	Against
1k	Elect Director Carol B. Tome	Mgmt	For	For	For
1l	Elect Director Kevin M. Warsh	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

WEC Energy Group, Inc.

Meeting Date: 05/08/2025

Record Date: 03/07/2025

Primary Security ID: 92939U106

Country: USA

Meeting Type: Annual

Ticker: WEC

Shares Voted: 45,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warner L. Baxter	Mgmt	For	For	For
1.2	Elect Director Ave M. Bie	Mgmt	For	For	For

WEC Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Danny L. Cunningham	Mgmt	For	Against	Against
1.4	Elect Director William M. Farrow, III	Mgmt	For	For	For
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	For	For	For
1.6	Elect Director Maria C. Green	Mgmt	For	For	For
1.7	Elect Director Gale E. Klappa	Mgmt	For	For	For
1.8	Elect Director Thomas K. Lane	Mgmt	For	For	For
1.9	Elect Director John D. Lange	Mgmt	For	For	For
1.10	Elect Director Scott J. Lauber	Mgmt	For	For	For
1.11	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
1.12	Elect Director Mary Ellen Stanek	Mgmt	For	For	For
1.13	Elect Director Glen E. Tellock	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Amend Articles of Incorporation	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

AbbVie Inc.

Meeting Date: 05/09/2025

Record Date: 03/10/2025

Primary Security ID: 00287Y109

Country: USA

Meeting Type: Annual

Ticker: ABBV

Shares Voted: 20,807

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William H.L. Burnside	Mgmt	For	For	For
1b	Elect Director Thomas C. Freyman	Mgmt	For	For	For
1c	Elect Director Brett J. Hart	Mgmt	For	For	For
1d	Elect Director Edward J. Rapp	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

Admiral Group Plc

Meeting Date: 05/09/2025

Country: United Kingdom

Ticker: ADM

Record Date: 05/07/2025

Meeting Type: Annual

Primary Security ID: G0110T106

Shares Voted: 17,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Michael Rogers as Director	Mgmt	For	For	For
5	Re-elect Milena Mondini de Focatiis as Director	Mgmt	For	For	For
6	Re-elect Geraint Jones as Director	Mgmt	For	For	For
7	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
8	Re-elect Michael Brierley as Director	Mgmt	For	For	For
9	Re-elect Andrew Crossley as Director	Mgmt	For	For	For
10	Re-elect Karen Green as Director	Mgmt	For	For	For
11	Re-elect Fiona Muldoon as Director	Mgmt	For	For	For
12	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For	For
13	Re-elect William Roberts as Director	Mgmt	For	For	For
14	Re-elect Justine Roberts 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

Admiral Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Approve Discretionary Free Share Scheme	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

CLP Holdings Limited

Meeting Date: 05/09/2025

Record Date: 05/02/2025

Primary Security ID: Y1660Q104

Country: Hong Kong

Meeting Type: Annual

Ticker: 2

Shares Voted: 33,739

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Kung Yeung Yun Chi Ann as Director	Mgmt	For	For	For
2b	Elect Michael Kadoorie as Director	Mgmt	For	For	For
2c	Elect Andrew Clifford Winawer Brandler as Director	Mgmt	For	For	For
2d	Elect Philip Lawrence Kadoorie as Director	Mgmt	For	For	For
2e	Elect Nicholas Charles Allen as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Adopt New Articles of Association	Mgmt	For	For	For
5	Approve Revised Levels of Remuneration Payable to All Non-Executive Directors	Mgmt	For	For	For

CLP Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Colgate-Palmolive Company

Meeting Date: 05/09/2025	Country: USA	Ticker: CL
Record Date: 03/10/2025	Meeting Type: Annual	
Primary Security ID: 194162103		

Shares Voted: 46,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steven A. Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	For	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Brian O. Newman	Mgmt	For	For	For
1i	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1j	Elect Director Noel Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Revisit Plastic Packaging Policies	SH	Against	Against	Against

Galp Energia SGPS SA

Meeting Date: 05/09/2025	Country: Portugal	Ticker: GALP
Record Date: 05/02/2025	Meeting Type: Annual	
Primary Security ID: X3078L108		

Shares Voted: 6,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Co-option of Nuno Holbech Bastos as Director	Mgmt	For	Against	Against
2	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	SH	None	For	For
5	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	For	For	For
6	Approve Reduction in Share Capital	Mgmt	For	For	For
7	Amend Remuneration Policy	Mgmt	For	For	For

QBE Insurance Group Limited

Meeting Date: 05/09/2025Country: AustraliaTicker: QBE

Record Date: 05/07/2025Meeting Type: Annual

Primary Security ID: Q78063114

Shares Voted: 27,562

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

TELUS Corporation

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 87971M103

Country: Canada

Meeting Type: Annual

Ticker: T

Shares Voted: 39,957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raymond T. Chan	Mgmt	For	For	For
1.2	Elect Director Hazel Claxton	Mgmt	For	For	For
1.3	Elect Director Lisa de Wilde	Mgmt	For	For	For
1.4	Elect Director Victor Dodig	Mgmt	For	For	For
1.5	Elect Director Darren Entwistle	Mgmt	For	For	For
1.6	Elect Director Martha Hall Findlay	Mgmt	For	For	For
1.7	Elect Director Thomas E. Flynn	Mgmt	For	For	For
1.8	Elect Director Mary Jo Haddad	Mgmt	For	For	For
1.9	Elect Director Christine Magee	Mgmt	For	For	For
1.10	Elect Director John Manley	Mgmt	For	For	For
1.11	Elect Director David Mowat	Mgmt	For	For	For
1.12	Elect Director Marc Parent	Mgmt	For	For	For
1.13	Elect Director Denise Pickett	Mgmt	For	For	For
1.14	Elect Director W. Sean Willy	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For

The Progressive Corporation

Meeting Date: 05/09/2025

Record Date: 03/14/2025

Primary Security ID: 743315103

Country: USA

Meeting Type: Annual

Ticker: PGR

Shares Voted: 11,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip Bleser	Mgmt	For	For	For
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For

The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Charles A. Davis	Mgmt	For	For	For
1e	Elect Director Roger N. Farah	Mgmt	For	For	For
1f	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1g	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1h	Elect Director Devin C. Johnson	Mgmt	For	For	For
1i	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1j	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1k	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

3M Company

Meeting Date: 05/13/2025

Country: USA

Ticker: MMM

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 88579Y101

Shares Voted: 11,857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Bozeman	Mgmt	For	For	For
1b	Elect Director Thomas (Tony) K. Brown	Mgmt	For	For	For
1c	Elect Director William M. Brown	Mgmt	For	For	For
1d	Elect Director Audrey Choi	Mgmt	For	For	For
1e	Elect Director Anne H. Chow	Mgmt	For	For	For
1f	Elect Director David B. Dillon	Mgmt	For	For	For
1g	Elect Director James R. Fitterling	Mgmt	For	For	For
1h	Elect Director Suzan Kereere	Mgmt	For	For	For
1i	Elect Director Gregory R. Page	Mgmt	For	For	For
1j	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1k	Elect Director Thomas W. Sweet	Mgmt	For	For	For

3M Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Arthur J. Gallagher & Co.

Meeting Date: 05/13/2025Country: USATicker: AJG

Record Date: 03/17/2025Meeting Type: Annual

Primary Security ID: 363576109

Shares Voted: 6,596

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry Barrat	Mgmt	For	For	For
1b	Elect Director Deborah Caplan	Mgmt	For	For	For
1c	Elect Director Teresa Clarke	Mgmt	For	For	For
1d	Elect Director John Coldman	Mgmt	For	For	For
1e	Elect Director Richard Harries	Mgmt	For	For	For
1f	Elect Director Pat Gallagher	Mgmt	For	For	For
1g	Elect Director David Johnson	Mgmt	For	For	For
1h	Elect Director Chris Miskel	Mgmt	For	For	For
1i	Elect Director Ralph Nicoletti	Mgmt	For	For	For
1j	Elect Director Norman Rosenthal	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Buzzi SpA

Meeting Date: 05/13/2025Country: ItalyTicker: BZU

Record Date: 05/02/2025Meeting Type: Annual/Special

Primary Security ID: T2320M109

Shares Voted: 6,317

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

Buzzi SpA

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 Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt			
5	Appoint Massimo De Buglio as Alternate Internal Statutory Auditor	SH	None	For	For
	Extraordinary Business	Mgmt			
	Management Proposal	Mgmt			
1	Amend Company Bylaws Re: Article 21	Mgmt	For	For	For

Centene Corporation

Meeting Date: 05/13/2025

Record Date: 03/14/2025

Primary Security ID: 15135B101

Country: USA

Meeting Type: Annual

Ticker: CNC

Shares Voted: 39,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	For	For	For
1b	Elect Director Kenneth A. Burdick	Mgmt	For	For	For
1c	Elect Director Christopher J. Coughlin	Mgmt	For	For	For
1d	Elect Director H. James Dallas	Mgmt	For	For	For
1e	Elect Director Wayne S. DeVeydt	Mgmt	For	For	For
1f	Elect Director Frederick H. Eppinger	Mgmt	For	For	For
1g	Elect Director Monte E. Ford	Mgmt	For	For	For
1h	Elect Director Thomas R. Greco	Mgmt	For	For	For
1i	Elect Director Sarah M. London	Mgmt	For	For	For

Centene Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1k	Elect Director Kenneth Y. Tanji	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

ConocoPhillips

Meeting Date: 05/13/2025	Country: USA	Ticker: COP
Record Date: 03/21/2025	Meeting Type: Annual	
Primary Security ID: 20825C104		

Shares Voted: 29,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For	For
1b	Elect Director Nelda J. Connors	Mgmt	For	For	For
1c	Elect Director Gay Huey Evans	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1e	Elect Director Ryan M. Lance	Mgmt	For	For	For
1f	Elect Director Timothy A. Leach	Mgmt	For	For	For
1g	Elect Director William H. McRaven	Mgmt	For	For	For
1h	Elect Director Sharmila Mulligan	Mgmt	For	For	For
1i	Elect Director Arjun N. Murti	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director David T. Seaton	Mgmt	For	Against	Against
1l	Elect Director R.A. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Remove All GHG Emissions Reduction Targets	SH	Against	Against	Against

Cummins Inc.

Meeting Date: 05/13/2025Country: USATicker: CMI

Record Date: 03/14/2025Meeting Type: Annual

Primary Security ID: 231021106

Shares Voted: 4,458

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

Lotus Bakeries NV

Meeting Date: 05/13/2025Country: BelgiumTicker: LOTB

Record Date: 04/29/2025Meeting Type: Annual

Primary Security ID: B5783H102

Shares Voted: 28

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 76 per Share	Mgmt	For	For	For
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Reelect Vasticom BV, Permanently Represented by Jan Vander Stichele, as Director	Mgmt	For	Against	Against
10	Reelect Stephenson NV, Permanently Represented by Jan Boone, as Director	Mgmt	For	For	For
11	Elect Anton Stevens as Non-Executive Director	Mgmt	For	Against	Against
12	Reelect Palumi BV, Permanently Represented by Peter Bossaert, as Director	Mgmt	For	For	For
13	Reelect Benoit Graulich BV, Permanently Represented by Benoit Graulich, as Director	Mgmt	For	Against	Against
14	Appoint Deloitte for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
15	Ratify Deloitte, Represented by Kurt Dehoorne, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
16	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Oberbank AG

Meeting Date: 05/13/2025

Record Date: 05/03/2025

Primary Security ID: A5S8A4119

Country: Austria

Meeting Type: Annual

Ticker: OBS

Shares Voted: 2,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.a	Elect Maria Niss as Supervisory Board Member	Mgmt	For	Against	Against
5.b	Elect Nikolaus Juhasz as Supervisory Board Member	Mgmt	For	For	For
6	Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For	For
7	Ratify Deloitte Audit s.r.o. as Auditors of Slovakian Branch for Fiscal Year 2025	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against

Sempra

Meeting Date: 05/13/2025

Record Date: 03/20/2025

Primary Security ID: 816851109

Country: USA

Meeting Type: Annual

Ticker: SRE

Shares Voted: 30,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrés Conesa	Mgmt	For	For	For
1b	Elect Director Pablo A. Ferrero	Mgmt	For	For	For
1c	Elect Director Jennifer M. Kirk	Mgmt	For	For	For
1d	Elect Director Richard J. Mark	Mgmt	For	For	For
1e	Elect Director Jeffrey W. Martin	Mgmt	For	For	For
1f	Elect Director Michael N. Mears	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Kevin C. Sagara	Mgmt	For	For	For
1h	Elect Director Jack T. Taylor	Mgmt	For	For	For
1i	Elect Director Cynthia J. (CJ) Warner	Mgmt	For	For	For
1j	Elect Director Anya Weaving	Mgmt	For	For	For
1k	Elect Director James C. Yardley	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Tele2 AB

Meeting Date: 05/13/2025	Country: Sweden	Ticker: TEL2.B
Record Date: 05/05/2025	Meeting Type: Annual	
Primary Security ID: W95878166		

Shares Voted: 32,463					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Chair's Report	Mgmt			
8	Receive CEO's Report	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Ordinary Dividends of SEK 6.35 Per Share	Mgmt	For	For	For
12(a)	Approve Discharge of Thomas Reynaud	Mgmt	For	For	For
12(b)	Approve Discharge of Stina Bergfors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12(c)	Approve Discharge of Aude Durand	Mgmt	For	For	For
12(d)	Approve Discharge of CEO Jean Marc Harion	Mgmt	For	For	For
12(e)	Approve Discharge of Nicholas Hogberg	Mgmt	For	For	For
12(f)	Approve Discharge of Sam Kini	Mgmt	For	For	For
12(g)	Approve Discharge of Eva Lindqvist	Mgmt	For	For	For
12(h)	Approve Discharge of Lars-Ake Norling	Mgmt	For	For	For
12(i)	Approve Discharge of Former CEO Kjell Johnsen	Mgmt	For	For	For
12(j)	Approve Discharge of Andrew Barron	Mgmt	For	For	For
12(k)	Approve Discharge of Georgi Ganey	Mgmt	For	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
14(a)	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For	For
14(b)	Approve Remuneration of Auditors	Mgmt	For	For	For
15(a)	Reelect Thomas Reynaud as Director	Mgmt	For	Against	Against
15(b)	Reelect Stina Bergfors as Director	Mgmt	For	For	For
15(c)	Reelect Aude Durand as Director	Mgmt	For	Against	Against
15(d)	Reelect Jean Marc Harion as Director	Mgmt	For	For	For
15(e)	Reelect Nicholas Hogberg as Director	Mgmt	For	For	For
15(f)	Reelect Sam Kini as Director	Mgmt	For	For	For
15(g)	Elect Mathias Hermansson as New Director	Mgmt	For	For	For
15(h)	Elect Maxime Lombardini as New Director	Mgmt	For	Against	Against
16	Elect Thomas Reynaud as Board Chair	Mgmt	For	Against	Against
17	Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG AB as Auditors	Mgmt	For	For	For

Tele2 AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For
20(a)	Approve Performance Incentive Plan LTI 2025	Mgmt	For	For	For
20(b)	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For	For
20(c)	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For	For
20(d)	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	Mgmt	For	For	For
20(e)	Approve Equity Plan Financing Through Reissuance of Class B Shares	Mgmt	For	For	For
20(f)	Authorize Share Swap Agreement	Mgmt	For	For	For
21	Authorize Share Repurchase Program	Mgmt	For	For	For
	Shareholder Proposals Submitted by Martin Green	Mgmt			
22(a)	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	SH	None	Against	Against
22(b)	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	SH	None	Against	Against
22(c)	The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2026	SH	None	Against	Against
23	Close Meeting	Mgmt			

Waste Management, Inc.

Meeting Date: 05/13/2025	Country: USA	Ticker: WM
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: 94106L109		

Shares Voted: 13,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For	For	For
1b	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1c	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1d	Elect Director Andres R. Gluski	Mgmt	For	For	For
1e	Elect Director Victoria M. Holt	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzeella	Mgmt	For	For	For
1g	Elect Director Sean E. Menke	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For