

VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Koninklijke Ahold Delhaize NV

Meeting Date: 07/05/2023

Record Date: 06/07/2023

Primary Security ID: N0074E105

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: AD

Shares Voted: 29,593

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

J Sainsbury Plc

Meeting Date: 07/06/2023

Record Date: 07/04/2023

Primary Security ID: G77732173

Country: United Kingdom

Meeting Type: Annual

Ticker: SBRY

Shares Voted: 193,617

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

J Sainsbury Plc

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

Severn Trent Plc

Meeting Date: 07/06/2023

Record Date: 07/04/2023

Primary Security ID: G8056D159

Country: United Kingdom

Meeting Type: Annual

Ticker: SVT

Shares Voted: 18,038

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 Kevin Beeston as Director	Mgmt	For	For	For
5	Re-elect John Coghlan as Director	Mgmt	For	For	For
6	Re-elect Tom Delay as Director	Mgmt	For	For	For
7	Re-elect Liv Garfield as Director	Mgmt	For	For	For
8	Re-elect Christine Hodgson as Director	Mgmt	For	For	For
9	Elect Sarah Legg as Director	Mgmt	For	For	For
10	Elect Helen Miles as Director	Mgmt	For	For	For
11	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
12	Re-elect Gillian Sheldon as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Severn Trent Plc

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

National Grid Plc

Meeting Date: 07/10/2023

Record Date: 07/06/2023

Primary Security ID: G6S9A7120

Country: United Kingdom

Meeting Type: Annual

Ticker: NG

Shares Voted: 51,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
7	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
8	Re-elect Ian Livingston as Director	Mgmt	For	For	For
9	Re-elect Iain Mackay as Director	Mgmt	For	For	For
10	Re-elect Anne Robinson as Director	Mgmt	For	For	For
11	Re-elect Earl Shipp as Director	Mgmt	For	For	For
12	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
13	Re-elect Tony Wood as Director	Mgmt	For	For	For
14	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

National Grid Plc

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

Industria de Diseno Textil SA

Meeting Date: 07/11/2023

Record Date: 07/06/2023

Primary Security ID: E6282J125

Country: Spain

Meeting Type: Annual

Ticker: ITX

Shares Voted: 16,214

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

Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Receive Amendments to Board of Directors Regulations	Mgmt			

BT Group Plc

Meeting Date: 07/13/2023	Country: United Kingdom	Ticker: BT.A
Record Date: 07/11/2023	Meeting Type: Annual	
Primary Security ID: G16612106		

Shares Voted: 309,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Adam Crozier as Director	Mgmt	For	For	For
6	Re-elect Philip Jansen as Director	Mgmt	For	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For	For
8	Re-elect Adel Al-Saleh as Director	Mgmt	For	For	For
9	Re-elect Isabel Hudson as Director	Mgmt	For	For	For
10	Re-elect Matthew Key as Director	Mgmt	For	For	For
11	Re-elect Allison Kirkby as Director	Mgmt	For	For	For
12	Re-elect Sara Weller as Director	Mgmt	For	For	For
13	Elect Ruth Cairnie as Director	Mgmt	For	For	For
14	Elect Maggie Chan Jones as Director	Mgmt	For	For	For
15	Elect Steven Guggenheimer as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorise UK Political Donations	Mgmt	For	For	For

VMware, Inc.

Meeting Date: 07/13/2023	Country: USA	Ticker: VMW
Record Date: 05/15/2023	Meeting Type: Annual	
Primary Security ID: 928563402		

Shares Voted: 4,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Bates	Mgmt	For	For	For
1b	Elect Director Michael Dell	Mgmt	For	For	For
1c	Elect Director Egon Durban	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Fresenius Medical Care AG & Co. KGaA

Meeting Date: 07/14/2023	Country: Germany	Ticker: FME
Record Date: 06/22/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: D2734Z107		

Shares Voted: 16,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change of Corporate Form to a Stock Corporation (AG)	Mgmt	For	For	For
2.1	Elect Shervin Korangy to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	For	For
2.2	Elect Marcus Kuhnert to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	For	For
2.3	Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	Against	Against
2.4	Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	Against	Against

Fresenius Medical Care AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For

Constellation Brands, Inc.

Meeting Date: 07/18/2023	Country: USA	Ticker: STZ
Record Date: 05/19/2023	Meeting Type: Annual	
Primary Security ID: 21036P108		

Shares Voted: 3,800					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christy Clark	Mgmt	For	For	For
1b	Elect Director Jennifer M. Daniels	Mgmt	For	For	For
1c	Elect Director Nicholas I. Fink	Mgmt	For	For	For
1d	Elect Director Ernesto M. Hernandez	Mgmt	For	For	For
1e	Elect Director Susan Somersille Johnson	Mgmt	For	For	For
1f	Elect Director Jose Manuel Madero Garza	Mgmt	For	For	For
1g	Elect Director Daniel J. McCarthy	Mgmt	For	For	For
1h	Elect Director William A. Newlands	Mgmt	For	For	For
1i	Elect Director Richard Sands	Mgmt	For	For	For
1j	Elect Director Robert Sands	Mgmt	For	For	For
1k	Elect Director Judy A. Schmeling	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose GHG Emissions Reductions Targets	SH	Against	For	For
6	Report on Support for a Circular Economy for Packaging	SH	Against	For	For

SSE Plc

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

Shares Voted: 28,219

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

McKesson Corporation

Meeting Date: 07/21/2023

Record Date: 05/26/2023

Primary Security ID: 58155Q103

Country: USA

Meeting Type: Annual

Ticker: MCK

McKesson Corporation

Shares Voted: 2,827

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 James H. Hinton	Mgmt	For	For	For
1e	Elect Director Donald R. Knauss	Mgmt	For	For	For
1f	Elect Director Bradley E. Lerman	Mgmt	For	For	For
1g	Elect Director Linda P. Mantia	Mgmt	For	For	For
1h	Elect Director Maria Martinez	Mgmt	For	For	For
1i	Elect Director Susan R. Salka	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

United Utilities Group Plc

Meeting Date: 07/21/2023Country: United KingdomTicker: UU

Record Date: 07/19/2023Meeting Type: Annual

Primary Security ID: G92755100

Shares Voted: 45,094

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	For	For
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 Liam Butterworth as Director	Mgmt	For	For	For

United Utilities Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Kath Cates as Director	Mgmt	For	For	For
9	Re-elect Alison Goligher as Director	Mgmt	For	For	For
10	Elect Michael Lewis as Director	Mgmt	For	For	For
11	Re-elect Paulette Rowe 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
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

Linde Plc

Meeting Date: 07/24/2023

Record Date: 04/27/2023

Primary Security ID: G54950103

Country: Ireland

Meeting Type: Annual

Ticker: LIN

Shares Voted: 1,463

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	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

Vodafone Group Plc

Meeting Date: 07/25/2023	Country: United Kingdom	Ticker: VOD
Record Date: 07/21/2023	Meeting Type: Annual	
Primary Security ID: G93882192		

Shares Voted: 640,437

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

Vodafone Group Plc

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

Booz Allen Hamilton Holding Corporation

Meeting Date: 07/26/2023Country: USATicker: BAH

Record Date: 06/05/2023Meeting Type: Annual

Primary Security ID: 099502106

Shares Voted: 8,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph W. Shrader	Mgmt	For	For	For
1b	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1c	Elect Director Joan Lordi C. Amble	Mgmt	For	For	For
1d	Elect Director Melody C. Barnes	Mgmt	For	For	For
1e	Elect Director Michele A. Flournoy	Mgmt	For	For	For
1f	Elect Director Mark E. Gaumond	Mgmt	For	For	For
1g	Elect Director Ellen Jewett	Mgmt	For	For	For
1h	Elect Director Arthur E. Johnson	Mgmt	For	For	For
1i	Elect Director Gretchen W. McClain	Mgmt	For	For	For
1j	Elect Director Rory P. Read	Mgmt	For	For	For
1k	Elect Director Charles O. Rossotti	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Approve Omnibus Stock Plan	Mgmt	For	For	For

Horizon Therapeutics Public Limited Company

Meeting Date: 07/27/2023

Country: Ireland

Ticker: HZNP

Record Date: 06/02/2023

Meeting Type: Annual

Primary Security ID: G46188101

Shares Voted: 5,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gino Santini	Mgmt	For	For	For
1b	Elect Director James Shannon	Mgmt	For	For	For
1c	Elect Director Timothy P. Walbert	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

STERIS plc

Meeting Date: 07/27/2023

Country: Ireland

Ticker: STE

Record Date: 05/30/2023

Meeting Type: Annual

Primary Security ID: G8473T100

Shares Voted: 2,793

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
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

STERIS plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
8	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	For	For	For

Check Point Software Technologies Ltd.

Meeting Date: 08/03/2023

Country: Israel

Ticker: CHKP

Record Date: 06/26/2023

Meeting Type: Annual

Primary Security ID: M22465104

Shares Voted: 6,193

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

Electronic Arts Inc.

Meeting Date: 08/10/2023

Country: USA

Ticker: EA

Record Date: 06/16/2023

Meeting Type: Annual

Primary Security ID: 285512109

Electronic Arts Inc.

Shares Voted: 6,792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

The J. M. Smucker Company

Meeting Date: 08/16/2023Country: USATicker: SJM

Record Date: 06/20/2023Meeting Type: Annual

Primary Security ID: 832696405

Shares Voted: 9,968

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

The J. M. Smucker Company

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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Alimentation Couche-Tard Inc.

Meeting Date: 09/07/2023Country: CanadaTicker: ATD

Record Date: 07/10/2023Meeting Type: Annual

Primary Security ID: 01626P148

Shares Voted: 12,680

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'Amours	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 Brian Hannasch	Mgmt	For	For	For
2.11	Elect Director Melanie Kau	Mgmt	For	For	For
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 Real Plourde	Mgmt	For	For	For
2.15	Elect Director Daniel Rabinowicz	Mgmt	For	For	For
2.16	Elect Director Louis Tetu	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Conagra Brands, Inc.

Meeting Date: 09/14/2023Country: USATicker: CAG

Record Date: 07/25/2023Meeting Type: Annual

Primary Security ID: 205887102

Conagra Brands, Inc.

Shares Voted: 35,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anil Arora	Mgmt	For	For	For
1b	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1c	Elect Director Emanuel "Manny" Chirico	Mgmt	For	For	For
1d	Elect Director Sean M. Connolly	Mgmt	For	For	For
1e	Elect Director George Dowdie	Mgmt	For	For	For
1f	Elect Director Francisco J. Fraga	Mgmt	For	For	For
1g	Elect Director Fran Horowitz	Mgmt	For	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Melissa Lora	Mgmt	For	For	For
1j	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1k	Elect Director Denise A. Paulonis	Mgmt	For	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
6	Provide Right to Call a Special Meeting	SH	Against	For	For

Novartis AG

Meeting Date: 09/15/2023

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H5820Q150

Shares Voted: 19,156

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

Darden Restaurants, Inc.

Meeting Date: 09/20/2023

Record Date: 07/26/2023

Primary Security ID: 237194105

Country: USA

Meeting Type: Annual

Ticker: DRI

Shares Voted: 4,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Margaret Shan Atkins	Mgmt	For	For	For
1.2	Elect Director Ricardo (Rick) Cardena	Mgmt	For	For	For
1.3	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1.4	Elect Director James P. Fogarty	Mgmt	For	For	For
1.5	Elect Director Cynthia T. Jamison	Mgmt	For	For	For
1.6	Elect Director Nana Mensah	Mgmt	For	For	For
1.7	Elect Director William S. Simon	Mgmt	For	For	For
1.8	Elect Director Charles M. Sonsteby	Mgmt	For	For	For
1.9	Elect Director Timothy J. Wilmott	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
6	Report on Risks Due to Restrictions on Reproductive Rights	SH	Against	For	For

Take-Two Interactive Software, Inc.

Meeting Date: 09/21/2023

Record Date: 07/25/2023

Primary Security ID: 874054109

Country: USA

Meeting Type: Annual

Ticker: TTWO

Shares Voted: 4,719

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

Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

General Mills, Inc.

Meeting Date: 09/26/2023	Country: USA	Ticker: GIS
Record Date: 07/28/2023	Meeting Type: Annual	
Primary Security ID: 370334104		

Shares Voted: 26,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Kerry Clark	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 Diane L. Neal	Mgmt	For	For	For
1h	Elect Director Steve Odland	Mgmt	For	For	For
1i	Elect Director Maria A. Sastre	Mgmt	For	For	For
1j	Elect Director Eric D. Sprunk	Mgmt	For	For	For
1k	Elect Director Jorge A. Uribe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Against	Against
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

Suncorp Group Limited

Meeting Date: 09/26/2023

Country: Australia

Ticker: SUN

Record Date: 09/24/2023

Meeting Type: Annual

Primary Security ID: Q88040110

Shares Voted: 98,592

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

Diageo Plc

Meeting Date: 09/28/2023

Country: United Kingdom

Ticker: DGE

Record Date: 09/26/2023

Meeting Type: Annual

Primary Security ID: G42089113

Shares Voted: 16,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Long Term Incentive Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Debra Crew as Director	Mgmt	For	For	For
7	Re-elect Javier Ferran as Director	Mgmt	For	For	For
8	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For	For
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
10	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
11	Re-elect Karen Blackett as Director	Mgmt	For	For	For
12	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
13	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
14	Re-elect Alan Stewart as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Diageo 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 UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Lamb Weston Holdings, Inc.

Meeting Date: 09/28/2023

Country: USA

Ticker: LW

Record Date: 07/31/2023

Meeting Type: Annual

Primary Security ID: 513272104

Shares Voted: 11,358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	For	For	For
1b	Elect Director Charles A. Blixt	Mgmt	For	For	For
1c	Elect Director Robert J. Coviello	Mgmt	For	For	For
1d	Elect Director Rita Fisher	Mgmt	For	For	For
1e	Elect Director Andre J. Hawaux	Mgmt	For	For	For
1f	Elect Director W.G. Jurgensen	Mgmt	For	For	For
1g	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1h	Elect Director Hala G. Modellmog	Mgmt	For	For	For
1i	Elect Director Robert A. Niblock	Mgmt	For	For	For
1j	Elect Director Maria Renna Sharpe	Mgmt	For	For	For
1k	Elect Director Thomas P. Werner	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Bunge Limited

Meeting Date: 10/05/2023

Record Date: 08/03/2023

Primary Security ID: G16962105

Country: Bermuda

Meeting Type: Extraordinary Shareholders

Ticker: BG

Shares Voted: 7,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Country of Incorporation [Bermuda to Switzerland]	Mgmt	For	For	For
2	Approve Acquisition of Viterro Limited	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

RPM International Inc.

Meeting Date: 10/05/2023

Record Date: 08/11/2023

Primary Security ID: 749685103

Country: USA

Meeting Type: Annual

Ticker: RPM

Shares Voted: 5,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.2	Elect Director Frederick R. Nance	Mgmt	For	For	For
1.3	Elect Director William B. Summers, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/10/2023

Record Date: 08/11/2023

Primary Security ID: 742718109

Country: USA

Meeting Type: Annual

Ticker: PG

Shares Voted: 6,569

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 Angela F. Braly	Mgmt	For	Against	Against

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Amy L. Chang	Mgmt	For	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	Against	Against
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Debra L. Lee	Mgmt	For	For	For
1i	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1j	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	Against	Against
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	Against	Against
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	SH	Against	Against	Against
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	For	For

CSL Limited

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

Shares Voted: 5,561

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

Newmont Corporation

Meeting Date: 10/11/2023

Record Date: 09/01/2023

Primary Security ID: 651639106

Country: USA

Meeting Type: Special

Ticker: NEM

Shares Voted: 11,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Transaction	Mgmt	For	For	For
2	Increase Authorized Common Stock	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Brambles Limited

Meeting Date: 10/12/2023

Record Date: 10/10/2023

Primary Security ID: Q6634U106

Country: Australia

Meeting Type: Annual

Ticker: BXB

Shares Voted: 104,835

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

Paychex, Inc.

Meeting Date: 10/12/2023

Record Date: 08/14/2023

Primary Security ID: 704326107

Country: USA

Meeting Type: Annual

Ticker: PAYX

Shares Voted: 4,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin Mucci	Mgmt	For	For	For

Paychex, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Thomas F. Bonadio	Mgmt	For	For	For
1c	Elect Director Joseph G. Doody	Mgmt	For	For	For
1d	Elect Director David J.S. Flaschen	Mgmt	For	For	For
1e	Elect Director John B. Gibson	Mgmt	For	For	For
1f	Elect Director B. Thomas Golisano	Mgmt	For	For	For
1g	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1h	Elect Director Theresa M. Payton	Mgmt	For	For	For
1i	Elect Director Kevin A. Price	Mgmt	For	For	For
1j	Elect Director Joseph M. Tucci	Mgmt	For	For	For
1k	Elect Director Joseph M. Velli	Mgmt	For	For	For
1l	Elect Director Kara Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Cochlear Limited

Meeting Date: 10/17/2023Country: AustraliaTicker: COH

Record Date: 10/15/2023Meeting Type: Annual

Primary Security ID: Q25953102

Shares Voted: 5,274

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Financial Statements and Reports of the Directors and Auditors	Mgmt	For	For	For
2.1	Approve Remuneration Report	Mgmt	For	For	For
3.1	Elect Bruce Robinson as Director	Mgmt	For	For	For
3.2	Elect Michael Daniell as Director	Mgmt	For	For	For
4.1	Approve Grant of Options and Performance Rights to Dig Howitt	Mgmt	For	For	For
5.1	Approve Renewal of Proportional Takeover Provisions in the Constitution	Mgmt	For	For	For

Medtronic plc

Meeting Date: 10/19/2023Country: IrelandTicker: MDT

Record Date: 08/25/2023Meeting Type: Annual

Primary Security ID: G5960L103

Shares Voted: 8,186

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
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 Denise M. O'Leary	Mgmt	For	For	For
1k	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
7	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

Ackermans & van Haaren NV

Meeting Date: 10/20/2023Country: BelgiumTicker: ACKB

Record Date: 10/06/2023Meeting Type: Extraordinary Shareholders

Primary Security ID: B01165156

Shares Voted: 3,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Meeting Agenda	Mgmt			
	Receive Special Board Report Re: Renewal of the Authorization Granted Within the Framework of the Authorized Capital	Mgmt			

Ackermans & van Haaren NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against
3	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	Against
4	Amend Article 23.B Re: Executive Committee	Mgmt	For	For	For
5	Adopt New Article 46 in the Articles of Association	Mgmt	For	For	For
6	Amend Articles 6 and 31	Mgmt	For	For	For
7	Coordination of the Articles of Association	Mgmt			

Cintas Corporation

Meeting Date: 10/24/2023

Record Date: 08/28/2023

Primary Security ID: 172908105

Country: USA

Meeting Type: Annual

Ticker: CTAS

Shares Voted: 1,238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	For	For
1b	Elect Director John F. Barrett	Mgmt	For	For	For
1c	Elect Director Melanie W. Barstad	Mgmt	For	For	For
1d	Elect Director Karen L. Carnahan	Mgmt	For	For	For
1e	Elect Director Robert E. Coletti	Mgmt	For	For	For
1f	Elect Director Scott D. Farmer	Mgmt	For	For	For
1g	Elect Director Martin Mucci	Mgmt	For	For	For
1h	Elect Director Joseph Scaminace	Mgmt	For	For	For
1i	Elect Director Todd M. Schneider	Mgmt	For	For	For
1j	Elect Director Ronald W. Tysoe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

Cintas Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For

Woolworths Group Limited

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

Shares Voted: 31,417

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

Mediobanca Banca di Credito Finanziario SpA

Meeting Date: 10/28/2023	Country: Italy	Ticker: MB
Record Date: 10/19/2023	Meeting Type: Annual/Special	
Primary Security ID: T10584117		

Shares Voted: 42,267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	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 Management	Mgmt	For	For	For
2b.2	Slate 2 Submitted by Delfin Sarl	SH	None	Against	Against

Mediobanca Banca di Credito Finanziario SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2b.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
2c	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3a.1	Slate 1 Submitted by Delfin Sarl	SH	None	Against	Against
3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
3b	Approve Internal Auditors' Remuneration	Mgmt	For	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
5a	Approve Remuneration Policy	Mgmt	For	For	For
5b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5c	Approve Annual Performance Share Scheme	Mgmt	For	For	For
5d	Approve Long-Term Incentive Plan 2023-2026	Mgmt	For	For	For
5e	Approve Employee Share Ownership and Co-investment Plan 2023-2026	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 4	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service Long-Term Incentive Plan 2023-2026	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service Employee Share Ownership Plan 2023-2026	Mgmt	For	For	For
4	Amend Company Bylaws Re: Article 33	Mgmt	For	For	For

Coles Group Limited

Meeting Date: 11/03/2023

Record Date: 11/01/2023

Primary Security ID: Q26203408

Country: Australia

Meeting Type: Annual

Ticker: COL

Shares Voted: 83,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Wendy Stops as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Short-term Incentive Grant of STI Shares to Leah Weckert	Mgmt	For	For	For

Coles Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Long-term Incentive Grant of Performance Rights to Leah Weckert	Mgmt	For	For	For

Amcor plc

Meeting Date: 11/08/2023	Country: Jersey	Ticker: AMCR
Record Date: 09/13/2023	Meeting Type: Annual	
Primary Security ID: G0250X107		

Shares Voted: 55,965

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	For	For	For
1b	Elect Director Ronald Delia	Mgmt	For	For	For
1c	Elect Director Achal Agarwal	Mgmt	For	For	For
1d	Elect Director Andrea Bertone	Mgmt	For	For	For
1e	Elect Director Susan Carter	Mgmt	For	For	For
1f	Elect Director Lucrece Foufopoulos-De Ridder	Mgmt	For	For	For
1g	Elect Director Karen Guerra	Mgmt	For	For	For
1h	Elect Director Nicholas (Tom) Long	Mgmt	For	For	For
1i	Elect Director Arun Nayar	Mgmt	For	For	For
1j	Elect Director David Szczupak	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorise Repurchase of Ordinary Shares and CHESS Depositary Interests	Mgmt	For	For	For

Automatic Data Processing, Inc.

Meeting Date: 11/08/2023	Country: USA	Ticker: ADP
Record Date: 09/11/2023	Meeting Type: Annual	
Primary Security ID: 053015103		

Shares Voted: 2,558

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director David V. Goeckeler	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director John P. Jones	Mgmt	For	For	For
1f	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
1g	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
1j	Elect Director William J. Ready	Mgmt	For	For	For
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Broadridge Financial Solutions, Inc.

Meeting Date: 11/09/2023	Country: USA	Ticker: BR
Record Date: 09/14/2023	Meeting Type: Annual	
Primary Security ID: 11133T103		

Shares Voted: 3,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For
1b	Elect Director Pamela L. Carter	Mgmt	For	For	For
1c	Elect Director Richard J. Daly	Mgmt	For	For	For
1d	Elect Director Robert N. Duelks	Mgmt	For	For	For
1e	Elect Director Melvin L. Flowers	Mgmt	For	For	For
1f	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1g	Elect Director Brett A. Keller	Mgmt	For	For	For
1h	Elect Director Maura A. Markus	Mgmt	For	For	For
1i	Elect Director Eileen K. Murray	Mgmt	For	For	For
1j	Elect Director Annette L. Nazareth	Mgmt	For	For	For
1k	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Evolution AB

Meeting Date: 11/09/2023

Country: Sweden

Ticker: EVO

Record Date: 11/01/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: W3287P115

Shares Voted: 3,987

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

Pernod Ricard SA

Meeting Date: 11/10/2023

Country: France

Ticker: RI

Record Date: 11/08/2023

Meeting Type: Annual/Special

Primary Security ID: F72027109

Shares Voted: 4,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
4	Reelect Kory Sorenson as Director	Mgmt	For	For	For

Pernod Ricard SA

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

Pernod Ricard SA

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

Jack Henry & Associates, Inc.

Meeting Date: 11/14/2023	Country: USA	Ticker: JKHY
Record Date: 09/18/2023	Meeting Type: Annual	
Primary Security ID: 426281101		

Shares Voted: 4,214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Foss	Mgmt	For	For	For
1.2	Elect Director Matthew C. Flanigan	Mgmt	For	For	For
1.3	Elect Director Thomas H. Wilson, Jr.	Mgmt	For	For	For
1.4	Elect Director Jacque R. Fiegel	Mgmt	For	For	For
1.5	Elect Director Thomas A. Wimsett	Mgmt	For	For	For
1.6	Elect Director Laura G. Kelly	Mgmt	For	For	For
1.7	Elect Director Shruti S. Miyashiro	Mgmt	For	For	For
1.8	Elect Director Wesley A. Brown	Mgmt	For	For	For
1.9	Elect Director Curtis A. Campbell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Cardinal Health, Inc.

Meeting Date: 11/15/2023	Country: USA	Ticker: CAH
Record Date: 09/18/2023	Meeting Type: Annual	
Primary Security ID: 14149Y108		

Shares Voted: 10,586

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven K. Barg	Mgmt	For	For	For
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For
1c	Elect Director Sujatha Chandrasekaran	Mgmt	For	For	For
1d	Elect Director Sheri H. Edison	Mgmt	For	For	For

Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director David C. Evans	Mgmt	For	For	For
1f	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
1g	Elect Director Jason M. Hollar	Mgmt	For	For	For
1h	Elect Director Akhil Johri	Mgmt	For	For	For
1i	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1j	Elect Director Nancy Killefer	Mgmt	For	For	For
1k	Elect Director Christine A. Mundkur	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Oracle Corporation

Meeting Date: 11/15/2023

Record Date: 09/18/2023

Primary Security ID: 68389X105

Country: USA

Meeting Type: Annual

Ticker: ORCL

Shares Voted: 5,221

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	Withhold	Withhold
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
1.4	Elect Director Safra A. Catz	Mgmt	For	Withhold	Withhold
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Withhold	Withhold
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Withhold	Withhold
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Withhold	Withhold
1.10	Elect Director Renee J. James	Mgmt	For	Withhold	Withhold
1.11	Elect Director Charles W. Moorman	Mgmt	For	Withhold	Withhold
1.12	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
1.15	Elect Director Vishal Sikka	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
7	Require Independent Board Chair	SH	Against	For	For

The Clorox Company

Meeting Date: 11/15/2023

Record Date: 09/22/2023

Primary Security ID: 189054109

Country: USA

Meeting Type: Annual

Ticker: CLX

Shares Voted: 7,318

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy L. Banse	Mgmt	For	For	For
1.2	Elect Director Julia Denman	Mgmt	For	For	For
1.3	Elect Director Spencer C. Fleischer	Mgmt	For	For	For
1.4	Elect Director Esther Lee	Mgmt	For	For	For
1.5	Elect Director A.D. David Mackay	Mgmt	For	For	For
1.6	Elect Director Paul Parker	Mgmt	For	For	For
1.7	Elect Director Stephanie Plaines	Mgmt	For	For	For
1.8	Elect Director Linda Rendle	Mgmt	For	For	For
1.9	Elect Director Matthew J. Shattock	Mgmt	For	For	For
1.10	Elect Director Kathryn Tesija	Mgmt	For	For	For
1.11	Elect Director Russell J. Weiner	Mgmt	For	For	For
1.12	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

ResMed Inc.

Meeting Date: 11/16/2023

Record Date: 09/20/2023

Primary Security ID: 761152107

Country: USA

Meeting Type: Annual

Ticker: RMD

Shares Voted: 2,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Burt	Mgmt	For	For	For
1b	Elect Director Jan De Witte	Mgmt	For	For	For
1c	Elect Director Karen Drexler	Mgmt	For	For	For
1d	Elect Director Michael "Mick" Farrell	Mgmt	For	For	For
1e	Elect Director Peter Farrell	Mgmt	For	For	For
1f	Elect Director Harjit Gill	Mgmt	For	For	For
1g	Elect Director John Hernandez	Mgmt	For	For	For
1h	Elect Director Richard "Rich" Sulpizio	Mgmt	For	For	For
1i	Elect Director Desney Tan	Mgmt	For	For	For
1j	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
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Smiths Group Plc

Meeting Date: 11/16/2023

Record Date: 11/14/2023

Primary Security ID: G82401111

Country: United Kingdom

Meeting Type: Annual

Ticker: SMIN

Shares Voted: 30,041

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 Steve Williams as Director	Mgmt	For	For	For
5	Re-elect Pam Cheng as Director	Mgmt	For	For	For
6	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	For
7	Re-elect Karin Hoeing as Director	Mgmt	For	For	For
8	Re-elect Richard Howes as Director	Mgmt	For	For	For

Smiths Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Paul Keel as Director	Mgmt	For	For	For
10	Re-elect Clare Scherrer as Director	Mgmt	For	For	For
11	Re-elect William Seeger as Director	Mgmt	For	For	For
12	Re-elect Mark Seligman as Director	Mgmt	For	For	For
13	Re-elect Noel Tata 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

Sysco Corporation

Meeting Date: 11/17/2023

Record Date: 09/18/2023

Primary Security ID: 871829107

Country: USA

Meeting Type: Annual

Ticker: SYM

Shares Voted: 9,615

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
1i	Elect Director Alison Kenney Paul	Mgmt	For	For	For
1j	Elect Director Edward D. Shirley	Mgmt	For	For	For

Sysco Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	SH	Against	For	For

TOSHIBA Corp.

Meeting Date: 11/22/2023	Country: Japan	Ticker: 6502
Record Date: 10/12/2023	Meeting Type: Special	
Primary Security ID: J89752117		

Shares Voted: 51,344

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

FAST RETAILING CO., LTD.

Meeting Date: 11/30/2023	Country: Japan	Ticker: 9983
Record Date: 08/31/2023	Meeting Type: Annual	
Primary Security ID: J1346E100		

Shares Voted: 5,251

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

FAST RETAILING CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Appoint Statutory Auditor Mizusawa, Masumi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Tanaka, Tomohiro	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/06/2023Country: USATicker: CSCO

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

Primary Security ID: 17275R102

Shares Voted: 12,657

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	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	For	For

Coloplast A/S

Meeting Date: 12/07/2023Country: DenmarkTicker: COLO.B

Record Date: 11/30/2023Meeting Type: Annual

Primary Security ID: K16018192

Shares Voted: 5,799

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.1	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
6.2	Amend Articles Re: Indemnification	Mgmt	For	For	For
6.3	Amend Remuneration Policy	Mgmt	For	For	For
6.4	Authorize Share Repurchase Program	Mgmt	For	For	For
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	For
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	For	For
7.3	Reelect Annette Bruls as Director	Mgmt	For	For	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
7.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Associated British Foods Plc

Meeting Date: 12/08/2023Country: United KingdomTicker: ABF

Record Date: 12/06/2023Meeting Type: Annual

Primary Security ID: G05600138

Shares Voted: 23,633

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

Associated British Foods Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Emma Adamo as Director	Mgmt	For	For	For
5	Re-elect Graham Allan as Director	Mgmt	For	For	For
6	Elect Kumsal Bayazit as Director	Mgmt	For	For	For
7	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For
8	Re-elect Michael McLintock as Director	Mgmt	For	For	For
9	Elect Annie Murphy as Director	Mgmt	For	For	For
10	Re-elect Dame Heather Rabbatts as Director	Mgmt	For	For	For
11	Re-elect Richard Reid as Director	Mgmt	For	For	For
12	Elect Eoin Tonge as Director	Mgmt	For	For	For
13	Re-elect George Weston as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Copart, Inc.

Meeting Date: 12/08/2023	Country: USA	Ticker: CPRT
Record Date: 10/13/2023	Meeting Type: Annual	
Primary Security ID: 217204106		

Shares Voted: 13,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Willis J. Johnson	Mgmt	For	For	For
1.2	Elect Director A. Jayson Adair	Mgmt	For	For	For
1.3	Elect Director Matt Blunt	Mgmt	For	For	For
1.4	Elect Director Steven D. Cohan	Mgmt	For	For	For
1.5	Elect Director Daniel J. Englander	Mgmt	For	For	For

Copart, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director James E. Meeks	Mgmt	For	For	For
1.7	Elect Director Thomas N. Tryforos	Mgmt	For	For	For
1.8	Elect Director Diane M. Morefield	Mgmt	For	For	For
1.9	Elect Director Stephen Fisher	Mgmt	For	For	For
1.10	Elect Director Cherylyn Harley LeBon	Mgmt	For	For	For
1.11	Elect Director Carl D. Sparks	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

FactSet Research Systems Inc.

Meeting Date: 12/14/2023

Country: USA

Ticker: FDS

Record Date: 10/20/2023

Meeting Type: Annual

Primary Security ID: 303075105

Shares Voted: 1,209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robin A. Abrams	Mgmt	For	For	For
1b	Elect Director Malcolm Frank	Mgmt	For	For	For
1c	Elect Director Laurie Siegel	Mgmt	For	For	For
1d	Elect Director Elisha Wiesel	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

National Australia Bank Limited

Meeting Date: 12/15/2023

Country: Australia

Ticker: NAB

Record Date: 12/13/2023

Meeting Type: Annual

Primary Security ID: Q65336119

Shares Voted: 35,329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Simon McKeon as Director	Mgmt	For	For	For

National Australia Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Ann Sherry as Director	Mgmt	For	For	For
1c	Elect Christine Fellowes as Director	Mgmt	For	For	For
1d	Elect Carolyn Kay as Director	Mgmt	For	For	For
1e	Elect Alison Kitchen as Director	Mgmt	For	For	For
1f	Elect Stephen Mayne as Director	SH	Against	Against	Against
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Approve Grant of Deferred Rights to Ross McEwan	Mgmt	For	For	For
3b	Approve Grant of Performance Rights to Ross McEwan	Mgmt	For	For	For
4	Consideration of Financial Report, Directors' Report and Auditor's Report	Mgmt			
5a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
5b	Approve Transition Plan Assessments	SH	Against	For	For

Sodexo SA

Meeting Date: 12/15/2023

Country: France

Ticker: SW

Record Date: 12/13/2023

Meeting Type: Annual/Special

Primary Security ID: F84941123

Shares Voted: 6,668

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.10 per Share	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
4	Amend Article 17 of Bylaws Re: Allocation of Income	Mgmt	For	For	For
5	Suspension, on an Exceptional Basis, of Dividend Premium with Regard to Distribution in Kind of Shares of Pluxee	Mgmt	For	For	For
	Ordinary Business	Mgmt			
6	Reelect Sophie Bellon as Director	Mgmt	For	Against	Against
7	Reelect Nathalie Bellon-Szabo as Director	Mgmt	For	For	For
8	Reelect Federico J. Gonzalez Tejera as Director	Mgmt	For	For	For

Sodexo SA

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

Viatis Inc.

Meeting Date: 12/15/2023

Record Date: 10/19/2023

Primary Security ID: 92556V106

Country: USA

Meeting Type: Annual

Ticker: VTRS

Shares Voted: 60,724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director W. Don Cornwell	Mgmt	For	For	For
1B	Elect Director JoEllen Lyons Dillon	Mgmt	For	For	For
1C	Elect Director Elisha W. Finney	Mgmt	For	For	For
1D	Elect Director Leo Groothuis	Mgmt	For	For	For

Viatris Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1E	Elect Director Melina Higgins	Mgmt	For	For	For
1F	Elect Director James M. Kilts	Mgmt	For	For	For
1G	Elect Director Harry A. Korman	Mgmt	For	For	For
1H	Elect Director Rajiv Malik	Mgmt	For	For	For
1I	Elect Director Richard A. Mark	Mgmt	For	For	For
1J	Elect Director Mark W. Parrish	Mgmt	For	For	For
1K	Elect Director Scott A. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

AutoZone, Inc.

Meeting Date: 12/20/2023	Country: USA	Ticker: AZO
Record Date: 10/23/2023	Meeting Type: Annual	
Primary Security ID: 053332102		

Shares Voted: 325					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. George	Mgmt	For	For	For
1.2	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.3	Elect Director Earl G. Graves, Jr.	Mgmt	For	For	For
1.4	Elect Director Enderson Guimaraes	Mgmt	For	For	For
1.5	Elect Director Brian P. Hannasch	Mgmt	For	For	For
1.6	Elect Director D. Bryan Jordan	Mgmt	For	For	For
1.7	Elect Director Gale V. King	Mgmt	For	For	For
1.8	Elect Director George R. Mrkonic, Jr.	Mgmt	For	For	For
1.9	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1.10	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Costco Wholesale Corporation

Meeting Date: 01/18/2024

Country: USA

Ticker: COST

Record Date: 11/10/2023

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 1,250

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 Richard A. Galanti	Mgmt	For	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For
1k	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	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against

Becton, Dickinson and Company

Meeting Date: 01/23/2024

Country: USA

Ticker: BDx

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 2,732

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

Becton, Dickinson and Company

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

Visa Inc.

Meeting Date: 01/23/2024

Record Date: 11/24/2023

Primary Security ID: 92826C839

Country: USA

Meeting Type: Annual

Ticker: V

Shares Voted: 2,410

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

Jacobs Solutions, Inc.

Meeting Date: 01/24/2024

Record Date: 11/27/2023

Primary Security ID: 46982L108

Country: USA

Meeting Type: Annual

Ticker: J

Shares Voted: 3,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven J. Demetriou	Mgmt	For	For	For
1b	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
1c	Elect Director Priya Abani	Mgmt	For	For	For
1d	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For	For
1f	Elect Director Manny Fernandez	Mgmt	For	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Barbara L. Loughran	Mgmt	For	For	For
1i	Elect Director Robert A. McNamara	Mgmt	For	For	For
1j	Elect Director Louis V. Pinkham	Mgmt	For	For	For
1k	Elect Director Robert V. Pragada	Mgmt	For	For	For
1l	Elect Director Peter J. Robertson	Mgmt	For	For	For
1m	Elect Director Julie A. Sloat	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Charter to Provide for the Exculpation of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/25/2024

Record Date: 11/30/2023

Primary Security ID: 009158106

Country: USA

Meeting Type: Annual

Ticker: APD

Shares Voted: 1,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonit M. Calaway	Mgmt	For	For	For
1b	Elect Director Charles Cogut	Mgmt	For	For	For
1c	Elect Director Lisa A. Davis	Mgmt	For	For	For

Air Products and Chemicals, Inc.

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

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024Country: USATicker: WBA

Record Date: 11/27/2023Meeting Type: Annual

Primary Security ID: 931427108

Shares Voted: 23,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1k	Elect Director Timothy C. Wentworth	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
5	Report on Cigarette Waste	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Against	For	For

Metro Inc.

Meeting Date: 01/30/2024

Record Date: 12/01/2023

Primary Security ID: 59162N109

Country: Canada

Meeting Type: Annual

Ticker: MRU

Shares Voted: 19,305

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
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
	Shareholder Proposals	Mgmt			
4	SP 1: Report on Cage-Free Egg Goal	SH	Against	For	For
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
6	SP 3: Auditor Rotation	SH	Against	Against	Against
7	SP 4: Report on Anticompetitive Practices	SH	Against	For	For

Sodexo SA

Meeting Date: 01/30/2024	Country: France	Ticker: SW
Record Date: 01/26/2024	Meeting Type: Ordinary Shareholders	
Primary Security ID: F84941123		

Shares Voted: 6,423

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

CGI Inc.

Meeting Date: 01/31/2024	Country: Canada	Ticker: GIB.A
Record Date: 12/04/2023	Meeting Type: Annual	
Primary Security ID: 12532H104		

Shares Voted: 6,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shares	Mgmt			
1.1	Elect Director Sophie Brochu	Mgmt	For	For	For
1.2	Elect Director George A. Cope	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.4	Elect Director Julie Godin	Mgmt	For	For	For
1.5	Elect Director Serge Godin	Mgmt	For	For	For
1.6	Elect Director Andre Imbeau	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
1.11	Elect Director Alison C. Reed	Mgmt	For	For	For
1.12	Elect Director Michael E. Roach	Mgmt	For	For	For
1.13	Elect Director George D. Schindler	Mgmt	For	For	For
1.14	Elect Director Kathy N. Waller	Mgmt	For	For	For
1.15	Elect Director Frank Witter	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	SP 1: Approve Incentive Compensation Relating to ESG Goals	SH	Against	Against	Against
4	SP 2: Approve In-person Annual Shareholder Meetings with Complementary Virtual Meetings	SH	Against	For	For

The Sage Group plc

Meeting Date: 02/01/2024

Country: United Kingdom

Ticker: SGE

Record Date: 01/30/2024

Meeting Type: Annual

Primary Security ID: G7771K142

Shares Voted: 41,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Roisin Donnelly as Director	Mgmt	For	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For	For
6	Re-elect Sangeeta Anand as Director	Mgmt	For	For	For
7	Re-elect John Bates as Director	Mgmt	For	For	For
8	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
9	Re-elect Maggie Jones as Director	Mgmt	For	For	For
10	Re-elect Annette Court 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	Reappoint Ernst & Young 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

The Sage Group plc

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

Emerson Electric Co.

Meeting Date: 02/06/2024	Country: USA	Ticker: EMR
Record Date: 11/28/2023	Meeting Type: Annual	
Primary Security ID: 291011104		

Shares Voted: 5,472

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

Atmos Energy Corporation

Meeting Date: 02/07/2024	Country: USA	Ticker: ATO
Record Date: 12/12/2023	Meeting Type: Annual	
Primary Security ID: 049560105		

Shares Voted: 6,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	For	For
1b	Elect Director John C. Ale	Mgmt	For	For	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	For	For
1d	Elect Director Kelly H. Compton	Mgmt	For	For	For
1e	Elect Director Sean Donohue	Mgmt	For	For	For
1f	Elect Director Rafael G. Garza	Mgmt	For	For	For

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Richard K. Gordon	Mgmt	For	For	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	For	For
1i	Elect Director Richard A. Sampson	Mgmt	For	For	For
1j	Elect Director Diana J. Walters	Mgmt	For	For	For
1k	Elect Director Frank Yoho	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

Pioneer Natural Resources Company

Meeting Date: 02/07/2024Country: USATicker: PXD

Record Date: 01/05/2024Meeting Type: Special

Primary Security ID: 723787107

Shares Voted: 2,127

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

Compass Group Plc

Meeting Date: 02/08/2024Country: United KingdomTicker: CPG

Record Date: 02/06/2024Meeting Type: Annual

Primary Security ID: G23296208

Shares Voted: 18,433

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Petros Parras as Director	Mgmt	For	For	For
5	Elect Leanne Wood as Director	Mgmt	For	For	For
6	Re-elect Ian Meakins as Director	Mgmt	For	For	For
7	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
8	Re-elect Palmer Brown as Director	Mgmt	For	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect John Bryant as Director	Mgmt	For	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

Tyson Foods, Inc.

Meeting Date: 02/08/2024

Record Date: 12/11/2023

Primary Security ID: 902494103

Country: USA

Meeting Type: Annual

Ticker: TSN

Shares Voted: 17,467

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Against	Against
1b	Elect Director Les R. Baledge	Mgmt	For	Against	Against
1c	Elect Director Mike Beebe	Mgmt	For	Against	Against
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	Against	Against
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
1g	Elect Director Donnie King	Mgmt	For	For	For
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
1k	Elect Director Kate B. Quinn	Mgmt	For	For	For
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
1m	Elect Director Barbara A. Tyson	Mgmt	For	Against	Against
1n	Elect Director Noel White	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Report on Climate Lobbying	SH	Against	For	For
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	For	For
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	SH	Against	For	For
6	Report on Opportunities to Support Circular Economy for Packaging	SH	Against	For	For

PTC Inc.

Meeting Date: 02/14/2024Country: USATicker: PTC

Record Date: 12/08/2023Meeting Type: Annual

Primary Security ID: 69370C100

Shares Voted: 3,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	For	For
1.2	Elect Director Mark Benjamin	Mgmt	For	For	For
1.3	Elect Director Janice Chaffin	Mgmt	For	For	For
1.4	Elect Director Amar Hanspal	Mgmt	For	For	For
1.5	Elect Director Michal Katz	Mgmt	For	For	For
1.6	Elect Director Paul Lacy	Mgmt	For	For	For
1.7	Elect Director Corinna Lathan	Mgmt	For	For	For
1.8	Elect Director Janesh Moorjani	Mgmt	For	For	For
1.9	Elect Director Robert Schechter	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

Deere & Company

Meeting Date: 02/28/2024

Record Date: 01/02/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Shares Voted: 1,386

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 Alan C. Heuberger	Mgmt	For	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For
1f	Elect Director Clayton M. Jones	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
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 GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Kone Oyj

Meeting Date: 02/29/2024

Record Date: 02/19/2024

Primary Security ID: X4551T105

Country: Finland

Meeting Type: Annual

Ticker: KNEBV

Shares Voted: 2,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
14.e	Reelect Iris Herlin as Director	Mgmt	For	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Fix Number of Auditors at One	Mgmt	For	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
20	Close Meeting	Mgmt			

Novozymes A/S

Meeting Date: 03/04/2024

Record Date: 02/26/2024

Primary Security ID: K7317J133

Country: Denmark

Meeting Type: Extraordinary Shareholders

Ticker: NZYM.B

Shares Voted: 14,055

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

Nordson Corporation

Meeting Date: 03/05/2024

Record Date: 01/05/2024

Primary Security ID: 655663102

Country: USA

Meeting Type: Annual

Ticker: NDSN

Shares Voted: 2,454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank M. Jaehnert	Mgmt	For	For	For
1.2	Elect Director Ginger M. Jones	Mgmt	For	For	For
1.3	Elect Director Christopher L. Mapes	Mgmt	For	For	For
1.4	Elect Director Milton M. Morris	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

Novartis AG

Meeting Date: 03/05/2024

Record Date:

Primary Security ID: H5820Q150

Country: Switzerland

Meeting Type: Annual

Ticker: NOVN

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

Novartis AG

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

Warner Music Group Corp.

Meeting Date: 03/05/2024	Country: USA	Ticker: WMG
Record Date: 01/08/2024	Meeting Type: Annual	
Primary Security ID: 934550203		

Shares Voted: 18,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Kyncl	Mgmt	For	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	Against	Against
1c	Elect Director Len Blavatnik	Mgmt	For	Against	Against
1d	Elect Director Valentin ("Val") Blavatnik	Mgmt	For	Against	Against
1e	Elect Director Mathias Dopfner	Mgmt	For	For	For
1f	Elect Director Nancy Dubuc	Mgmt	For	For	For
1g	Elect Director Noreena Hertz	Mgmt	For	Against	Against
1h	Elect Director Ynon Kreiz	Mgmt	For	Against	Against
1i	Elect Director Ceci Kurzman	Mgmt	For	Against	Against
1j	Elect Director Michael Lynton	Mgmt	For	For	For
1k	Elect Director Donald A. Wagner	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hologic, Inc.

Meeting Date: 03/07/2024	Country: USA	Ticker: HOLX
Record Date: 01/11/2024	Meeting Type: Annual	
Primary Security ID: 436440101		

Shares Voted: 8,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1b	Elect Director Sally W. Crawford	Mgmt	For	For	For
1c	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1d	Elect Director Scott T. Garrett	Mgmt	For	For	For

Hologic, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
1f	Elect Director Nanaz Mohtashami	Mgmt	For	For	For
1g	Elect Director Christiana Stamoulis	Mgmt	For	For	For
1h	Elect Director Stacey D. Stewart	Mgmt	For	For	For
1i	Elect Director Amy M. Wendell	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

Carlsberg A/S

Meeting Date: 03/11/2024Country: DenmarkTicker: CARL.B

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

Primary Security ID: K36628137

Shares Voted: 8,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 27 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.A	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
5.B	Approve Remuneration of Directors	Mgmt	For	For	For
5.C	Approve DKK 62 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.a	Reelect Henrik Poulsen as New Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Majken Schultz as New Director	Mgmt	For	Abstain	Abstain
6.c	Reelect Mikael Aro as Director	Mgmt	For	For	For
6.d	Reelect Magdi Batato as Director	Mgmt	For	For	For
6.e	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
6.f	Reelect Richard Burrows as Director	Mgmt	For	For	For
6.g	Reelect Punita Lal as Director	Mgmt	For	For	For
6.h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	Abstain	Abstain

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.i	Elect Bob Kunze-Concewitz as Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Cencora, Inc.

Meeting Date: 03/12/2024

Record Date: 01/16/2024

Primary Security ID: 03073E105

Country: USA

Meeting Type: Annual

Ticker: COR

Shares Voted: 6,900

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

Starbucks Corporation

Meeting Date: 03/13/2024

Record Date: 01/05/2024

Primary Security ID: 855244109

Country: USA

Meeting Type: Annual

Ticker: SBUX

Starbucks Corporation

Shares Voted: 5,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For	For
1b	Elect Director Andy Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Mellody Hobson	Mgmt	For	Withhold	Withhold
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1f	Elect Director Neal Mohan	Mgmt	For	For	For
1g	Elect Director Satya Nadella	Mgmt	For	For	For
1h	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1i	Elect Director Daniel Servitje	Mgmt	For	For	For
1j	Elect Director Mike Sievert	Mgmt	For	For	For
1k	Elect Director Wei Zhang	Mgmt	For	For	For
1l	Elect Dissident Nominee Director Maria Echaveste	SH			
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH			
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH			
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 Plant-Based Milk Pricing	SH	Against	Against	Against
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

TietoEVERY Corp.

Meeting Date: 03/13/2024

Record Date: 03/01/2024

Primary Security ID: Y8T39G104

Country: Finland

Meeting Type: Annual

Ticker: TIETO

Shares Voted: 5,421

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income; Authorize Board to Decide on Dividends of up to EUR 1.47 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 New Remuneration Policy	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 137,500 for Chairman, EUR 73,500 for Vice Chairman, and EUR 55,600 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Bertil Carlsen, Elisabetta Castiglioni, Tomas Franzen (Chair), Liselotte Hagertz Engstam, Harri-Pekka Kaukonen, Katharina Mosheim, Gustav Moss, Endre Rangnes and Petter Soderstrom as Directors	Mgmt	For	Abstain	Abstain
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 11.8 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Approve Forfeiture of Shares in TietoEVRY Corp. on Joint Account	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Skandinaviska Enskilda Banken AB

Meeting Date: 03/19/2024Country: SwedenTicker: SEB.A

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: W25381141

Shares Voted: 14,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5.1	Designate Anna Magnusson as Inspector of Minutes of Meeting	Mgmt	For	For	For
5.2	Designate Carina Sverin as Inspector of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	For
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	For
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For	For
11.5	Approve Discharge of John Flint	Mgmt	For	For	For
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	For
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For	For
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	For
11.10	Approve Discharge of Sven Nyman	Mgmt	For	For	For
11.11	Approve Discharge of Marika Ottander	Mgmt	For	For	For
11.12	Approve Discharge of Lars Ottersgard	Mgmt	For	For	For
11.13	Approve Discharge of Jesper Ovesen	Mgmt	For	For	For
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.15	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	For
11.16	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.17	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	For
12.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 3.7 Million for Chairman, SEK 1.2 Million for Vice Chairman and SEK 925,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14a1	Reelect Jacob Aarup Andersen as Director	Mgmt	For	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against	Against
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	For
14a4	Reelect John Flint as Director	Mgmt	For	For	For
14a5	Reelect Winnie Fok as Director	Mgmt	For	For	For
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For	For
14a7	Reelect Sven Nyman as Director	Mgmt	For	For	For
14a8	Reelect Lars Ottersgard as Director	Mgmt	For	For	For
14a9	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16a	Approve Remuneration Report	Mgmt	For	For	For
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

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

Swiss Prime Site AG

Meeting Date: 03/19/2024	Country: Switzerland	Ticker: SPSN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8403W107		

Shares Voted: 12,266

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 Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	Mgmt	For	For	For

Swiss Prime Site AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
6.1.1	Reelect Ton Buechner as Director	Mgmt	For	For	For
6.1.2	Reelect Reto Conrad as Director	Mgmt	For	For	For
6.1.3	Reelect Barbara Knoflach as Director	Mgmt	For	For	For
6.1.4	Reelect Gabrielle Nater-Bass as Director	Mgmt	For	For	For
6.1.5	Reelect Thomas Studhalter as Director	Mgmt	For	For	For
6.1.6	Reelect Brigitte Walter as Director	Mgmt	For	For	For
6.1.7	Elect Detlef Trefzger as Director	Mgmt	For	For	For
6.2	Reelect Ton Buechner as Board Chair	Mgmt	For	For	For
6.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Detlef Trefzger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
6.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Axfood AB

Meeting Date: 03/20/2024

Country: Sweden

Ticker: AXFO

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: W1051R119

Shares Voted: 16,074

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.1	Approve Discharge of Mia Brunell Livfors	Mgmt	For	For	For
10.2	Approve Discharge of Fabian Bengtsson	Mgmt	For	For	For
10.3	Approve Discharge of Caroline Berg	Mgmt	For	For	For
10.4	Approve Discharge of Christian Luiga	Mgmt	For	For	For
10.5	Approve Discharge of Peter Ruzicka	Mgmt	For	For	For
10.6	Approve Discharge of Thomas Ekman	Mgmt	For	For	For
10.7	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
10.8	Approve Discharge of Christer Aberg	Mgmt	For	For	For
10.9	Approve Discharge of Anders Helsing	Mgmt	For	For	For
10.10	Approve Discharge of Michael Sjoren	Mgmt	For	For	For
10.11	Approve Discharge of Lars Ostberg	Mgmt	For	For	For
10.12	Approve Discharge of Frida Antbrink	Mgmt	For	For	For
10.13	Approve Discharge of Ann-Katrin Alnervik	Mgmt	For	For	For
10.14	Approve Discharge of Patrik Thorin	Mgmt	For	For	For
10.15	Approve Discharge of CEO Klas Balkow	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	Against	Against
13.1	Determine Number of Members (7) and Deputy Members (0)	Mgmt	For	For	For
13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14.1	Approve Remuneration of Directors in the Amount of SEK 820,000 for Chairman and SEK 525,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.2	Approve Remuneration of Auditors	Mgmt	For	For	For
15.1	Reelect Mia Brunell Livfors as Director	Mgmt	For	Against	Against
15.2	Reelect Fabian Bengtsson as Director	Mgmt	For	For	For
15.3	Reelect Caroline Berg as Director	Mgmt	For	Against	Against
15.4	Reelect Christian Luiga as Director	Mgmt	For	For	For
15.5	Reelect Peter Ruzicka as Director	Mgmt	For	For	For
15.6	Reelect Sara Ohrvall as Director	Mgmt	For	For	For

Axfood AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.7	Reelect Thomas Ekman as Director	Mgmt	For	For	For
15.8	Elect Thomas Ekman as Board Chair	Mgmt	For	For	For
16.1	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
17	Approve Nomination Committee Procedures	Mgmt	For	For	For
18.a	Approve Performance Share Plan LTIP 2024 for Key Employees	Mgmt	For	For	For
18.b	Approve Equity Plan Financing Through Repurchase and Transfer of Shares	Mgmt	For	For	For
19	Allow Shareholder Meetings to be Held by Electronic Means	Mgmt	For	Against	Against
20	Close Meeting	Mgmt			

Gjensidige Forsikring ASA

Meeting Date: 03/20/2024Country: NorwayTicker: GJF

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

Primary Security ID: R2763X101

Shares Voted: 5,164					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Registration of Attending Shareholders and Proxies	Mgmt			
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 8.75 Per Share	Mgmt	For	For	For
7	Approve Remuneration Statement	Mgmt	For	Against	Against
8.a	Authorize the Board to Decide on Distribution of Dividends	Mgmt	For	For	For
8.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
8.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
8.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
8.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For

Gjensidige Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Amend Articles Re: Notice of Attendance at General Meetings	Mgmt	For	For	For
10.a	Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director	Mgmt	For	Against	Against
10.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	Mgmt	For	For	For
10.b2	Reelect Pernille Moen Masdal as Member of Nominating Committee	Mgmt	For	For	For
10.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	Mgmt	For	For	For
10.b4	Reelect Inger Grogard Stensaker as Member of Nominating Committee	Mgmt	For	For	For
10.b5	Elect Hans Seierstad as New Member of Nominating Committee	Mgmt	For	For	For
10.c	Ratify Deloitte as Auditors	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of NOK 786,000 for Chairman, NOK 395,000 for Other Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Orion Oyj

Meeting Date: 03/20/2024

Record Date: 03/08/2024

Primary Security ID: X6002Y112

Country: Finland

Meeting Type: Annual

Ticker: ORNBV

Shares Voted: 5,757

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

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 1.62 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For
9	Approve Discharge of Board, President and CEO	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For
14	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors and Authorized Sustainability Auditors	Mgmt	For	For	For
16	Ratify KPMG as Auditors and Authorized Sustainability Auditors	Mgmt	For	For	For
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Svenska Handelsbanken AB

Meeting Date: 03/20/2024

Record Date: 03/12/2024

Primary Security ID: W9112U104

Country: Sweden

Meeting Type: Annual

Ticker: SHB.A

Shares Voted: 21,006

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

Svenska Handelsbanken 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 Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	For
15	Amend Articles Re: Chairman of Shareholders Meetings	Mgmt	For	For	For
16	Determine Number of Directors (9)	Mgmt	For	For	For
17	Determine Number of Auditors (2)	Mgmt	For	For	For
18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chair, SEK 1.1 Million for Vice Chair and SEK 795,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
19.1	Reelect Jon Fredrik Baksaa as Director	Mgmt	For	Against	Against
19.2	Reelect Helene Barnekow as Director	Mgmt	For	For	For
19.3	Reelect Stina Bergfors as Director	Mgmt	For	For	For
19.4	Reelect Hans Biorck as Director	Mgmt	For	For	For
19.5	Reelect Par Boman as Director	Mgmt	For	Against	Against
19.6	Reelect Kerstin Hessius as Director	Mgmt	For	For	For
19.7	Elect Louise Lindh as New Director	Mgmt	For	For	For
19.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
19.9	Reelect Ulf Riese as Director	Mgmt	For	Against	Against
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Against
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	For
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
24	Amend Bank's Mainframe Computers Software	SH	None	Against	Against
25	Close Meeting	Mgmt			

Andritz AG

Meeting Date: 03/21/2024

Record Date: 03/11/2024

Primary Security ID: A11123105

Country: Austria

Meeting Type: Annual

Ticker: ANDR

Shares Voted: 738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6.1	Ratify KPMG Austria GmbH as Auditors for Financial Statements and Consolidated Financial Statements for Fiscal Year 2024	Mgmt	For	For	For
6.2	Ratify KPMG Austria GmbH as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	For
7.1	Elect Regina Prehofer as Supervisory Board Member	Mgmt	For	For	For
7.2	Elect Elisabeth Stadler as Supervisory Board Member	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2027	Mgmt	For	For	For
10.1	New/Amended Proposals from Shareholders	Mgmt	None	Against	Against
10.2	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Against	Against

Meeting Date: 03/21/2024

Record Date: 03/14/2024

Primary Security ID: K22272114

Country: Denmark

Meeting Type: Annual

Ticker: DANSKE

Shares Voted: 45,458

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7.50 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For
6.a	Reelect Martin Blessing as Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Lars-Erik Brenoe Director	Mgmt	For	For	For
6.c	Reelect Jacob Dahl as Director	Mgmt	For	For	For
6.d	Reelect Rajja-Leena Hankonen-Nyborn as Director	Mgmt	For	For	For
6.e	Reelect Allan Polack as Director	Mgmt	For	For	For
6.f	Reelect Helle Valentin as Director	Mgmt	For	Abstain	Abstain
6.g	Elect Lieve Mostrey as New Director	Mgmt	For	For	For
6.h	Elect Martin Norkaer Larsen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Thomas Kudsk Larsen	Mgmt			
12.a	Approve Banking Benefits for Shareholders	SH	Against	Against	Against
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt			

Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	SH	Against	Against	Against
12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	SH	Against	Against	Against
	Management Proposals	Mgmt			
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
14	Other Business	Mgmt			

Givaudan SA

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

Record Date:Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 206

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 68.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.1.4	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.5	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	Against	Against
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Nordea Bank Abp

Meeting Date: 03/21/2024

Country: Finland

Ticker: NDA.SE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: X5S8VL105

Shares Voted: 545

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellemfolkeligt Samvirke / Action Aid Denmark	Mgmt			
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
25	Close Meeting	Mgmt			

Japan Tobacco, Inc.

Meeting Date: 03/22/2024

Record Date: 12/31/2023

Primary Security ID: J27869106

Country: Japan

Meeting Type: Annual

Ticker: 2914

Shares Voted: 54,123

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

Kubota Corp.

Meeting Date: 03/22/2024

Record Date: 12/31/2023

Primary Security ID: J36662138

Country: Japan

Meeting Type: Annual

Ticker: 6326

Shares Voted: 72,326

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	Mgmt	For	For	For
1.2	Elect Director Yoshikawa, Masato	Mgmt	For	For	For
1.3	Elect Director Watanabe, Dai	Mgmt	For	For	For
1.4	Elect Director Kimura, Hiroto	Mgmt	For	For	For
1.5	Elect Director Yoshioka, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanada, Shingo	Mgmt	For	For	For
1.7	Elect Director Matsuda, Yuzuru	Mgmt	For	For	For
1.8	Elect Director Shintaku, Yutaro	Mgmt	For	For	For
1.9	Elect Director Arakane, Kumi	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Kawana, Koichi	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Ito, Kazushi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Yamada, Yuichi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	Mgmt	For	For	For

Svenska Cellulosa AB SCA

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

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

Primary Security ID: W90152120

Shares Voted: 13,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Asa Bergman	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Carina Hakansson	Mgmt	For	For	For
8.c6	Approve Discharge of Ulf Larsson (as Board Member)	Mgmt	For	For	For
8.c7	Approve Discharge of Martin Lindqvist	Mgmt	For	For	For
8.c8	Approve Discharge of Anders Sundstrom	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For	For
8.c11	Approve Discharge of Employee Representative Niclas Andersson	Mgmt	For	For	For
8.c12	Approve Discharge of Employee Representative Roger Bostrom	Mgmt	For	For	For
8.c13	Approve Discharge of Employee Representative Maria Jonsson	Mgmt	For	For	For
8.c14	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	Mgmt	For	For	For
8.c15	Approve Discharge of Deputy Employee Representative Malin Marklund	Mgmt	For	For	For
8.c16	Approve Discharge of Deputy Employee Representative Peter Olsson	Mgmt	For	For	For
8.c17	Approve Discharge of CEO Ulf Larsson	Mgmt	For	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chairman and SEK 715,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Asa Bergman as Director	Mgmt	For	For	For
12.2	Reelect Lennart Evrel as Director	Mgmt	For	For	For
12.3	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.4	Reelect Carina Hakansson as Director	Mgmt	For	For	For
12.5	Reelect Ulf Larsson as Director	Mgmt	For	For	For
12.6	Reelect Martin Lindqvist as Director	Mgmt	For	For	For
12.7	Reelect Anders Sundstrom as Director	Mgmt	For	For	For
12.8	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	Against	Against
12.9	Elect Helena Stjernholm as New Director	Mgmt	For	Against	Against
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For	For

Svenska Cellulosa AB SCA

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

Asahi Group Holdings Ltd.

Meeting Date: 03/26/2024	Country: Japan	Ticker: 2502
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J02100113		

Shares Voted: 27,693

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

Bridgestone Corp.

Meeting Date: 03/26/2024	Country: Japan	Ticker: 5108
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J04578126		

Shares Voted: 31,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For

Bridgestone Corp.

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

INPEX Corp.

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

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

Primary Security ID: J2467E101

Shares Voted: 62,345

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14,800 for Class Ko Shares, and JPY 37 for Ordinary Shares	Mgmt	For	For	For
2.1	Elect Director Ueda, Takayuki	Mgmt	For	For	For
2.2	Elect Director Kawano, Kenji	Mgmt	For	For	For
2.3	Elect Director Okawa, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Yamada, Daisuke	Mgmt	For	For	For
2.5	Elect Director Takimoto, Toshiaki	Mgmt	For	For	For
2.6	Elect Director Yanai, Jun	Mgmt	For	For	For
2.7	Elect Director Iio, Norinao	Mgmt	For	For	For
2.8	Elect Director Nishimura, Atsuko	Mgmt	For	For	For
2.9	Elect Director Nishikawa, Tomo	Mgmt	For	For	For
2.10	Elect Director Morimoto, Hideka	Mgmt	For	For	For

Meeting Date: 03/26/2024	Country: Finland	Ticker: KESKOB
Record Date: 03/14/2024	Meeting Type: Annual	
Primary Security ID: X44874109		

Shares Voted: 7,657

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 1.02 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 Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
13	Approve Remuneration of Directors in the Amount of EUR 107,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 50,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
14	Fix Number of Directors at Seven	Mgmt	For	For	For
15	Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte as Auditors	Mgmt	For	For	For
18	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
19	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
20	Amend Articles	Mgmt	For	For	For

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

Meeting Date: 03/26/2024	Country: Switzerland	Ticker: SGSN
Record Date:	Meeting Type: Annual	
Primary Security ID: H63838116		

Shares Voted: 10,909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	For
3.3	Approve CHF 113,499 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	Against	Against
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	For
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Jens Riedl as Director	Mgmt	For	For	For
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.2	Reelect Calvin Grieder as Board Chair	Mgmt	For	Against	Against
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	Mgmt	For	For	For
5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	Mgmt	For	For	For
6.1	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swedbank AB

Meeting Date: 03/26/2024	Country: Sweden	Ticker: SWED.A
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: W94232100		

Shares Voted: 10,126

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.b	Receive Auditor's Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 15.15 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Bo Bengtsson	Mgmt	For	For	For
10.b	Approve Discharge of Goran Bengtson	Mgmt	For	For	For
10.c	Approve Discharge of Annika Creutzer	Mgmt	For	For	For
10.d	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
10.e	Approve Discharge of Kerstin Hermansson	Mgmt	For	For	For
10.f	Approve Discharge of Helena Liljedahl	Mgmt	For	For	For
10.g	Approve Discharge of Bengt Erik Lindgren	Mgmt	For	For	For
10.h	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
10.i	Approve Discharge of Per Olof Nyman	Mgmt	For	For	For
10.j	Approve Discharge of Biljana Pehrsson	Mgmt	For	For	For
10.k	Approve Discharge of Goran Persson	Mgmt	For	For	For
10.l	Approve Discharge of Biorn Riese	Mgmt	For	For	For
10.m	Approve Discharge of Jens Henriksson	Mgmt	For	For	For
10.n	Approve Discharge of Roger Ljung	Mgmt	For	For	For
10.o	Approve Discharge of Ake Skoglund	Mgmt	For	For	For
10.p	Approve Discharge of Henrik Joelsson	Mgmt	For	For	For
10.q	Approve Discharge of Camilla Linder	Mgmt	For	For	For
11	Determine Number of Members (10) and Deputy Members of Board (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.1 Million for Vice Chairman and SEK 750,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Goran Bengtsson as Director	Mgmt	For	For	For
13.b	Reelect Annika 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
14	Elect Goran Persson as Board Chairman	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2024)	Mgmt	For	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2024)	Mgmt	For	For	For
20.c	Approve Equity Plan Financing	Mgmt	For	For	For
21	Amend Articles Re: Business Name; Business Object; Business of the Annual General Meeting; General Meetings	Mgmt	For	For	For
22	Approve Remuneration Report	Mgmt	For	For	For
23	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt	None	Against	Against
	Change Bank Software	SH			
24	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt	None	Against	Against
	Adopt Company Strategy Aligned with the Paris Agreement Goal	SH			
25	Close Meeting	Mgmt			

Swisscom AG

Meeting Date: 03/27/2024

Record Date:

Primary Security ID: H8398N104

Country: Switzerland

Meeting Type: Annual

Ticker: SCMN

Shares Voted: 3,203					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	Against	Against
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin as Director	Mgmt	For	For	For
4.4	Reelect Guus Dekkers as Director	Mgmt	For	For	For
4.5	Reelect Frank Esser as Director	Mgmt	For	For	For
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	For	For	For
4.7	Reelect Anna Mossberg as Director	Mgmt	For	For	For
4.8	Elect Daniel Muenger as Director	Mgmt	For	For	For
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	For	For	For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	Against	Against
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	For
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Canon, Inc.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 7751
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: J05124144		

Shares Voted: 52,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Mitarai, Fujio	Mgmt	For	For	For
2.2	Elect Director Tanaka, Toshizo	Mgmt	For	For	For
2.3	Elect Director Homma, Toshio	Mgmt	For	For	For
2.4	Elect Director Ogawa, Kazuto	Mgmt	For	For	For
2.5	Elect Director Takeishi, Hiroaki	Mgmt	For	For	For
2.6	Elect Director Asada, Minoru	Mgmt	For	For	For
2.7	Elect Director Kawamura, Yusuke	Mgmt	For	For	For
2.8	Elect Director Ikegami, Masayuki	Mgmt	For	For	For
2.9	Elect Director Suzuki, Masaki	Mgmt	For	For	For
2.10	Elect Director Ito, Akiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Okayama, Chikahiro	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/28/2024Country: JapanTicker: 4519

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

Primary Security ID: J06930101

Shares Voted: 46,562

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

Chugai Pharmaceutical Co., Ltd.

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

Kirin Holdings Co., Ltd.

Meeting Date: 03/28/2024	Country: Japan	Ticker: 2503
Record Date: 12/31/2023	Meeting Type: Annual	
Primary Security ID: 497350108		

Shares Voted: 117,117

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

Otsuka Holdings Co., Ltd.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4578

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J63117105

Shares Voted: 38,041

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

Telefonaktiebolaget LM Ericsson

Meeting Date: 04/03/2024

Country: Sweden

Ticker: ERIC.B

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: W26049119

Shares Voted: 36,453

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	Mgmt	For	For	For
8.3.b	Approve Discharge of Board Member Ronnie Leten	Mgmt	For	For	For
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	For
8.3.e	Approve Discharge of Board Member Nora Denzel	Mgmt	For	For	For
8.3.f	Approve Discharge of Board Member Carolina Dybeck Happe	Mgmt	For	For	For
8.3.g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	For	For
8.3.h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	For	For
8.3.i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	For	For
8.3.j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
8.3.k	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
8.3.l	Approve Discharge of Board Member Jonas Synnergren	Mgmt	For	For	For
8.3.m	Approve Discharge of Board Member Christy Wyatt	Mgmt	For	For	For
8.3.n	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	For	For
8.3.o	Approve Discharge of Employee Representative Anders Ripa	Mgmt	For	For	For
8.3.p	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Annika Salomonsson	Mgmt	For	For	For
8.3.r	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	For
8.3.s	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	Mgmt	For	For	For
8.3.t	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	For
8.3.u	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	Mgmt	For	For	For
8.3.v	Approve Discharge of President Borje Ekholm	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Approve Allocation of Income and Dividends of SEK 2.70 Per Share	Mgmt	For	For	For
9	Determine Number Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors SEK 4.6 Million for Chairman and SEK 1.2 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	Against	Against
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
11.3	Reelect Carolina Dybeck Happe as Director	Mgmt	For	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.6	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.7	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
11.8	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
11.9	Reelect Christy Wyatt as Director	Mgmt	For	For	For
11.10	Elect Karl Aberg as New Director	Mgmt	For	Against	Against
12	Reelect Jan Carlson as Board Chairman	Mgmt	For	Against	Against
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program 2024 (LTV 2024)	Mgmt	For	Against	Against
16.2	Approve Equity Plan Financing LTV 2024	Mgmt	For	Against	Against
16.3	Approve Alternative Equity Plan Financing of LTV 2024, if Item 16.2 is Not Approved	Mgmt	For	Against	Against
17	Approve Equity Plan Financing of LTV I 2023	Mgmt	For	For	For
18.1	Approve Equity Plan Financing of LTV 2021, LTV 2022 and LTV II 2023	Mgmt	For	For	For
18.2	Approve Equity Plan Financing of LTV 2021, LTV 2022 and LTV II 2023	Mgmt	For	For	For
19	Close Meeting	Mgmt			

The Bank of New York Mellon Corporation

Meeting Date: 04/09/2024

Record Date: 02/14/2024

Primary Security ID: 064058100

Country: USA

Meeting Type: Annual

Ticker: BK

Shares Voted: 27,396

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 Sandra E. "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
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Deutsche Telekom AG

Meeting Date: 04/10/2024

Record Date: 04/05/2024

Primary Security ID: D2035M136

Country: Germany

Meeting Type: Annual

Ticker: DTE

Shares Voted: 32,312

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

Deutsche Telekom AG

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

EDP-Energias de Portugal SA

Meeting Date: 04/10/2024

Record Date: 04/03/2024

Primary Security ID: X67925119

Country: Portugal

Meeting Type: Annual

Ticker: EDP

Shares Voted: 23,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Progress Report on 2030 Climate Change Plan	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends	Mgmt	For	For	For
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	Mgmt	For	For	For
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	Mgmt	For	For	For
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	Mgmt	For	For	For
4	Authorize Repurchase and Reissuance of Shares	Mgmt	For	For	For

EDP-Energias de Portugal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Mgmt	For	For	For
6	Amend Articles	SH	For	For	For
7	Approve Remuneration Policy Applicable to Executive Board	Mgmt	For	For	For
8	Approve Statement on Remuneration Policy Applicable to Other Corporate Bodies	Mgmt	For	For	For
9.1	Elect Corporate Bodies for 2024-2026 Term	SH	For	Against	Against
9.2	Elect Executive Board for 2024-2026 Term	SH	For	For	For
9.3	Appoint PricewaterhouseCoopers & Associados - Sociedade de Revisores de Contas, Lda. as Auditor and Carlos Jose Figueiredo Rodrigues as Alternate for 2024-2026 Term	Mgmt	For	For	For
9.4	Elect General Meeting Board for 2024-2026 Term	SH	For	For	For
9.5	Elect Remuneration Committee for 2024-2026 Term	SH	For	For	For
9.6	Approve Remuneration of Remuneration Committee Members	SH	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/10/2024

Record Date: 03/13/2024

Primary Security ID: N0074E105

Country: Netherlands

Meeting Type: Annual

Ticker: AD

Shares Voted: 35,696

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

Koninklijke Ahold Delhaize NV

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

LE Lundbergforetagen AB

Meeting Date: 04/10/2024Country: SwedenTicker: LUND.B

Record Date: 04/02/2024Meeting Type: Annual

Primary Security ID: W54114108

Shares Voted: 3,307

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

LE Lundbergforetagen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 4.30 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 Chairman and SEK 365,000 for other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
12	Relect 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	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Telia Co. AB

Meeting Date: 04/10/2024

Record Date: 04/02/2024

Primary Security ID: W95890104

Country: Sweden

Meeting Type: Annual

Ticker: TELIA

Shares Voted: 132,907

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports; Receive CEO and President Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.a	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	For	For	For
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b	Mgmt			
9.b.1	Approve Record Date for Dividend Payment Proposal by the Board of Directors	Mgmt	For	For	For
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt			
9.b.2	Approve Record Date for Dividend Payment Proposal by Shareholder	SH	None	Against	Against
	Management Proposals	Mgmt			
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	For	For	For
10.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
10.3	Approve Discharge of Luisa Delgado	Mgmt	For	For	For
10.4	Approve Discharge of Sarah Eccleston	Mgmt	For	For	For
10.5	Approve Discharge of Tomas Eliasson	Mgmt	For	For	For
10.6	Approve Discharge of Rickard Gustafson	Mgmt	For	For	For
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	For	For	For
10.8	Approve Discharge of Jeanette Jager	Mgmt	For	For	For
10.9	Approve Discharge of Nina Linander	Mgmt	For	For	For
10.10	Approve Discharge of Jimmy Maymann	Mgmt	For	For	For
10.11	Approve Discharge of Stefan Carlsson	Mgmt	For	For	For
10.12	Approve Discharge of Martin Saaf	Mgmt	For	For	For
10.13	Approve Discharge of Rickard Wast	Mgmt	For	For	For
10.14	Approve Discharge of Allison Kirkby (CEO)	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 955,000 for Vice Chairman, and SEK 685,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	Mgmt	For	For	For

Telia Co. AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For	For
14.2	Reelect Ingrid Bonde as Director	Mgmt	For	For	For
14.3	Reelect Luisa Delgado as Director	Mgmt	For	For	For
14.4	Reelect Sarah Eccleston as Director	Mgmt	For	For	For
14.5	Reelect Tomas Eliasson as Director	Mgmt	For	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.7	Reelect Lars-Johan Jarnheimer as Director	Mgmt	For	For	For
14.8	Reelect Jeanette Jager as Director	Mgmt	For	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	For	For	For
15.2	Reelect Ingrid Bonde as Vice Chairman	Mgmt	For	For	For
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
17	Approve Remuneration of Auditors	Mgmt	For	For	For
18	Ratify KPMG as Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
20.a	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For	For
20.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Zurich Insurance Group AG

Meeting Date: 04/10/2024

Record Date: 04/04/2024

Primary Security ID: H9870Y105

Country: Switzerland

Meeting Type: Annual

Ticker: ZURN

Shares Voted: 1,838

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For

Zurich Insurance Group AG

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

AstraZeneca PLC

Meeting Date: 04/11/2024	Country: United Kingdom	Ticker: AZN
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: G0593M107		

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

Meeting Date: 04/11/2024

Record Date: 04/04/2024

Primary Security ID: R1R79W105

Country: Norway

Meeting Type: Annual

Ticker: BRG

Shares Voted: 5,653

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda; Elect Chairman and Minute Keepers	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.75 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	For	For
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 Nominating Committee Chair	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of NOK 695,000 for Chairman and NOK 387,000 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

Fairfax Financial Holdings Limited

Meeting Date: 04/11/2024

Record Date: 03/08/2024

Primary Security ID: 303901102

Country: Canada

Meeting Type: Annual

Ticker: FFH

Shares Voted: 509

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
1.4	Elect Director R. William McFarland	Mgmt	For	For	For
1.5	Elect Director Christine N. McLean	Mgmt	For	For	For
1.6	Elect Director Brian J. Porter	Mgmt	For	For	For
1.7	Elect Director Timothy R. Price	Mgmt	For	For	For
1.8	Elect Director Brandon W. Sweitzer	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	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Protector Forsikring ASA

Meeting Date: 04/11/2024

Record Date: 04/04/2024

Primary Security ID: R7049B138

Country: Norway

Meeting Type: Annual

Ticker: PROT

Shares Voted: 4,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration Statement	Mgmt	For	Against	Against
5	Discuss Company's Corporate Governance Statement	Mgmt			
6.1	Reelect Arve Ree as Director	Mgmt	For	Against	Against
6.2	Reelect Kjetil Garstad as Director	Mgmt	For	For	For
6.3	Reelect Randi Helene Roed as Director	Mgmt	For	For	For

Protector Forsikring ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Reelect Andreas Mork 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

Saab AB

Meeting Date: 04/11/2024

Record Date: 04/03/2024

Primary Security ID: W72838175

Country: Sweden

Meeting Type: Annual

Ticker: SAAB.B

Shares Voted: 6,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 6.40 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Lena Erixon	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c2	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
8.c3	Approve Discharge of Micael Johansson	Mgmt	For	For	For
8.c4	Approve Discharge of Danica Kragic Jensfelt	Mgmt	For	For	For
8.c5	Approve Discharge of Sara Mazur	Mgmt	For	For	For
8.c6	Approve Discharge of Johan Menckel	Mgmt	For	For	For
8.c7	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c9	Approve Discharge of Erika Soderberg Johnson	Mgmt	For	For	For
8.c10	Approve Discharge of Sebastian Tham	Mgmt	For	For	For
8.c11	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
8.c12	Approve Discharge of Joakim Westh	Mgmt	For	For	For
8.c13	Approve Discharge of Goran Andersson	Mgmt	For	For	For
8.c14	Approve Discharge of Stefan Andersson	Mgmt	For	For	For
8.c15	Approve Discharge of Magnus Gustafsson	Mgmt	For	For	For
8.c16	Approve Discharge of Robert Hellgren	Mgmt	For	For	For
8.c17	Approve Discharge of Conny Holm	Mgmt	For	For	For
8.c18	Approve Discharge of Tina Mikkelsen	Mgmt	For	For	For
8.c19	Approve Discharge of Patrik Myren	Mgmt	For	For	For
8.c20	Approve Discharge of Lars Svensson	Mgmt	For	For	For
8.c21	Approve Discharge of CEO Micael Johansson	Mgmt	For	For	For
9.1	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 2.25 Million to Chairman, SEK 850,000 for Vice Chairman and SEK 740,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Elect Anders Ynnerman as New Director	Mgmt	For	For	For
11.b	Reelect Lena Erixon as Director	Mgmt	For	For	For
11.c	Reelect Henrik Henriksson as Director	Mgmt	For	For	For
11.d	Reelect Micael Johansson as Director	Mgmt	For	For	For

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

Telefonica SA

Meeting Date: 04/11/2024

Record Date: 04/05/2024

Primary Security ID: 879382109

Country: Spain

Meeting Type: Annual

Ticker: TEF

Shares Voted: 138,407

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

Telefonica SA

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

Elisa Oyj

Meeting Date: 04/12/2024

Country: Finland

Ticker: ELISA

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: X1949T102

Shares Voted: 5,902

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			

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

Swiss Re AG

Meeting Date: 04/12/2024

Record Date: 04/08/2024

Primary Security ID: H8431B109

Country: Switzerland

Meeting Type: Annual

Ticker: SREN

Shares Voted: 7,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Remuneration Report	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of USD 6.80 per Share	Mgmt	For	For	For
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 15 Million	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	For	For	For
5.1.b	Reelect Karen Gavan as Director	Mgmt	For	For	For
5.1.c	Reelect Vanessa Lau as Director	Mgmt	For	For	For
5.1.d	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
5.1.e	Reelect Deanna Ong as Director	Mgmt	For	For	For
5.1.f	Reelect Jay Ralph as Director	Mgmt	For	For	For
5.1.g	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
5.1.h	Reelect Philip Ryan as Director	Mgmt	For	For	For
5.1.i	Reelect Pia Tischhauser as Director	Mgmt	For	For	For
5.1.j	Reelect Paul Tucker as Director	Mgmt	For	For	For
5.1.k	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
5.1.l	Elect Geraldine Matchett as Director	Mgmt	For	For	For
5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	For	For	For
5.2.4	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.4	Ratify KPMG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 29 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Holmen AB

Meeting Date: 04/16/2024	Country: Sweden	Ticker: HOLM.B
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: W4R00P201		

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

Public Service Enterprise Group Incorporated

Meeting Date: 04/16/2024

Record Date: 02/16/2024

Primary Security ID: 744573106

Country: USA

Meeting Type: Annual

Ticker: PEG

Shares Voted: 35,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph A. LaRossa	Mgmt	For	For	For
1.2	Elect Director Susan Tomasky	Mgmt	For	For	For
1.3	Elect Director Willie A. Deese	Mgmt	For	For	For
1.4	Elect Director Jamie M. Gentoso	Mgmt	For	For	For
1.5	Elect Director Barry H. Ostrowsky	Mgmt	For	For	For
1.6	Elect Director Ricardo G. Perez	Mgmt	For	For	For
1.7	Elect Director Valerie A. Smith	Mgmt	For	For	For
1.8	Elect Director Scott G. Stephenson	Mgmt	For	For	For
1.9	Elect Director Laura A. Sugg	Mgmt	For	For	For
1.10	Elect Director John P. Surma	Mgmt	For	For	For
1.11	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 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 Amend Bylaws	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Royal KPN NV

Meeting Date: 04/17/2024

Record Date: 03/20/2024

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Annual

Ticker: KPN

Shares Voted: 361,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			

Royal KPN NV

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

Beiersdorf AG

Meeting Date: 04/18/2024

Record Date: 03/27/2024

Primary Security ID: D08792109

Country: Germany

Meeting Type: Annual

Ticker: BEI

Shares Voted: 5,933

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

Beiersdorf AG

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

Genting Singapore Limited

Meeting Date: 04/18/2024

Record Date:

Primary Security ID: Y2692C139

Country: Singapore

Meeting Type: Annual

Ticker: G13

Shares Voted: 343,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Tan Wah Yeow as Director	Mgmt	For	For	For
4	Elect Hauw Sze Shiung Winston as Director	Mgmt	For	For	For
5(a)	Approve Directors' Fees	Mgmt	For	For	For
5(b)	Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Mgmt	For	Against	Against

Genting Singapore Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For

Humana Inc.

Meeting Date: 04/18/2024

Record Date: 02/29/2024

Primary Security ID: 444859102

Country: USA

Meeting Type: Annual

Ticker: HUM

Shares Voted: 4,952

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	Mgmt	For	For	For
1b	Elect Director Bruce D. Broussard	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director David T. Feinberg	Mgmt	For	For	For
1e	Elect Director Wayne A. I. Frederick	Mgmt	For	For	For
1f	Elect Director John W. Garratt	Mgmt	For	For	For
1g	Elect Director Kurt J. Hilzinger	Mgmt	For	For	For
1h	Elect Director Karen W. Katz	Mgmt	For	For	For
1i	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1j	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1k	Elect Director Brad D. Smith	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Jeronimo Martins SGPS SA

Meeting Date: 04/18/2024

Record Date: 04/11/2024

Primary Security ID: X40338109

Country: Portugal

Meeting Type: Annual

Ticker: JMT

Jeronimo Martins SGPS SA

Shares Voted: 5,716

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

Nestle SA

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

Shares Voted: 8,805

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

Nestle SA

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

Orkla ASA

Meeting Date: 04/18/2024

Record Date: 04/11/2024

Primary Security ID: R67787102

Country: Norway

Meeting Type: Annual

Ticker: ORK

Shares Voted: 22,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 6 Per Share	Mgmt	For	For	For

Orkla ASA

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

Siemens Healthineers AG

Meeting Date: 04/18/2024

Record Date: 04/11/2024

Primary Security ID: D6T479107

Country: Germany

Meeting Type: Annual

Ticker: SHL

Shares Voted: 8,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Veronika Bienert (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Norbert Gaus (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andreas Hoffmann (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Koerte (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sarena Lin (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Philipp Roesler (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Gregory Sorensen (until Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Dow Wilson (from Feb. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Corporate Purpose	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	Against	Against
9.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For
9.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	Against	Against
9.4	Elect Marion Helmes to the Supervisory Board	Mgmt	For	For	For
9.5	Elect Sarena Lin to the Supervisory Board	Mgmt	For	Against	Against
9.6	Elect Peer Schatz to the Supervisory Board	Mgmt	For	Against	Against
9.7	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	Against	Against
9.8	Elect Dow Wilson to the Supervisory Board	Mgmt	For	Against	Against
9.9	Elect Veronika Bienert to the Supervisory Board	Mgmt	For	Against	Against
9.10	Elect Peter Koerte to the Supervisory Board	Mgmt	For	Against	Against

Wilmar International Limited

Meeting Date: 04/19/2024

Record Date:

Primary Security ID: Y9586L109

Country: Singapore

Meeting Type: Annual

Ticker: F34

Shares Voted: 94,418

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 Hong as Director	Mgmt	For	For	For
5	Elect Pua Seck Guan as Director	Mgmt	For	For	For
6	Elect Teo La-Mei as Director	Mgmt	For	For	For

Wilmar International Limited

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

Getinge AB

Meeting Date: 04/22/2024

Record Date: 04/12/2024

Primary Security ID: W3443C107

Country: Sweden

Meeting Type: Annual

Ticker: GETI.B

Shares Voted: 8,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Board's and Board Committee's Reports	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 Dividends of SEK 4.40 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Carl Bennet	Mgmt	For	For	For
12.b	Approve Discharge of Johan Bygge	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.c	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For	For
12.d	Approve Discharge of Barbro Friden	Mgmt	For	For	For
12.e	Approve Discharge of Dan Frohm	Mgmt	For	For	For
12.f	Approve Discharge of Johan Malmquist	Mgmt	For	For	For
12.g	Approve Discharge of Malin Persson	Mgmt	For	For	For
12.h	Approve Discharge of Kristian Samuelsson	Mgmt	For	For	For
12.i	Approve Discharge of Mattias Perjos	Mgmt	For	For	For
12.j	Approve Discharge of Fredrik Brattborn	Mgmt	For	For	For
12.k	Approve Discharge of Ake Larsson	Mgmt	For	For	For
12.l	Approve Discharge of Pontus Kall	Mgmt	For	For	For
12.m	Approve Discharge of Ida Gustafsson	Mgmt	For	For	For
13.a	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 5.9 Million; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Reelect Carl Bennet as Director	Mgmt	For	Against	Against
15.b	Reelect Johan Bygge as Director	Mgmt	For	Against	Against
15.c	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	Against	Against
15.d	Reelect Dan Frohm as Director	Mgmt	For	Against	Against
15.e	Reelect Johan Malmquist as Director	Mgmt	For	Against	Against
15.f	Reelect Mattias Perjos as Director	Mgmt	For	For	For
15.g	Reelect Malin Persson as Director	Mgmt	For	Against	Against
15.h	Reelect Kristian Samuelsson as Director	Mgmt	For	For	For
15.i	Reelect Johan Malmquist as Board Chair	Mgmt	For	Against	Against
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Recordati SpA

Meeting Date: 04/22/2024

Record Date: 04/11/2024

Primary Security ID: T78458139

Country: Italy

Meeting Type: Annual

Ticker: REC

Shares Voted: 5,499

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

American Electric Power Company, Inc.

Meeting Date: 04/23/2024

Record Date: 02/26/2024

Primary Security ID: 025537101

Country: USA

Meeting Type: Annual

Ticker: AEP

Shares Voted: 29,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ben Fowke	Mgmt	For	For	For
1.2	Elect Director Art A. Garcia	Mgmt	For	For	For
1.3	Elect Director Hunter C. Gary	Mgmt	For	For	For
1.4	Elect Director Linda A. Goodspeed	Mgmt	For	For	For
1.5	Elect Director Donna A. James	Mgmt	For	For	For
1.6	Elect Director Sandra Beach Lin	Mgmt	For	Against	Against
1.7	Elect Director Henry P. Linginfelter	Mgmt	For	For	For
1.8	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1.9	Elect Director Daryl Roberts	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 Thær	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

Assicurazioni Generali SpA

Meeting Date: 04/23/2024

Record Date: 04/12/2024

Primary Security ID: T05040109

Country: Italy

Meeting Type: Annual/Special

Ticker: G

Shares Voted: 11,865

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

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For

Infrastrutture Wireless Italiane SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: INW
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: T6032P102		

Shares Voted: 29,312

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

A2A SpA

Meeting Date: 04/24/2024

Record Date: 04/15/2024

Primary Security ID: T0579B105

Country: Italy

Meeting Type: Annual

Ticker: A2A

Shares Voted: 118,135

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

Amplifon SpA

Meeting Date: 04/24/2024

Record Date: 04/15/2024

Primary Security ID: T0388E118

Country: Italy

Meeting Type: Annual

Ticker: AMP

Shares Voted: 14,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.1.1	Slate 1 Submitted by Ampliter Srl	SH	None	Against	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted By Ampliter Srl	Mgmt			
3.2	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against

Amplifon SpA

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

Assa Abloy AB

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

Shares Voted: 6,054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 935,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For

Assa Abloy AB

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

Bunzl Plc

Meeting Date: 04/24/2024

Record Date: 04/22/2024

Primary Security ID: G16968110

Country: United Kingdom

Meeting Type: Annual

Ticker: BNZL

Shares Voted: 16,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For	For
6	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
7	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For
8	Re-elect Vin Murria as Director	Mgmt	For	For	For
9	Re-elect Pam Kirby as Director	Mgmt	For	For	For
10	Re-elect Jacky Simmonds as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Long Term Incentive Plan	Mgmt	For	For	For

Bunzl Plc

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

Endesa SA

Meeting Date: 04/24/2024

Record Date: 04/19/2024

Primary Security ID: E41222113

Country: Spain

Meeting Type: Annual

Ticker: ELE

Shares Voted: 24,964

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

Endesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Remuneration Policy	Mgmt	For	For	For
17	Approve Strategic Incentive Plan	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Newmont Corporation

Meeting Date: 04/24/2024

Record Date: 02/27/2024

Primary Security ID: 651639106

Country: USA

Meeting Type: Annual

Ticker: NEM

Shares Voted: 142,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Philip Aiken	Mgmt	For	For	For
1.2	Elect Director Gregory H. Boyce	Mgmt	For	For	For
1.3	Elect Director Bruce R. Brook	Mgmt	For	For	For
1.4	Elect Director Maura J. Clark	Mgmt	For	For	For
1.5	Elect Director Emma FitzGerald	Mgmt	For	For	For
1.6	Elect Director Sally-Anne Layman	Mgmt	For	For	For
1.7	Elect Director Jose Manuel Madero	Mgmt	For	For	For
1.8	Elect Director Rene Medori	Mgmt	For	For	For
1.9	Elect Director Jane Nelson	Mgmt	For	For	For
1.10	Elect Director Thomas R. Palmer	Mgmt	For	For	For
1.11	Elect Director Julio M. Quintana	Mgmt	For	For	For
1.12	Elect Director Susan N. Story	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

Teledyne Technologies Incorporated

Meeting Date: 04/24/2024

Record Date: 03/01/2024

Primary Security ID: 879360105

Country: USA

Meeting Type: Annual

Ticker: TDY

Teledyne Technologies Incorporated

Shares Voted: 3,258

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Denise R. Singleton	Mgmt	For	For	For
1.2	Elect Director Simon M. Lorne	Mgmt	For	For	For
1.3	Elect Director Vincent J. Morales	Mgmt	For	For	For
1.4	Elect Director Wesley W. von Schack	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	Declassify the Board of Directors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

The Cigna Group

Meeting Date: 04/24/2024Country: USATicker: CI

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

Primary Security ID: 125523100

Shares Voted: 6,494

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 William J. DeLaney	Mgmt	For	For	For
1c	Elect Director Eric J. Foss	Mgmt	For	For	For
1d	Elect Director Elder Granger	Mgmt	For	For	For
1e	Elect Director Neesha Hathi	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For
1i	Elect Director Philip O. Ozuah	Mgmt	For	For	For
1j	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1k	Elect Director Eric C. Wiseman	Mgmt	For	For	For
1l	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

W.W. Grainger, Inc.

Meeting Date: 04/24/2024	Country: USA	Ticker: GWW
Record Date: 03/04/2024	Meeting Type: Annual	
Primary Security ID: 384802104		

Shares Voted: 1,664

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

Admiral Group Plc

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: ADM
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: G0110T106		

Shares Voted: 16,474

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 Michael Rogers as Director	Mgmt	For	For	For
6	Re-elect Milena Mondini-de-Focatiis as Director	Mgmt	For	For	For
7	Re-elect Geraint Jones as Director	Mgmt	For	For	For
8	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
9	Re-elect Michael Brierley as Director	Mgmt	For	For	For
10	Re-elect Andrew Crossley as Director	Mgmt	For	For	For
11	Re-elect Karen Green as Director	Mgmt	For	For	For
12	Elect Fiona Muldoon as Director	Mgmt	For	For	For
13	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For	For
14	Re-elect Justine Roberts as Director	Mgmt	For	For	For
15	Re-elect William Roberts as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise 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

Akzo Nobel NV

Meeting Date: 04/25/2024

Record Date: 03/28/2024

Primary Security ID: N01803308

Country: Netherlands

Meeting Type: Annual

Ticker: AKZA

Shares Voted: 4,595

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	Discussion on Company's Corporate Governance Structure	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	Amend Remuneration Policy of Management Board	Mgmt	For	For	For
5b	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
6a	Elect J.M. de Bakker to Supervisory Board	Mgmt	For	For	For
6b	Elect U. Wolf to Supervisory Board	Mgmt	For	For	For
6c	Elect W.A. Kolk to Supervisory Board	Mgmt	For	For	For
6d	Reelect B.E. Grote to Supervisory Board	Mgmt	For	Against	Against
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Close Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,100,000	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	Against	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	For	For
12	Approve Compensation of Pascal Grange, Vice-CEO	Mgmt	For	For	For
13	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For	For
14	Reelect Martin Bouygues as Director	Mgmt	For	For	For
15	Reelect Pascaline de Dreuz as Director	Mgmt	For	For	For
16	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
17	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
18	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Bouygues SA

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

Cellnex Telecom SA

Meeting Date: 04/25/2024	Country: Spain	Ticker: CLNX
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: E2R41M104		

Shares Voted: 13,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
6	Reelect Alexandra Reich as Director	Mgmt	For	For	For
7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
8	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Danone SA

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

Shares Voted: 15,825

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

Meeting Date: 04/25/2024

Record Date: 03/04/2024

Primary Security ID: 281020107

Country: USA

Meeting Type: Annual

Ticker: EIX

Edison International

Shares Voted: 27,631

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 Vanessa C.L. Chang	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	Report on Lobbying Payments and Policy	SH	Against	For	For

Fastenal Company

Meeting Date: 04/25/2024Country: USATicker: FAST

Record Date: 02/26/2024Meeting Type: Annual

Primary Security ID: 311900104

Shares Voted: 21,346

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 Daniel L. Florness	Mgmt	For	For	For
1e	Elect Director Rita J. Heise	Mgmt	For	For	For
1f	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1g	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1h	Elect Director Nicholas J. Lundquist	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	For	For

Fastenal Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Reyne K. Wisecup	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	Eliminate Supermajority Vote Requirement for Business Combinations	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

HCA Healthcare, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: HCA

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 40412C101

Shares Voted: 5,202

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 Meg G. Crofton	Mgmt	For	For	For
1d	Elect Director Robert J. Dennis	Mgmt	For	For	For
1e	Elect Director Nancy-Ann DeParle	Mgmt	For	For	For
1f	Elect Director William R. Frist	Mgmt	For	For	For
1g	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1h	Elect Director Michael W. Michelson	Mgmt	For	For	For
1i	Elect Director Wayne J. Riley	Mgmt	For	For	For
1j	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Report on Risks Regarding Patients' Right to Access Abortions in Emergencies	SH	Against	For	For
6	Report on Patient Feedback Regarding Quality Care	SH	Against	For	For
7	Report on Maternal Health Outcomes	SH	Against	For	For

Heineken Holding NV

Meeting Date: 04/25/2024

Record Date: 03/28/2024

Primary Security ID: N39338194

Country: Netherlands

Meeting Type: Annual

Ticker: HEIO

Shares Voted: 7,076

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

Heineken NV

Meeting Date: 04/25/2024

Record Date: 03/28/2024

Primary Security ID: N39427211

Country: Netherlands

Meeting Type: Annual

Ticker: HEIA

Shares Voted: 6,107

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

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Receive Explanation on Company's Dividend Policy	Mgmt			
1f	Approve Dividends	Mgmt	For	For	For
1g	Approve Discharge of Executive Directors	Mgmt	For	For	For
1h	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

Huhtamaki Oyj

Meeting Date: 04/25/2024	Country: Finland	Ticker: HUH1V
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: X33752100		

Shares Voted: 3,310

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			

Huhtamaki Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 1.05 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 175,000 for Chairman, EUR 82,000 for Vice Chairman and EUR 67,000 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 Mercedes Alonso, Doug Baillie, Anja Korhonen, Pauline Lindwall, Kerttu Tuomas (Vice Chair), Pekka Vauramo (Chair) and Ralf K. Wunderlich as Directors; Elect Robert K. Beckler as New Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify KPMG OY Ab as Auditor	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 10 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Johnson & Johnson

Meeting Date: 04/25/2024

Record Date: 02/27/2024

Primary Security ID: 478160104

Country: USA

Meeting Type: Annual

Ticker: JNJ

Shares Voted: 20,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For	For

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Paula A. Johnson	Mgmt	For	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For	For
1m	Elect Director Eugene A. Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH			

London Stock Exchange Group plc

Meeting Date: 04/25/2024Country: United KingdomTicker: LSEG

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

Primary Security ID: G5689U103

Shares Voted: 5,704

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	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For	For
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
9	Re-elect Scott Guthrie as Director	Mgmt	For	For	For
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
12	Re-elect Don Robert as Director	Mgmt	For	For	For
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For	For

London Stock Exchange Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Elect Michel-Alain Proch as Director	Mgmt	For	For	For
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Equity Incentive Plan	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/25/2024

Record Date: 02/28/2024

Primary Security ID: 717081103

Country: USA

Meeting Type: Annual

Ticker: PFE

Shares Voted: 94,939

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	For	For
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH			
8	Report on Corporate Contributions	SH	Against	Against	Against

RELX Plc

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: G7493L105

Country: United Kingdom

Meeting Type: Annual

Ticker: REL

Shares Voted: 15,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Bianca Tetteroo as Director	Mgmt	For	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

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

Sampo Oyj

Meeting Date: 04/25/2024	Country: Finland	Ticker: SAMPO
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: X75653232		

Shares Voted: 3,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.80 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 235,000 for Chair, EUR 135,000 for Vice Chairman and EUR 104,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Mgmt	For	Against	Against
15	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Ratify Deloitte as Auditor and Auditor for the Sustainability Reporting	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Authorize Board of Directors to Resolve upon a Share Issue without Payment	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Sekisui House, Ltd.

Meeting Date: 04/25/2024Country: JapanTicker: 1928

Record Date: 01/31/2024Meeting Type: Annual

Primary Security ID: J70746136

Shares Voted: 10,426

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

Shares Voted: 3,175

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.36 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9.1.A	Elect Pierre Gurdjian as Director	Mgmt	For	For	For
9.1.B	Indicate Pierre Gurdjian as Independent Director	Mgmt	For	For	For
9.2.A	Reelect Ulf Wiinberg as Director	Mgmt	For	For	For
9.2.B	Indicate Ulf Wiinberg as Independent Director	Mgmt	For	For	For
9.3	Elect Charles-Antoine Janssen as Director	Mgmt	For	For	For
9.4.A	Elect Nefertiti Greene as Director	Mgmt	For	For	For
9.4.B	Indicate Nefertiti Greene as Independent Director	Mgmt	For	For	For
9.5.A	Elect Dolca Thomas as Director	Mgmt	For	For	For
9.5.B	Indicate Dolca Thomas as Independent Director	Mgmt	For	For	For
9.6.A	Elect Rodolfo Savitzky as Director	Mgmt	For	For	For
9.6.B	Indicate Rodolfo Savitzky as Independent Director	Mgmt	For	For	For
10	Ratify Mazars, Permanently Represented by Sebastien Schueremans, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
11	Special Part	Mgmt			
	Approve Long-Term Incentive Plans	Mgmt	For	For	For

UCB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For
12.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 24 August 2023	Mgmt	For	For	For

UCB SA

Meeting Date: 04/25/2024

Record Date: 04/11/2024

Primary Security ID: B93562120

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: UCB

Shares Voted: 3,175

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

Abbott Laboratories

Meeting Date: 04/26/2024

Record Date: 02/28/2024

Primary Security ID: 002824100

Country: USA

Meeting Type: Annual

Ticker: ABT

Shares Voted: 15,846

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

Abbott Laboratories

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

Agnico Eagle Mines Limited

Meeting Date: 04/26/2024

Country: Canada

Ticker: AEM

Record Date: 03/15/2024

Meeting Type: Annual/Special

Primary Security ID: 008474108

Shares Voted: 7,925

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leona Aglukkaq	Mgmt	For	For	For
1.2	Elect Director Ammar Al-Joundi	Mgmt	For	For	For
1.3	Elect Director Sean Boyd	Mgmt	For	For	For
1.4	Elect Director Martine A. Celej	Mgmt	For	For	For
1.5	Elect Director Jonathan Gill	Mgmt	For	For	For
1.6	Elect Director Peter Grosskopf	Mgmt	For	For	For
1.7	Elect Director Elizabeth Lewis-Gray	Mgmt	For	For	For
1.8	Elect Director Deborah McCombe	Mgmt	For	For	For
1.9	Elect Director Jeffrey Parr	Mgmt	For	For	For
1.10	Elect Director J. Merfyn Roberts	Mgmt	For	For	For
1.11	Elect Director Jamie C. Sokalsky	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Amend Incentive Share Purchase Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Bayer AG

Meeting Date: 04/26/2024

Country: Germany

Ticker: BAYN

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: D0712D163

Shares Voted: 15,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Elect Horst Baier to the Supervisory Board	Mgmt	For	For	For
4.2	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	Against	Against
4.3	Elect Lori Schechter to the Supervisory Board	Mgmt	For	For	For
4.4	Elect Nancy Simonian to the Supervisory Board	Mgmt	For	For	For
4.5	Elect Jeffrey Ubben to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7.2	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8	Approve Affiliation Agreement with Bayer CropScience AG	Mgmt	For	For	For
9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

CenterPoint Energy, Inc.

Meeting Date: 04/26/2024

Record Date: 03/01/2024

Primary Security ID: 15189T107

Country: USA

Meeting Type: Annual

Ticker: CNP

Shares Voted: 67,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	For	For	For
1b	Elect Director Earl M. Cummings	Mgmt	For	For	For
1c	Elect Director Barbara J. Duganier	Mgmt	For	For	For
1d	Elect Director Christopher H. Franklin	Mgmt	For	For	For
1e	Elect Director Raquelle W. Lewis	Mgmt	For	For	For
1f	Elect Director Thaddeus J. Malik	Mgmt	For	For	For
1g	Elect Director Theodore F. Pound	Mgmt	For	For	For
1h	Elect Director Ricky A. Raven	Mgmt	For	For	For
1i	Elect Director Phillip R. Smith	Mgmt	For	For	For
1j	Elect Director Barry T. Smitherman	Mgmt	For	For	For
1k	Elect Director Jason P. Wells	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 GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

Merck KGaA

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

Shares Voted: 3,531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Michael Kleinemeier to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Carla Kriwet to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Stefan Palzer to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Susanne Schaffert to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Singapore Technologies Engineering Ltd.

Meeting Date: 04/26/2024Country: SingaporeTicker: S63

Record Date: 04/24/2024Meeting Type: Annual

Primary Security ID: Y7996W103

Shares Voted: 96,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Lim Chin Hu as Director	Mgmt	For	For	For
4	Elect Ng Bee Bee (May) as Director	Mgmt	For	For	For
5	Elect Ong Su Kiat Melvyn as Director	Mgmt	For	Against	Against
6	Elect Aaron Beng Yao Cheng as Director	Mgmt	For	For	For
7	Elect Neo Gim Huay as Director	Mgmt	For	For	For
8	Approve Directors' Remuneration for the Financial Year Ending December 31, 2024	Mgmt	For	For	For
9	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Singapore Technologies Engineering Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	Mgmt	For	For	For
12	Approve Renewal of Mandate for Transactions with Related Parties	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 04/26/2024

Country: Ireland

Ticker: SKG

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G8248F104

Shares Voted: 4,752

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
5a	Re-elect Irial Finan as Director	Mgmt	For	For	For
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For	For
5c	Re-elect Ken Bowles as Director	Mgmt	For	For	For
5d	Re-elect Anne Anderson as Director	Mgmt	For	For	For
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For	For
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
5g	Re-elect Mary Lynn Ferguson-McHugh as Director	Mgmt	For	For	For
5h	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
5i	Re-elect James Lawrence as Director	Mgmt	For	For	For
5j	Re-elect Lourdes Melgar as Director	Mgmt	For	For	For
5k	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For

Smurfit Kappa Group Plc

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

Venture Corporation Limited

Meeting Date: 04/26/2024	Country: Singapore	Ticker: V03
Record Date:	Meeting Type: Annual	
Primary Security ID: Y9361F111		

Shares Voted: 26,355

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 Wong Yew Meng as Director	Mgmt	For	For	For
4	Elect Kuok Oon Kwong as Director	Mgmt	For	For	For
5	Approve Directors' Fees	Mgmt	For	For	For
6	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Grant of Options and/or Share Awards and Issuance of Shares Pursuant to the Venture Corporation Executives' Share Option Scheme 2015 and Venture Corporation Restricted Share Plan 2021	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Adopt Venture Corporation Executives' Share Option Scheme 2025	Mgmt	For	For	For

Genuine Parts Company

Meeting Date: 04/29/2024	Country: USA	Ticker: GPC
Record Date: 02/21/2024	Meeting Type: Annual	
Primary Security ID: 372460105		

Genuine Parts Company

Shares Voted: 11,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	Mgmt	For	For	For
1.2	Elect Director Richard Cox, Jr.	Mgmt	For	For	For
1.3	Elect Director Paul D. Donahue	Mgmt	For	For	For
1.4	Elect Director Gary P. Fayard	Mgmt	For	For	For
1.5	Elect Director P. Russell Hardin	Mgmt	For	For	For
1.6	Elect Director John R. Holder	Mgmt	For	For	For
1.7	Elect Director Donna W. Hyland	Mgmt	For	For	For
1.8	Elect Director John D. Johns	Mgmt	For	For	For
1.9	Elect Director Jean-Jacques Lafont	Mgmt	For	For	For
1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	For	For	For
1.11	Elect Director Wendy B. Needham	Mgmt	For	For	For
1.12	Elect Director Juliette W. Pryor	Mgmt	For	For	For
1.13	Elect Director Darren Rebelez	Mgmt	For	For	For
1.14	Elect Director Charles K. Stevens, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 04/30/2024Country: FranceTicker: AI

Record Date: 04/26/2024Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 3,494

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For	For

Air Liquide SA

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

Amplifon SpA

Meeting Date: 04/30/2024	Country: Italy	Ticker: AMP
Record Date: 04/19/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: T0388E118		

Shares Voted: 7,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Article 13	Mgmt	For	Against	Against
2	Amend Company Bylaws Re: Article 10	Mgmt	For	Against	Against
3	Approve Capital Increase and Convertible Bond Issuance Without Preemptive Rights	Mgmt	For	Against	Against
4	Amend Company Bylaws	Mgmt	For	Against	Against

Barrick Gold Corporation

Meeting Date: 04/30/2024Country: CanadaTicker: ABX

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 067901108

Shares Voted: 29,229

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. Mark Bristow	Mgmt	For	For	For
1.2	Elect Director Helen Cai	Mgmt	For	For	For
1.3	Elect Director Christopher L. Coleman	Mgmt	For	For	For
1.4	Elect Director Isela A. Costantini	Mgmt	For	For	For
1.5	Elect Director Brian L. Greenspun	Mgmt	For	For	For
1.6	Elect Director J. Brett Harvey	Mgmt	For	For	For
1.7	Elect Director Anne N. Kabagambe	Mgmt	For	For	For
1.8	Elect Director Andrew J. Quinn	Mgmt	For	For	For
1.9	Elect Director M. Loreto Silva	Mgmt	For	For	For
1.10	Elect Director John L. Thornton	Mgmt	For	Withhold	Withhold
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 Proposal	Mgmt			
4	Commission an Independent Third Party Audit of Environmental Water Impacts	SH	Against	For	For

Meeting Date: 04/30/2024	Country: France	Ticker: ENGI
Record Date: 04/26/2024	Meeting Type: Annual/Special	
Primary Security ID: F7629A107		

Shares Voted: 38,123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Fabrice Bregier as Director	Mgmt	For	For	For
7	Elect Michel Giannuzzi as Director	Mgmt	For	For	For
8	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.6 Million	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17, 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 25-26 at EUR 265 Million	Mgmt	For	For	For
23	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees, Corporate Officers and Employees of International Subsidiaries from Groupe Engie	Mgmt	For	For	For
28	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Exelon Corporation

Meeting Date: 04/30/2024

Record Date: 03/01/2024

Primary Security ID: 30161N101

Country: USA

Meeting Type: Annual

Ticker: EXC

Shares Voted: 55,897

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

Exelon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director Linda P. Jojo	Mgmt	For	For	For
1e	Elect Director Charisse R. Lillie	Mgmt	For	For	For
1f	Elect Director Anna Richo	Mgmt	For	For	For
1g	Elect Director Matthew Rogers	Mgmt	For	For	For
1h	Elect Director Bryan Segedi	Mgmt	For	For	For
1i	Elect Director John Young	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For

GEA Group AG

Meeting Date: 04/30/2024

Record Date: 04/08/2024

Primary Security ID: D28304109

Country: Germany

Meeting Type: Annual

Ticker: G1A

Shares Voted: 12,783

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Climate Roadmap 2040	Mgmt	For	For	For

International Business Machines Corporation

Meeting Date: 04/30/2024

Record Date: 03/01/2024

Primary Security ID: 459200101

Country: USA

Meeting Type: Annual

Ticker: IBM

Shares Voted: 12,647

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
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	For	For
7	Report on Climate Lobbying	SH	Against	For	For
8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	SH	Against	For	For

Novonesis AS Novozymes AS

Meeting Date: 04/30/2024Country: DenmarkTicker: NSIS.B

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

Primary Security ID: K7317J133

Shares Voted: 14,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; ApproveRemuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	Abstain	Abstain
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Abstain
8.b	Reelect Sharon James as Director	Mgmt	For	For	For
8.c	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
8.d	Reelect Lise Kaae as Director	Mgmt	For	For	For
8.e	Reelect Kevin Lane as Director	Mgmt	For	For	For
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For
8.g	Reelect Kim Stratton as Director	Mgmt	For	For	For
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For	For
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For	For

Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Amend Remuneration Policy	Mgmt	For	For	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

PACCAR Inc

Meeting Date: 04/30/2024Country: USATicker: PCAR

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

Primary Security ID: 693718108

Shares Voted: 16,531

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 Dame Alison J. Carnwath	Mgmt	For	For	For
1.3	Elect Director Franklin L. Feder	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 Barbara B. Hulit	Mgmt	For	For	For
1.7	Elect Director Roderick C. McGeary	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 Ganesh Ramaswamy	Mgmt	For	For	For
1.11	Elect Director Mark A. Schulz	Mgmt	For	Against	Against
1.12	Elect Director Gregory M. E. Spierkel	Mgmt	For	For	For
2	Amend Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
6	Report on Climate Lobbying	SH	Against	For	For

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

Shares Voted: 12,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.76 per Share	Mgmt	For	For	For
4	Reelect Rachel Duan as Director	Mgmt	For	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For	For
6	Elect Clotilde Delbos as Director	Mgmt	For	For	For
7	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
8	Elect John Sundy as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Serge Weinberg, Chairman of the Board from January 1, 2023 to May 25, 2023	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board Since May 25, 2023	Mgmt	For	For	For
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Appoint Mazars as Auditor	Mgmt	For	For	For
17	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
18	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

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

The Williams Companies, Inc.

Meeting Date: 04/30/2024

Record Date: 03/07/2024

Primary Security ID: 969457100

Country: USA

Meeting Type: Annual

Ticker: WMB

Shares Voted: 58,882

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 Murray D. Smith	Mgmt	For	For	For
1.11	Elect Director William H. Spence	Mgmt	For	For	For
1.12	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
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Publish Report Assessing Policy Options Related to Venting and Flaring - Withdrawn Resolution	SH			

Eversource Energy

Meeting Date: 05/01/2024

Record Date: 03/05/2024

Primary Security ID: 30040W108

Country: USA

Meeting Type: Annual

Ticker: ES

Shares Voted: 35,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	For	For	For
1.2	Elect Director Linda Dorcena Forry	Mgmt	For	For	For
1.3	Elect Director Gregory M. Jones	Mgmt	For	For	For
1.4	Elect Director Loretta D. Keane	Mgmt	For	For	For
1.5	Elect Director John Y. Kim	Mgmt	For	For	For
1.6	Elect Director David H. Long	Mgmt	For	For	For
1.7	Elect Director Joseph R. Nolan, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel J. Nova	Mgmt	For	For	For
1.9	Elect Director Frederica M. Williams	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	Adopt Simple Majority Vote	SH	None	For	For

Franco-Nevada Corporation

Meeting Date: 05/01/2024

Record Date: 03/11/2024

Primary Security ID: 351858105

Country: Canada

Meeting Type: Annual/Special

Ticker: FNV

Shares Voted: 4,549

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	Against	Against
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 Jacques Perron	Mgmt	For	For	For

Franco-Nevada Corporation

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

Molina Healthcare, Inc.

Meeting Date: 05/01/2024Country: USATicker: MOH

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 60855R100

Shares Voted: 4,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	Mgmt	For	For	For
1b	Elect Director Daniel Cooperman	Mgmt	For	For	For
1c	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1d	Elect Director Steven J. Orlando	Mgmt	For	For	For
1e	Elect Director Ronna E. Romney	Mgmt	For	For	For
1f	Elect Director Richard M. Schapiro	Mgmt	For	For	For
1g	Elect Director Dale B. Wolf	Mgmt	For	For	For
1h	Elect Director Richard C. Zoretic	Mgmt	For	For	For
1i	Elect Director Joseph M. Zubretsky	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	Against	Against	Against

PepsiCo, Inc.

Meeting Date: 05/01/2024Country: USATicker: PEP

Record Date: 03/01/2024Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 13,760

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

PepsiCo, Inc.

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

Smith & Nephew plc

Meeting Date: 05/01/2024	Country: United Kingdom	Ticker: SN
Record Date: 04/29/2024	Meeting Type: Annual	
Primary Security ID: G82343164		

Shares Voted: 36,684

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	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Jeremy Maiden as Director	Mgmt	For	For	For
6	Elect Simon Lowth as Director	Mgmt	For	For	For
7	Elect John Rogers as Director	Mgmt	For	For	For
8	Re-elect Rupert Soames as Director	Mgmt	For	Against	Against
9	Re-elect Jo Hallas as Director	Mgmt	For	For	For
10	Re-elect John Ma as Director	Mgmt	For	For	For
11	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
12	Re-elect Deepak Nath as Director	Mgmt	For	For	For
13	Re-elect Marc Owen as Director	Mgmt	For	For	For
14	Re-elect Angie Risley as Director	Mgmt	For	For	For
15	Re-elect Bob White as Director	Mgmt	For	For	For
16	Appoint 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	Approve Restricted Share Plan	Mgmt	For	Against	Against
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

The Coca-Cola Company

Meeting Date: 05/01/2024Country: USATicker: KO

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

Primary Security ID: 191216100

The Coca-Cola Company

Shares Voted: 43,973

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

Unilever Plc

Meeting Date: 05/01/2024

Country: United Kingdom

Ticker: ULVR

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: G92087165

Shares Voted: 17,965

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

Unilever Plc

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

BCE Inc.

Meeting Date: 05/02/2024

Record Date: 03/18/2024

Primary Security ID: 05534B760

Country: Canada

Meeting Type: Annual

Ticker: BCE

Shares Voted: 11,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Robert P. Dexter	Mgmt	For	For	For

BCE Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Katherine Lee	Mgmt	For	For	For
1.4	Elect Director Monique F. Leroux	Mgmt	For	For	For
1.5	Elect Director Sheila A. Murray	Mgmt	For	For	For
1.6	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1.7	Elect Director Louis P. Pagnutti	Mgmt	For	For	For
1.8	Elect Director Calin Rovinescu	Mgmt	For	For	For
1.9	Elect Director Karen Sheriff	Mgmt	For	For	For
1.10	Elect Director Jennifer Tory	Mgmt	For	For	For
1.11	Elect Director Louis Vachon	Mgmt	For	For	For
1.12	Elect Director Johan Wibergh	Mgmt	For	For	For
1.13	Elect Director Cornell Wright	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/02/2024

Record Date: 03/08/2024

Primary Security ID: 101137107

Country: USA

Meeting Type: Annual

Ticker: BSX

Shares Voted: 31,423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1b	Elect Director Yoshiaki Fujimori	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 John E. Sununu	Mgmt	For	For	For
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
1i	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Advance Notice Provisions	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

CA Immobilien Anlagen AG

Meeting Date: 05/02/2024

Record Date: 04/22/2024

Primary Security ID: A1144Q155

Country: Austria

Meeting Type: Annual

Ticker: CAI

Shares Voted: 1,647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6	Ratify Ernst & Young as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Elect Jeffrey Dishner as Supervisory Board Member	Mgmt	For	Against	Against

Church & Dwight Co., Inc.

Meeting Date: 05/02/2024

Record Date: 03/06/2024

Primary Security ID: 171340102

Country: USA

Meeting Type: Annual

Ticker: CHD

Shares Voted: 34,530

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 Matthew T. Farrell	Mgmt	For	For	For
1c	Elect Director Bradley C. Irwin	Mgmt	For	For	For
1d	Elect Director Penry W. Price	Mgmt	For	For	For
1e	Elect Director Susan G. Saideman	Mgmt	For	For	For
1f	Elect Director Ravichandra K. Saligram	Mgmt	For	For	For
1g	Elect Director Robert K. Shearer	Mgmt	For	For	For
1h	Elect Director Janet S. Vergis	Mgmt	For	For	For
1i	Elect Director Arthur B. Winkleblack	Mgmt	For	For	For
1j	Elect Director Laurie J. Yoler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Church & Dwight Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Report on Political Contributions and Expenditures	SH	Against	For	For

DTE Energy Company

Meeting Date: 05/02/2024Country: USATicker: DTE

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

Primary Security ID: 233331107

Shares Voted: 20,922

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 Robert C. Skaggs, Jr.	Mgmt	For	For	For
1.9	Elect Director David A. Thomas	Mgmt	For	For	For
1.10	Elect Director Gary H. Torgow	Mgmt	For	For	For
1.11	Elect Director James H. Vandenberghe	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	Report on Climate Transition Plan Inclusive of Downstream Gas Utility Emissions	SH	Against	For	For

Fortis Inc.

Meeting Date: 05/02/2024Country: CanadaTicker: FTS

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

Primary Security ID: 349553107

Shares Voted: 13,638

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 Lisa Crutchfield	Mgmt	For	For	For
1.6	Elect Director Margarita K. Dilley	Mgmt	For	For	For
1.7	Elect Director Julie A. Dobson	Mgmt	For	For	For
1.8	Elect Director Lisa L. Durocher	Mgmt	For	For	For
1.9	Elect Director David G. Hutchens	Mgmt	For	For	For
1.10	Elect Director Gianna M. Manes	Mgmt	For	For	For
1.11	Elect Director Donald R. Marchand	Mgmt	For	For	For
1.12	Elect Director Jo Mark Zurel	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Omnibus Equity Plan	Mgmt	For	For	For

Meeting Date: 05/02/2024

Record Date: 03/07/2024

Primary Security ID: 39138C106

Country: Canada

Meeting Type: Annual

Ticker: GWO

Shares Voted: 10,959

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

Great-West Lifeco Inc.

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

Groupe Bruxelles Lambert SA

Meeting Date: 05/02/2024	Country: Belgium	Ticker: GBLB
Record Date: 04/18/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B4746J115		

Shares Voted: 2,191

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

Kerry Group Plc

Meeting Date: 05/02/2024	Country: Ireland	Ticker: KRZ
Record Date: 04/28/2024	Meeting Type: Annual	
Primary Security ID: G52416107		

Shares Voted: 2,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Genevieve Berger as Director	Mgmt	For	For	For
3b	Elect Catherine Godson as Director	Mgmt	For	For	For
3c	Elect Liz Hewitt as Director	Mgmt	For	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
4b	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
4c	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
4d	Re-elect Michael Kerr as Director	Mgmt	For	For	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
4f	Re-elect Tom Moran as Director	Mgmt	For	For	For
4g	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
4h	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
4i	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
4j	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend 2021 Long-Term Incentive Plan	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kimberly-Clark Corporation

Meeting Date: 05/02/2024Country: USATicker: KMB

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

Primary Security ID: 494368103

Kimberly-Clark Corporation

Shares Voted: 28,421

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 Dunia A. Shive	Mgmt	For	For	For
1.12	Elect Director Mark T. Smucker	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 Limit the Liability of Certain Officers	Mgmt	For	For	For

Loblaw Companies Limited

Meeting Date: 05/02/2024Country: CanadaTicker: L

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 539481101

Shares Voted: 8,497

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

Loblaw Companies Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Sarah Raiss	Mgmt	For	For	For
1.11	Elect Director Galen G. Weston	Mgmt	For	For	For
1.12	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
4	SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For

Reckitt Benckiser Group Plc

Meeting Date: 05/02/2024

Record Date: 04/30/2024

Primary Security ID: G74079107

Country: United Kingdom

Meeting Type: Annual

Ticker: RKT

Shares Voted: 13,539

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 Andrew Bonfield as Director	Mgmt	For	For	For
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
11	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
12	Elect Kris Licht as Director	Mgmt	For	For	For
13	Elect Shannon Eisenhardt as Director	Mgmt	For	For	For
14	Elect Marybeth Hays as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Kraft Heinz Company

Meeting Date: 05/02/2024

Record Date: 03/04/2024

Primary Security ID: 500754106

Country: USA

Meeting Type: Annual

Ticker: KHC

Shares Voted: 82,926

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
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	Phase out Purchasing of Pork from Suppliers Using Gestation Stalls	SH	Against	For	For
6	Report on Risks Arising From Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Toromont Industries Ltd.

Meeting Date: 05/02/2024

Country: Canada

Ticker: TIH

Record Date: 03/05/2024

Meeting Type: Annual/Special

Primary Security ID: 891102105

Shares Voted: 4,095

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter J. Blake	Mgmt	For	Against	Against
1.2	Elect Director Benjamin D. Cherniavsky	Mgmt	For	For	For
1.3	Elect Director Jeffrey S. Chisholm	Mgmt	For	For	For
1.4	Elect Director Cathryn E. Cranston	Mgmt	For	For	For
1.5	Elect Director Sharon L. Hodgson	Mgmt	For	For	For
1.6	Elect Director Michael S. McMillan	Mgmt	For	For	For
1.7	Elect Director Frederick J. Mifflin	Mgmt	For	For	For
1.8	Elect Director Katherine A. Rethy	Mgmt	For	For	For
1.9	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
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
5	Amend Long-Term Incentive Plan	Mgmt	For	For	For

United Parcel Service, Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: UPS

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 911312106

Shares Voted: 8,844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For
1b	Elect Director Rodney Adkins	Mgmt	For	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate Johnson	Mgmt	For	Against	Against
1h	Elect Director William Johnson	Mgmt	For	Against	Against

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Franck Moison	Mgmt	For	Against	Against
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	Against	Against
1l	Elect Director Kevin 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
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

AbbVie Inc.

Meeting Date: 05/03/2024

Record Date: 03/04/2024

Primary Security ID: 00287Y109

Country: USA

Meeting Type: Annual

Ticker: ABBV

Shares Voted: 20,617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	For	For	For
1b	Elect Director Richard A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Susan E. Quaggin	Mgmt	For	For	For
1d	Elect Director Rebecca B. Roberts	Mgmt	For	For	For
1e	Elect Director Glenn F. Tilton	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For

CLP Holdings Limited

Meeting Date: 05/03/2024

Record Date: 04/26/2024

Primary Security ID: Y1660Q104

Country: Hong Kong

Meeting Type: Annual

Ticker: 2

Shares Voted: 46,106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Wang Xiaojun Heather as Director	Mgmt	For	For	For
2b	Elect Chiang Tung Keung as Director	Mgmt	For	For	For
2c	Elect Diego Alejandro Gonzalez Morales as Director	Mgmt	For	For	For
2d	Elect Christina Gaw as Director	Mgmt	For	For	For
2e	Elect Chunyuan Gu as Director	Mgmt	For	For	For
2f	Elect May Siew Boi Tan as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Entergy Corporation

Meeting Date: 05/03/2024

Record Date: 03/07/2024

Primary Security ID: 29364G103

Country: USA

Meeting Type: Annual

Ticker: ETR

Shares Voted: 20,872

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
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 Blanche L. Lincoln	Mgmt	For	For	For

Entergy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Andrew S. Marsh	Mgmt	For	For	For
1k	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: 05/03/2024

Record Date: 03/04/2024

Primary Security ID: 452308109

Country: USA

Meeting Type: Annual

Ticker: ITW

Shares Voted: 5,644

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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

RWE AG

Meeting Date: 05/03/2024

Record Date: 04/11/2024

Primary Security ID: D6629K109

Country: Germany

Meeting Type: Annual

Ticker: RWE

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

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

TMX Group Limited

Meeting Date: 05/03/2024

Country: Canada

Ticker: X

Record Date: 03/06/2024

Meeting Type: Annual/Special

Primary Security ID: 87262K105

Shares Voted: 22,358

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

TMX Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Director Luc Bertrand	Mgmt	For	For	For
2b	Elect Director Nicolas Darveau-Garneau	Mgmt	For	For	For
2c	Elect Director Martine Irman	Mgmt	For	For	For
2d	Elect Director Moe Kermani	Mgmt	For	For	For
2e	Elect Director William Linton	Mgmt	For	For	For
2f	Elect Director Audrey Mascarenhas	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 Claude Tessier	Mgmt	For	For	For
2j	Elect Director Eric Wetlaufer	Mgmt	For	For	For
2k	Elect Director Ava Yaskiel	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Berkshire Hathaway Inc.

Meeting Date: 05/04/2024

Record Date: 03/06/2024

Primary Security ID: 084670702

Country: USA

Meeting Type: Annual

Ticker: BRK.B

Shares Voted: 4,827

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 Ronald L. Olson	Mgmt	For	For	For
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For

Berkshire Hathaway Inc.

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

Aflac Incorporated

Meeting Date: 05/06/2024

Record Date: 02/27/2024

Primary Security ID: 001055102

Country: USA

Meeting Type: Annual

Ticker: AFL

Shares Voted: 21,348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
1c	Elect Director Arthur R. Collins	Mgmt	For	For	For
1d	Elect Director Miwako Hosoda	Mgmt	For	For	For
1e	Elect Director Thomas J. Kenny	Mgmt	For	For	For
1f	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1g	Elect Director Karole F. Lloyd	Mgmt	For	For	For
1h	Elect Director Nobuchika Mori	Mgmt	For	For	For
1i	Elect Director Joseph L. Moskowitz	Mgmt	For	For	For
1j	Elect Director Katherine T. Rohrer	Mgmt	For	For	For
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: 05/06/2024

Record Date: 02/28/2024

Primary Security ID: 532457108

Country: USA

Meeting Type: Annual

Ticker: LLY

Shares Voted: 3,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For	For
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1c	Elect Director Jamere Jackson	Mgmt	For	For	For
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	For	For
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
9	Adopt a Comprehensive Human Rights Policy	SH	Against	For	For

Hannover Rueck SE

Meeting Date: 05/06/2024Country: GermanyTicker: HNR1

Record Date: 04/29/2024Meeting Type: Annual

Primary Security ID: D3015J135

Shares Voted: 2,243

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Clemens Jungsthoefel for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Klaus Miller for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Pickel for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmueller for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Pollak for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Herbert Haas to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Harald Kayser to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Alena Kouba to the Supervisory Board	Mgmt	For	For	For

Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.4	Elect Torsten Leue to the Supervisory Board	Mgmt	For	Against	Against
7.5	Elect Ursula Lipowsky to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Michael Ollmann to the Supervisory Board	Mgmt	For	For	For

The Hershey Company

Meeting Date: 05/06/2024

Country: USA

Ticker: HSY

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 427866108

Shares Voted: 16,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michele G. Buck	Mgmt	For	For	For
1.2	Elect Director Victor L. Crawford	Mgmt	For	For	For
1.3	Elect Director Robert M. Dutkowsky	Mgmt	For	Withhold	Withhold
1.4	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.5	Elect Director M. Diane Koken	Mgmt	For	Withhold	Withhold
1.6	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1.7	Elect Director Robert M. Malcolm	Mgmt	For	Withhold	Withhold
1.8	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1.9	Elect Director Anthony J. Palmer	Mgmt	For	Withhold	Withhold
1.10	Elect Director Juan R. Perez	Mgmt	For	Withhold	Withhold
1.11	Elect Director Cordel Robbin-Coker	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	Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers	SH	Against	For	For
5	Report on Support for a Circular Economy for Packaging	SH	Against	For	For

Arthur J. Gallagher & Co.

Meeting Date: 05/07/2024

Country: USA

Ticker: AJG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 363576109

Shares Voted: 7,297

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 Pat Gallagher	Mgmt	For	For	For
1f	Elect Director David Johnson	Mgmt	For	For	For
1g	Elect Director Chris Miskel	Mgmt	For	For	For
1h	Elect Director Ralph Nicoletti	Mgmt	For	For	For
1i	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

Bristol-Myers Squibb Company

Meeting Date: 05/07/2024Country: USATicker: BMY

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

Primary Security ID: 110122108

Shares Voted: 63,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For	For
1J	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Danaher Corporation

Meeting Date: 05/07/2024

Record Date: 03/08/2024

Primary Security ID: 235851102

Country: USA

Meeting Type: Annual

Ticker: DHR

Shares Voted: 6,239

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 Teri List	Mgmt	For	Against	Against
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
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
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

Dominion Energy, Inc.

Meeting Date: 05/07/2024

Record Date: 03/01/2024

Primary Security ID: 25746U109

Country: USA

Meeting Type: Annual

Ticker: D

Dominion Energy, Inc.

Shares Voted: 50,017

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	For	For
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	Against	Against
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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against

Edenred SA

Meeting Date: 05/07/2024Country: FranceTicker: EDEN

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

Primary Security ID: F3192L109

Shares Voted: 13,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
4	Reelect Dominique D'Hinnin as Director	Mgmt	For	For	For

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

Edenred SA

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

George Weston Limited

Meeting Date: 05/07/2024	Country: Canada	Ticker: WN
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: 961148509		

Shares Voted: 4,724

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

Investor AB

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

Shares Voted: 7,760

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

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10.A	Approve Discharge of Gunnar Brock	Mgmt	For	For	For
10.B	Approve Discharge of Johan Forssell	Mgmt	For	For	For
10.C	Approve Discharge of Magdalena Gerger	Mgmt	For	For	For
10.D	Approve Discharge of Tom Johnstone	Mgmt	For	For	For
10.E	Approve Discharge of Isabelle Kocher	Mgmt	For	For	For
10.F	Approve Discharge of Sven Nyman	Mgmt	For	For	For
10.G	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	For
10.H	Approve Discharge of Hans Straberg	Mgmt	For	For	For
10.I	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	For
10.J	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
10.K	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	For	For	For
12.A	Determine Number of Members (13) and Deputy Members (0) of Board	Mgmt	For	For	For
12.B	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
13.A	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.9 Million for Vice Chairman and SEK 895,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.B	Approve Remuneration of Auditors	Mgmt	For	For	For
14.A	Reelect Gunnar Brock as Director	Mgmt	For	Against	Against
14.B	Reelect Magdalena Gergeras as Director	Mgmt	For	For	For
14.C	Reelect Tom Johnstone as Director	Mgmt	For	Against	Against
14.D	Reelect Isabelle Kocher as Director	Mgmt	For	For	For
14.E	Reelect Sven Nyman as Director	Mgmt	For	For	For
14.F	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Against
14.G	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.H	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
14.I	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.J	Reelect Sara Ohrvall as Director	Mgmt	For	Against	Against
14.K	Elect Katarina Berg as New Director	Mgmt	For	For	For
14.L	Elect Christian Cederholm as New Director	Mgmt	For	For	For
14.M	Elect Mats Rahmstrom as New Director	Mgmt	For	Against	Against
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against	Against
16	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	For
18.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For	For
19.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Kongsberg Gruppen ASA

Meeting Date: 05/07/2024

Record Date: 04/29/2024

Primary Security ID: R60837102

Country: Norway

Meeting Type: Annual

Ticker: KOG

Shares Voted: 1,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Receive President's Report	Mgmt			
4	Discuss Company's Corporate Governance Statement	Mgmt			
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Dividends of NOK 14 Per Share	Mgmt	For	For	For

Kongsberg Gruppen ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors in the Amount of NOK 781,200 for Chairman, NOK 356,200 for Deputy Chairman and NOK 333,600 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Approve Remuneration Statement	Mgmt	For	Against	Against
10	Reelect Vigdis Almestad (Chair), Torkel Storflor Halmo and Erik Must as Members of Nominating Committee; Elect Bjarte Espedal as New Member of Nominating Committee	Mgmt	For	For	For
11	Approve Equity Plan Financing	Mgmt	For	For	For
12	Amend Articles Re: Notice of Participation in General Meetings	Mgmt	For	For	For
13	Shareholder Proposals Submitted by Havard Noraberg	Mgmt			
	Approve Demerger Plan	SH	Against	Against	Against

RB Global, Inc.

Meeting Date: 05/07/2024

Record Date: 03/18/2024

Primary Security ID: 74935Q107

Country: Canada

Meeting Type: Annual/Special

Ticker: RBA

Shares Voted: 6,824

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 Jeffrey C. Smith	Mgmt	For	For	For
1j	Elect Director Debbie Stein	Mgmt	For	For	For
1k	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	Approve Continuance of Company [CBCA to OBCA]	Mgmt	For	Against	Against

SNAM SpA

Meeting Date: 05/07/2024Country: ItalyTicker: SRG

Record Date: 04/25/2024Meeting Type: Annual

Primary Security ID: T8578N103

Shares Voted: 62,881

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

Telenor ASA

Meeting Date: 05/07/2024Country: NorwayTicker: TEL

Record Date: 04/29/2024Meeting Type: Annual

Primary Security ID: R21882106

Shares Voted: 11,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Receive Chairman's Report	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.50 Per Share	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For

Telenor ASA

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

AAK AB

Meeting Date: 05/08/2024

Record Date: 04/29/2024

Primary Security ID: W9609S117

Country: Sweden

Meeting Type: Annual

Ticker: AAK

Shares Voted: 11,347

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 3.70 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Patrik Andersson	Mgmt	For	For	For
9.c2	Approve Discharge of Marianne Kirkegaard	Mgmt	For	For	For
9.c3	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	For
9.c4	Approve Discharge of Nils-Johan Andersson	Mgmt	For	For	For
9.c5	Approve Discharge of Fabienne Saadane-Oaks	Mgmt	For	For	For
9.c6	Approve Discharge of Ian Roberts	Mgmt	For	For	For
9.c7	Approve Discharge of David Alfredsson	Mgmt	For	For	For
9.c8	Approve Discharge of Lena Nilsson	Mgmt	For	For	For
9.c9	Approve Discharge of Mikael Myhre	Mgmt	For	For	For
9.c10	Approve Discharge of Annica Edvardsson	Mgmt	For	For	For
9.c11	Approve Discharge of Johan Westman	Mgmt	For	For	For
9.c12	Approve Discharge of Georg Brunstam	Mgmt	For	For	For
9.c13	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c14	Approve Discharge of Andreas Thoresson	Mgmt	For	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chairman and SEK 455,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Against
12.3	Reelect Patrik Andersson as Director	Mgmt	For	For	For
12.4	Reelect Nils-Johan Andersson as Director	Mgmt	For	Against	Against
12.5	Reelect Fabienne Saadane-Oaks as Director	Mgmt	For	For	For
12.6	Reelect Ian Roberts as Director	Mgmt	For	For	For
12.7	Elect Patrik Andersson as Board Chairman	Mgmt	For	For	For
12.8	Ratify KPMG AB as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Marta Schorling Andreen (Chair), Henrik Didner, Daniel Kristiansson and Elisabet Jamal Bergstrom as Members of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Approve Long-Term Incentive Program 2024/2027	Mgmt	For	Against	Against
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

CSX Corporation

Meeting Date: 05/08/2024Country: USATicker: CSX

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 126408103

Shares Voted: 42,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Establish Railroad Safety Committee	SH	Against	Against	Against

Gilead Sciences, Inc.

Meeting Date: 05/08/2024

Record Date: 03/15/2024

Primary Security ID: 375558103

Country: USA

Meeting Type: Annual

Ticker: GILD

Shares Voted: 29,898

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
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	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against
6	Report on Risks of Supporting Abortion	SH	Against	Against	Against
7	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

GSK Plc

Meeting Date: 05/08/2024

Record Date: 05/03/2024

Primary Security ID: G3910J179

Country: United Kingdom

Meeting Type: Annual

Ticker: GSK

Shares Voted: 37,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Wendy Becker as Director	Mgmt	For	For	For
4	Elect Jeannie Lee as Director	Mgmt	For	For	For

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

Hang Seng Bank Limited

Meeting Date: 05/08/2024

Record Date: 04/30/2024

Primary Security ID: Y30327103

Country: Hong Kong

Meeting Type: Annual

Ticker: 11

Shares Voted: 15,820

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

Hang Seng Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Irene Y L Lee as Director	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Intact Financial Corporation

Meeting Date: 05/08/2024

Country: Canada

Ticker: IFC

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 45823T106

Shares Voted: 3,286

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 Emmanuel Clarke	Mgmt	For	For	For
1.3	Elect Director Janet De Silva	Mgmt	For	For	For
1.4	Elect Director Michael Katchen	Mgmt	For	For	For
1.5	Elect Director Stephani Kingsmill	Mgmt	For	For	For
1.6	Elect Director Jane E. Kinney	Mgmt	For	For	For
1.7	Elect Director Robert G. Leary	Mgmt	For	For	For
1.8	Elect Director Sylvie Paquette	Mgmt	For	For	For
1.9	Elect Director Stuart J. Russell	Mgmt	For	For	For
1.10	Elect Director Indira V. Samarasekera	Mgmt	For	For	For
1.11	Elect Director Frederick Singer	Mgmt	For	For	For
1.12	Elect Director Carolyn A. Wilkins	Mgmt	For	For	For
1.13	Elect Director William L. Young	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Re-approve Stock Option Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Kinder Morgan, Inc.

Meeting Date: 05/08/2024

Record Date: 03/11/2024

Primary Security ID: 49456B101

Country: USA

Meeting Type: Annual

Ticker: KMI

Shares Voted: 120,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	For	For
1.2	Elect Director Kimberly A. Dang	Mgmt	For	For	For
1.3	Elect Director Amy W. Chronis	Mgmt	For	For	For
1.4	Elect Director Ted A. Gardner	Mgmt	For	For	For
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	For	For
1.6	Elect Director Steven J. Kean	Mgmt	For	For	For
1.7	Elect Director Deborah A. Macdonald	Mgmt	For	For	For
1.8	Elect Director Michael C. Morgan	Mgmt	For	For	For
1.9	Elect Director Arthur C. Reichstetter	Mgmt	For	For	For
1.10	Elect Director C. Park Shaper	Mgmt	For	For	For
1.11	Elect Director William A. Smith	Mgmt	For	For	For
1.12	Elect Director Joel V. Staff	Mgmt	For	For	For
1.13	Elect Director Robert F. Vagt	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose GHG Emissions Reductions Targets	SH	Against	For	For

Kuehne + Nagel International AG

Meeting Date: 05/08/2024

Record Date: 05/02/2024

Primary Security ID: H4673L145

Country: Switzerland

Meeting Type: Annual

Ticker: KNIN

Shares Voted: 2,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For	Against	Against
4.1.3	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.5	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.6	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.7	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2.1	Elect Anne-Catherine Berner as Director	Mgmt	For	For	For
4.2.2	Elect Dominik de Daniel as Director	Mgmt	For	For	For
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	Against	Against
5	Approve Sustainability Report	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	Against	Against
8	Approve Creation of Capital Band within the Upper Limit of CHF 150.9 Million and the Lower Limit of CHF 108.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	Mgmt	For	For	For
9.3	Amend Articles of Association	Mgmt	For	For	For
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 05/08/2024

Record Date: 04/29/2024

Primary Security ID: W7912C118

Country: Sweden

Meeting Type: Annual

Ticker: SECU.B

Shares Voted: 19,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive 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 3.80 Per Share	Mgmt	For	For	For
9.c	Approve May 13, 2024 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 2.9 Million for Chairman, and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13	Reelect Jan Svensson (Chair), Asa Bergman, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schorling Hogberg, Harry Klagsbrun and Johan Menckel as 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

Securitas AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Performance Share Program LTI 2024/2026 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			

Wolters Kluwer NV

Meeting Date: 05/08/2024

Record Date: 04/10/2024

Primary Security ID: N9643A197

Country: Netherlands

Meeting Type: Annual

Ticker: WKL

Shares Voted: 4,613

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

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
11	Other Business	Mgmt			
12	Close Meeting	Mgmt			

Ameren Corporation

Meeting Date: 05/09/2024	Country: USA	Ticker: AEE
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: 023608102		

Shares Voted: 32,294

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	Mgmt	For	For	For
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	Mgmt	For	For	For
1h	Elect Director Richard J. Harshman	Mgmt	For	For	For
1i	Elect Director Craig S. Ivey	Mgmt	For	For	For
1j	Elect Director James C. Johnson	Mgmt	For	For	For
1k	Elect Director Steven H. Lipstein	Mgmt	For	For	For
1l	Elect Director Martin J. Lyons, Jr.	Mgmt	For	For	For
1m	Elect Director Leo S. Mackay, Jr.	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

Ampol Limited

Meeting Date: 05/09/2024	Country: Australia	Ticker: ALD
Record Date: 05/07/2024	Meeting Type: Annual	
Primary Security ID: Q03608124		

Ampol Limited

Shares Voted: 14,556

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Michael Ihlein as Director	Mgmt	For	For	For
3b	Elect Gary Smith as Director	Mgmt	For	For	For
4	Approve Grant of 2024 Performance Rights to Matthew Halliday	Mgmt	For	For	For
5	Approve Non-Executive Directors' Fee Pool Increase	Mgmt	None	For	For

Arch Capital Group Ltd.

Meeting Date: 05/09/2024Country: BermudaTicker: ACGL

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

Primary Security ID: G0450A105

Shares Voted: 22,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Laurie S. Goodman	Mgmt	For	For	For
1b	Elect Director John M. Pasquesi	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

Arch Capital Group Ltd.

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

CME Group Inc.

Meeting Date: 05/09/2024Country: USATicker: CME

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 12572Q105

Shares Voted: 10,925

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 Larry G. Gerdes	Mgmt	For	For	For
1i	Elect Director Daniel R. Glickman	Mgmt	For	For	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	For	For
1n	Elect Director Rahael Seifu	Mgmt	For	For	For
1o	Elect Director William R. Shepard	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	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

Duke Energy Corporation.

Meeting Date: 05/09/2024

Country: USA

Ticker: DUK

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 26441C204

Shares Voted: 26,956

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 Lynn J. Good	Mgmt	For	For	For
1i	Elect Director John T. Herron	Mgmt	For	For	For
1j	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1k	Elect Director E. Marie McKee	Mgmt	For	For	For
1l	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For
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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For
6	Report on Financial Statement Assumption and Climate Change	SH	Against	Against	Against

Norfolk Southern Corporation

Meeting Date: 05/09/2024Country: USATicker: NSC

Record Date: 03/04/2024Meeting Type: Proxy Contest

Primary Security ID: 655844108

Shares Voted: 6,475

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 13 Directors	Mgmt			
1a	Elect Management Nominee Director Richard H. Anderson	Mgmt	For	Do Not Vote	Do Not Vote
1b	Elect Management Nominee Director Philip S. Davidson	Mgmt	For	Do Not Vote	Do Not Vote
1c	Elect Management Nominee Director Francesca A. DeBiase	Mgmt	For	Do Not Vote	Do Not Vote
1d	Elect Management Nominee Director Marcela E. Donadio	Mgmt	For	Do Not Vote	Do Not Vote
1e	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Mgmt	For	Do Not Vote	Do Not Vote
1f	Elect Management Nominee Director John C. Huffard, Jr.	Mgmt	For	Do Not Vote	Do Not Vote
1g	Elect Management Nominee Director Christopher T. Jones	Mgmt	For	Do Not Vote	Do Not Vote
1h	Elect Management Nominee Director Thomas C. Kelleher	Mgmt	For	Do Not Vote	Do Not Vote
1i	Elect Management Nominee Director Amy E. Miles	Mgmt	For	Do Not Vote	Do Not Vote
1j	Elect Management Nominee Director Claude Mongeau	Mgmt	For	Do Not Vote	Do Not Vote
1k	Elect Management Nominee Director Jennifer F. Scanlon	Mgmt	For	Do Not Vote	Do Not Vote
1l	Elect Management Nominee Director Alan H. Shaw	Mgmt	For	Do Not Vote	Do Not Vote
1m	Elect Management Nominee Director John R. Thompson	Mgmt	For	Do Not Vote	Do Not Vote
1n	Elect Dissident Nominee Director Betsy Atkins	SH	Withhold	Do Not Vote	Do Not Vote
1o	Elect Dissident Nominee Director James Barber, Jr.	SH	Withhold	Do Not Vote	Do Not Vote
1p	Elect Dissident Nominee Director William Clyburn, Jr.	SH	Withhold	Do Not Vote	Do Not Vote
1q	Elect Dissident Nominee Director Sameh Fahmy	SH	Withhold	Do Not Vote	Do Not Vote
1r	Elect Dissident Nominee Director John Kasich	SH	Withhold	Do Not Vote	Do Not Vote
1s	Elect Dissident Nominee Director Gilbert Lamphere	SH	Withhold	Do Not Vote	Do Not Vote

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1t	Elect Dissident Nominee Director Allison Landry	SH	Withhold	Do Not Vote	Do Not Vote
2	Ratify KPMG LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Report on Lobbying Payments and Policy	SH	Against	Do Not Vote	Do Not Vote
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 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 13 Directors	Mgmt			
1a	Elect Dissident Nominee Director Betsy Atkins	SH	For	For	For
1b	Elect Dissident Nominee Director James Barber, Jr.	SH	For	For	For
1c	Elect Dissident Nominee Director William Clyburn, Jr.	SH	For	For	For
1d	Elect Dissident Nominee Director Sameh Fahmy	SH	For	For	For
1e	Elect Dissident Nominee Director John Kasich	SH	For	For	For
1f	Elect Dissident Nominee Director Gilbert Lamphere	SH	For	For	For
1g	Elect Dissident Nominee Director Allison Landry	SH	For	For	For
1h	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Mgmt	Withhold	Withhold	Withhold
1i	Elect Management Nominee Director John C. Huffard, Jr.	Mgmt	Withhold	Withhold	Withhold
1j	Elect Management Nominee Director Claude Mongeau	Mgmt	Withhold	Withhold	Withhold
1k	Elect Management Nominee Director Amy E. Miles	Mgmt	Withhold	Withhold	Withhold
1l	Elect Management Nominee Director Jennifer F. Scanlon	Mgmt	Withhold	Withhold	Withhold
1m	Elect Management Nominee Director Alan H. Shaw	Mgmt	Withhold	Withhold	Withhold
1n	Elect Management Nominee Director John R. Thompson	Mgmt	Withhold	Withhold	Withhold
1o	Elect Management Nominee Director Richard H. Anderson	Mgmt	None	For	For
1p	Elect Management Nominee Director Philip S. Davidson	Mgmt	None	For	For
1q	Elect Management Nominee Director Francesca A. DeBiase	Mgmt	None	For	For

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1r	Elect Management Nominee Director Marcela E. Donadio	Mgmt	None	For	For
1s	Elect Management Nominee Director Christopher T. Jones	Mgmt	None	For	For
1t	Elect Management Nominee Director Thomas C. Kelleher	Mgmt	None	Withhold	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Against	Against
4	Report on Lobbying Payments and Policy	SH	None	For	For
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	Mgmt	For	For	For

Repsol SA

Meeting Date: 05/09/2024

Country: Spain

Ticker: REP

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: E8471S130

Shares Voted: 35,389

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

Meeting Date: 05/09/2024

Record Date: 03/13/2024

Primary Security ID: 816851109

Country: USA

Meeting Type: Annual

Ticker: SRE

Shares Voted: 27,758

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

Meeting Date: 05/09/2024

Record Date: 03/15/2024

Primary Security ID: 85472N109

Country: Canada

Meeting Type: Annual

Ticker: STN

Shares Voted: 5,110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas K. Ammerman	Mgmt	For	For	For
1.2	Elect Director Martin A. a Porta	Mgmt	For	For	For
1.3	Elect Director Shelley A. M. Brown	Mgmt	For	For	For
1.4	Elect Director Angeline G. Chen	Mgmt	For	For	For
1.5	Elect Director Patricia D. Galloway	Mgmt	For	For	For
1.6	Elect Director Gordon (Gord) A. Johnston	Mgmt	For	For	For
1.7	Elect Director Donald (Don) J. Lowry	Mgmt	For	For	For

Stantec Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Marie-Lucie Morin	Mgmt	For	For	For
1.9	Elect Director Celina J. Wang Doka	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

TELUS Corporation

Meeting Date: 05/09/2024Country: CanadaTicker: T

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 87971M103

Shares Voted: 21,692

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	Amend Deferred Share Unit Plan	Mgmt	For	For	For

Tractor Supply Company

Meeting Date: 05/09/2024

Country: USA

Ticker: TSCO

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 892356106

Shares Voted: 7,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joy Brown	Mgmt	For	For	For
1.2	Elect Director Ricardo Cardenas	Mgmt	For	For	For
1.3	Elect Director Meg Ham	Mgmt	For	For	For
1.4	Elect Director Andre Hawaux	Mgmt	For	For	For
1.5	Elect Director Denise L. Jackson	Mgmt	For	For	For
1.6	Elect Director Ramkumar Krishnan	Mgmt	For	For	For
1.7	Elect Director Edna K. Morris	Mgmt	For	For	For
1.8	Elect Director Mark J. Weikel	Mgmt	For	For	For
1.9	Elect Director Harry A. Lawton, 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	For	For

Union Pacific Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: UNP

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 907818108

Shares Voted: 7,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
1b	Elect Director David B. Dillon	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1f	Elect Director Jane H. Lute	Mgmt	For	For	For
1g	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1h	Elect Director Doyle R. Simons	Mgmt	For	For	For
1i	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1j	Elect Director V. James Vena	Mgmt	For	For	For
1k	Elect Director John P. Wiehoff	Mgmt	For	For	For

Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	SH	Against	Against	Against

Verizon Communications Inc.

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

Shares Voted: 82,068

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

Verizon Communications Inc.

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

WEC Energy Group, Inc.

Meeting Date: 05/09/2024	Country: USA	Ticker: WEC
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: 92939U106		

Shares Voted: 32,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ave M. Bie	Mgmt	For	For	For
1.2	Elect Director Curt S. Culver	Mgmt	For	For	For
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 Scott J. Lauber	Mgmt	For	For	For
1.10	Elect Director Ulice Payne, Jr.	Mgmt	For	For	For
1.11	Elect Director Mary Ellen Stanek	Mgmt	For	For	For
1.12	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	Increase Authorized Common Stock	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	None	For	For

Colgate-Palmolive Company

Meeting Date: 05/10/2024	Country: USA	Ticker: CL
Record Date: 03/11/2024	Meeting Type: Annual	
Primary Security ID: 194162103		

Colgate-Palmolive Company

Shares Voted: 39,206

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

TERNA Rete Elettrica Nazionale SpA

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

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

Primary Security ID: T9471R100

Shares Voted: 45,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve 2024-2028 Performance Share Plan	Mgmt	For	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2028 Performance Share Plan	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	Against	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against

The Progressive Corporation

Meeting Date: 05/10/2024

Country: USA

Ticker: PGR

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 743315103

Shares Voted: 15,359

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	For	For	For
1b	Elect Director Philip Bleser	Mgmt	For	For	For
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For
1e	Elect Director Charles A. Davis	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1i	Elect Director Devin C. Johnson	Mgmt	For	For	For
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1k	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Wheaton Precious Metals Corp.

Meeting Date: 05/10/2024

Country: Canada

Ticker: WPM

Record Date: 03/15/2024

Meeting Type: Annual/Special

Primary Security ID: 962879102

Shares Voted: 8,217

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
a1	Elect Director George L. Brack	Mgmt	For	For	For
a2	Elect Director Jaimie Donovan	Mgmt	For	For	For
a3	Elect Director R. Peter Gillin	Mgmt	For	For	For
a4	Elect Director Chantal Gosselin	Mgmt	For	For	For
a5	Elect Director Jeane Hull	Mgmt	For	For	For

Wheaton Precious Metals Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
a6	Elect Director Glenn Ives	Mgmt	For	For	For
a7	Elect Director Charles A. Jeannes	Mgmt	For	For	For
a8	Elect Director Marilyn Schonberner	Mgmt	For	For	For
a9	Elect Director Randy V.J. Smallwood	Mgmt	For	For	For
a10	Elect Director Srinivasan Venkatakrishnan	Mgmt	For	For	For
b	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
c	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/10/2024Country: USATicker: ZBH

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 98956P102

Shares Voted: 14,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher B. Begley	Mgmt	For	For	For
1b	Elect Director Betsy J. Bernard	Mgmt	For	For	For
1c	Elect Director Michael J. Farrell	Mgmt	For	For	For
1d	Elect Director Robert A. Hagemann	Mgmt	For	For	For
1e	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1f	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
1g	Elect Director Syed Jafry	Mgmt	For	For	For
1h	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
1i	Elect Director Louis Shapiro	Mgmt	For	For	For
1j	Elect Director Ivan Tornos	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Constellation Software Inc.

Meeting Date: 05/13/2024

Record Date: 04/03/2024

Primary Security ID: 21037X100

Country: Canada

Meeting Type: Annual

Ticker: CSU

Shares Voted: 142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Bender	Mgmt	For	For	For
1.2	Elect Director John Billowits	Mgmt	For	For	For
1.3	Elect Director Lawrence Cunningham	Mgmt	For	For	For
1.4	Elect Director Susan Gayner	Mgmt	For	For	For
1.5	Elect Director Claire Kennedy	Mgmt	For	For	For
1.6	Elect Director Robert Kittel	Mgmt	For	Withhold	Withhold
1.7	Elect Director Mark Leonard	Mgmt	For	For	For
1.8	Elect Director Mark Miller	Mgmt	For	For	For
1.9	Elect Director Lori O'Neill	Mgmt	For	For	For
1.10	Elect Director Donna Parr	Mgmt	For	For	For
1.11	Elect Director Andrew Pastor	Mgmt	For	Withhold	Withhold
1.12	Elect Director Dexter Salna	Mgmt	For	For	For
1.13	Elect Director Laurie Schultz	Mgmt	For	For	For
1.14	Elect Director Barry Symons	Mgmt	For	For	For
1.15	Elect Director Robin Van Poelje	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

Oberbank AG

Meeting Date: 05/13/2024

Record Date: 05/03/2024

Primary Security ID: A5S8A4119

Country: Austria

Meeting Type: Annual

Ticker: OBS

Shares Voted: 2,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Franz Gasselsberger for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Florian Hagenauer for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Martin Seiter for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Isabella Lehner (from May 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Josef Weissl (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Andreas Koenig for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Zahlbruckner for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hannes Bogner for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Gerhard Burtscher for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Alina Czerny for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Barbara Leitt-Staudinger for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Franz-Peter Mitterbauer for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Stefan Pierer for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gregor Pilgram for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Herta Stockbauer for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Wolfgang Pischinger for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Braun for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Alexandra Grabner for Fiscal Year 2023	Mgmt	For	For	For

Oberbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Elfriede Hoechtel for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Sven Zeiss for Fiscal Year 2023	Mgmt	For	For	For
5.1	Elect Martha Kloibmueller as Supervisory Board Member	Mgmt	For	Against	Against
5.2	Reelect Herta Stockbauer as Supervisory Board Member	Mgmt	For	Against	Against
6	Ratify Deloitte Audit as Auditors for Fiscal Year 2025 and as Auditor for the Sustainability Reporting for Fiscal Years 2024 and 2025	Mgmt	For	For	For
7	Ratify Deloitte Audit s.r.o. as Auditors of Slovakian Branch for Fiscal Year 2024	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Amend Articles Re: Company Announcements	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance Of Repurchased Shares to Employees	Mgmt	For	For	For
11	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

3M Company

Meeting Date: 05/14/2024

Record Date: 03/19/2024

Primary Security ID: 88579Y101

Country: USA

Meeting Type: Annual

Ticker: MMM

Shares Voted: 14,878

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1b	Elect Director William M. Brown	Mgmt	For	For	For
1c	Elect Director Audrey Choi	Mgmt	For	For	For
1d	Elect Director Anne H. Chow	Mgmt	For	For	For
1e	Elect Director David B. Dillon	Mgmt	For	For	For
1f	Elect Director James R. Fitterling	Mgmt	For	For	For
1g	Elect Director Amy E. Hood	Mgmt	For	For	For

3M Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Michael F. Roman	Mgmt	For	For	For
1l	Elect Director Thomas W. Sweet	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Centene Corporation

Meeting Date: 05/14/2024

Country: USA

Ticker: CNC

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 15135B101

Shares Voted: 26,406

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 Sarah M. London	Mgmt	For	For	For
1i	Elect Director Lori J. Robinson	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	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	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	For	For

Cummins Inc.

Meeting Date: 05/14/2024

Record Date: 03/21/2024

Primary Security ID: 231021106

Country: USA

Meeting Type: Annual

Ticker: CMI

Shares Voted: 6,485

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
15	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	SH	Against	For	For

Deutsche Boerse AG

Meeting Date: 05/14/2024

Record Date: 05/07/2024

Primary Security ID: D1882G119

Country: Germany

Meeting Type: Annual

Ticker: DB1

Shares Voted: 3,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Boerse AG

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

Honeywell International Inc.

Meeting Date: 05/14/2024

Record Date: 03/22/2024

Primary Security ID: 438516106

Country: USA

Meeting Type: Annual

Ticker: HON

Shares Voted: 7,525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Duncan B. Angove	Mgmt	For	For	For
1c	Elect Director William S. Ayer	Mgmt	For	Against	Against
1d	Elect Director Kevin Burke	Mgmt	For	For	For
1e	Elect Director D. Scott Davis	Mgmt	For	For	For
1f	Elect Director Deborah Flint	Mgmt	For	For	For
1g	Elect Director Vimal Kapur	Mgmt	For	For	For
1h	Elect Director Michael W. Lamach	Mgmt	For	For	For
1i	Elect Director Rose Lee	Mgmt	For	For	For
1j	Elect Director Grace Lieblein	Mgmt	For	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
1l	Elect Director Robin Watson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Laboratory Corporation of America Holdings

Meeting Date: 05/14/2024Country: USATicker: LH

Record Date: 03/20/2024Meeting Type: Annual

Primary Security ID: 504922105

Shares Voted: 8,075

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 Jeffrey A. Davis	Mgmt	For	For	For
1c	Elect Director D. Gary Gilliland	Mgmt	For	For	For
1d	Elect Director Kirsten M. Kliphouse	Mgmt	For	For	For
1e	Elect Director Garheng Kong	Mgmt	For	For	For
1f	Elect Director Peter M. Neupert	Mgmt	For	For	For
1g	Elect Director Richelle P. Parham	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Adam H. Schechter	Mgmt	For	For	For
1j	Elect Director Kathryn E. Wengel	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Laboratory Corporation of America Holdings

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Report on Transport of Nonhuman Primates Within the U.S.	SH	Against	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For	For

Lotus Bakeries NV

Meeting Date: 05/14/2024

Country: Belgium

Ticker: LOTB

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: B5783H102

Shares Voted: 38

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 58 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 Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8	Reelect Beneconsult BV, Permanently Represented by Benedikte Boone, as Director	Mgmt	For	Against	Against
9	Reelect Concellent NV, Permanently Represented by Sofie Boone, as Director	Mgmt	For	Against	Against
10	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For	For
11	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Motorola Solutions, Inc.

Meeting Date: 05/14/2024

Record Date: 03/15/2024

Primary Security ID: 620076307

Country: USA

Meeting Type: Annual

Ticker: MSI

Shares Voted: 4,649

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

Swedish Orphan Biovitrum AB

Meeting Date: 05/14/2024

Record Date: 05/03/2024

Primary Security ID: W95637117

Country: Sweden

Meeting Type: Annual

Ticker: SOBI

Shares Voted: 11,895

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

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Receive Report on Work of Board and Committees	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
12.1	Approve Discharge of Hakan Bjorklund	Mgmt	For	For	For
12.2	Approve Discharge of Christophe Bourdon	Mgmt	For	For	For
12.3	Approve Discharge of Annette Clancy	Mgmt	For	For	For
12.4	Approve Discharge of Matthew Gantz	Mgmt	For	For	For
12.5	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For	For
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For	For
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For	For
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For	For
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For	For
12.10	Approve Discharge of Pia Axelson	Mgmt	For	For	For
12.11	Approve Discharge of Erika Husing	Mgmt	For	For	For
12.12	Approve Discharge of Mats Lek	Mgmt	For	For	For
12.13	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For
12.14	Approve Discharge of Sara Carlsson	Mgmt	For	For	For
12.15	Approve Discharge of Asa Kjellstrom	Mgmt	For	For	For
12.16	Approve Discharge of Linda Larsson	Mgmt	For	For	For
12.17	Approve Discharge of Susanna Ronnback	Mgmt	For	For	For
12.18	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 1.9 for Chairman and SEK 625,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
15.a	Reelect Christophe Bourdon as Director	Mgmt	For	For	For
15.b	Reelect Annette Clancy as Director	Mgmt	For	For	For
15.c	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
15.d	Reelect Staffan Schuberg as Director	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.e	Reelect Filippa Stenberg as Director	Mgmt	For	Against	Against
15.f	Reelect Anders Ullman as Director	Mgmt	For	Against	Against
15.g	Elect Zlatko Rihter as New Director	Mgmt	For	Against	Against
15.h	Elect Annette Clancy as Board Chair	Mgmt	For	For	For
15.i	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
18.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against	Against
18.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For
18.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against	Against
18.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For
18.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
20	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For	For
21	Close Meeting	Mgmt			

The Allstate Corporation

Meeting Date: 05/14/2024

Country: USA

Ticker: ALL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 020002101

Shares Voted: 13,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Richard T. Hume	Mgmt	For	For	For
1d	Elect Director Margaret M. Keane	Mgmt	For	For	For
1e	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	For	For
1f	Elect Director Maria Morris	Mgmt	For	For	For
1g	Elect Director Jacques P. Perold	Mgmt	For	For	For

The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Andrea Redmond	Mgmt	For	For	For
1i	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1j	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For	For
1l	Elect Director Monica Turner	Mgmt	For	For	For
1m	Elect Director Thomas J. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Waste Management, Inc.

Meeting Date: 05/14/2024	Country: USA	Ticker: WM
Record Date: 03/19/2024	Meeting Type: Annual	
Primary Security ID: 94106L109		

Shares Voted: 15,312

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

American Water Works Company, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: AWK
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 030420103		

American Water Works Company, Inc.

Shares Voted: 13,519

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
1b	Elect Director Martha Clark Goss	Mgmt	For	For	For
1c	Elect Director M. Susan Hardwick	Mgmt	For	For	For
1d	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1e	Elect Director Laurie P. Havanec	Mgmt	For	For	For
1f	Elect Director Julia L. Johnson	Mgmt	For	For	For
1g	Elect Director Patricia L. Kampling	Mgmt	For	For	For
1h	Elect Director Karl F. Kurz	Mgmt	For	For	For
1i	Elect Director Michael L. Marberry	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

Elevance Health, Inc.

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

Shares Voted: 3,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	Mgmt	For	For	For
1.2	Elect Director Antonio F. Neri	Mgmt	For	For	For
1.3	Elect Director Ramiro G. Peru	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against

Eni SpA

Meeting Date: 05/15/2024Country: ItalyTicker: ENI
Record Date: 05/06/2024Meeting Type: Annual/Special
Primary Security ID: T3643A145

Shares Voted: 15,529

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

PPL Corporation

Meeting Date: 05/15/2024Country: USATicker: PPL

Record Date: 02/28/2024Meeting Type: Annual

Primary Security ID: 69351T106

Shares Voted: 77,042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	Mgmt	For	For	For
1b	Elect Director Raja Rajamannar	Mgmt	For	For	For
1c	Elect Director Heather B. Redman	Mgmt	For	For	For
1d	Elect Director Craig A. Rogerson	Mgmt	For	For	For
1e	Elect Director Vincent Sorgi	Mgmt	For	For	For
1f	Elect Director Linda G. Sullivan	Mgmt	For	For	For
1g	Elect Director Natica von Althann	Mgmt	For	For	For
1h	Elect Director Keith H. Williamson	Mgmt	For	For	For
1i	Elect Director Phoebe A. Wood	Mgmt	For	For	For
1j	Elect Director Armando Zagalo de Lima	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

PPL Corporation

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

SAP SE

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

Shares Voted: 3,115

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

Spirax-Sarco Engineering Plc

Meeting Date: 05/15/2024	Country: United Kingdom	Ticker: SPX
Record Date: 05/13/2024	Meeting Type: Annual	
Primary Security ID: G83561129		

Shares Voted: 3,540

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Jamie Pike as Director	Mgmt	For	For	For
7	Re-elect Nimesh Patel as Director	Mgmt	For	For	For
8	Re-elect Angela Archon as Director	Mgmt	For	For	For
9	Elect Constance Baroudel as Director	Mgmt	For	For	For
10	Re-elect Peter France as Director	Mgmt	For	For	For
11	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
12	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For
13	Re-elect Jane Kingston as Director	Mgmt	For	For	For
14	Re-elect Kevin Thompson as Director	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Approve Scrip Dividend Program	Mgmt	For	For	For
17	Approve Change of Company Name to Spirax Group plc	Mgmt	For	For	For
18	Amend Articles of Association	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Symrise AG

Meeting Date: 05/15/2024

Record Date: 04/23/2024

Primary Security ID: D827A1108

Country: Germany

Meeting Type: Annual

Ticker: SY1

Shares Voted: 7,012

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

Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Approve Creation of EUR 55 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.8 Billion; Approve Creation of EUR 55 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Tele2 AB

Meeting Date: 05/15/2024

Record Date: 05/06/2024

Primary Security ID: W95878166

Country: Sweden

Meeting Type: Annual

Ticker: TEL2.B

Shares Voted: 39,668

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Receive CEO's Report	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11.a	Approve Allocation of Income and Ordinary Dividends of SEK 6.90 Per Share	Mgmt	For	For	For
	Shareholder Can Only Vote "Yes" on One of the Proposals under item 11 (b)	Mgmt			
11.b1	Approve May 17, 2024 and October 15, 2024 as Record Dates for Dividend Payments	Mgmt	For	For	For
	Shareholder Proposals Submitted by Sune Gunnarssons	Mgmt			
11.b2	Approve May 17, 2024 as Record Date for Dividend Payments	SH	None	Against	Against
	Management Proposals	Mgmt			
12.a	Approve Discharge of Andrew Barron	Mgmt	For	For	For
12.b	Approve Discharge of Stina Bergfors	Mgmt	For	For	For
12.c	Approve Discharge of Georgi Ganev	Mgmt	For	For	For
12.d	Approve Discharge of CEO Kjell Johnsen	Mgmt	For	For	For
12.e	Approve Discharge of Sam Kini	Mgmt	For	For	For
12.f	Approve Discharge of Eva Lindqvist	Mgmt	For	For	For
12.g	Approve Discharge of Lars-Ake Norling	Mgmt	For	For	For
12.h	Approve Discharge of Carla Smits-Nusteling	Mgmt	For	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.85 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Elect Thomas Reynaud as New Director	Mgmt	For	For	For
15.b	Reelect Stina Bergfors as Director	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
15.c	Elect Aude Durand as New Director	SH	For	For	For
	Management Proposals	Mgmt			
15.d	Reelect Georgi Ganev as Director	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Ratify Change Location of Registered Office to 4 rue de la Verrerie a Meudon (Hauts de Seine)	Mgmt	For	For	For
5	Ratify Appointment of Loic Rocard as Director	Mgmt	For	For	For
6	Reelect Loic Rocard as Director	Mgmt	For	For	For
7	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 157,650,000	Mgmt	For	Against	Against
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against	Against
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against	Against
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 14-15	Mgmt	For	Against	Against

Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
19	Authorize Capitalization of Reserves of Up to EUR 157,650,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 13-19 at EUR 180 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
23	Elect Ruby McGregor-Smith as Director	Mgmt	For	For	For

The Hartford Financial Services Group, Inc.

Meeting Date: 05/15/2024	Country: USA	Ticker: HIG
Record Date: 03/18/2024	Meeting Type: Annual	
Primary Security ID: 416515104		

Shares Voted: 21,118

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

The Travelers Companies, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: TRV

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 89417E109

Shares Voted: 11,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	For	For
1b	Elect Director William J. Kane	Mgmt	For	For	For
1c	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1d	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1e	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1f	Elect Director Rafael Santana	Mgmt	For	For	For
1g	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1h	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1i	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1j	Elect Director Bridget van Kralingen	Mgmt	For	For	For
1k	Elect Director David S. Williams	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	Report on Methane Emissions	SH	Against	For	For
5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	SH	Against	For	For
6	Report on Human Rights Risk in Underwriting	SH	Against	For	For
7	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	Against

Verisk Analytics, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: VRSK

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 92345Y106

Shares Voted: 6,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1b	Elect Director Jeffrey Dailey	Mgmt	For	For	For
1c	Elect Director Bruce Hansen	Mgmt	For	For	For
1d	Elect Director Gregory Hendrick	Mgmt	For	For	For

Verisk Analytics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Kathleen A. Hogenson	Mgmt	For	For	For
1f	Elect Director Wendy Lane	Mgmt	For	For	For
1g	Elect Director Samuel G. Liss	Mgmt	For	For	For
1h	Elect Director Lee M. Shavel	Mgmt	For	For	For
1i	Elect Director Olumide Soroye	Mgmt	For	For	For
1j	Elect Director Kimberly S. Stevenson	Mgmt	For	For	For
1k	Elect Director Therese M. Vaughan	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	Adopt Simple Majority Vote	SH	None	For	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/15/2024Country: USATicker: VRTX

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

Primary Security ID: 92532F100

Shares Voted: 4,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For
1.3	Elect Director Alan Garber	Mgmt	For	For	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For	For
1.5	Elect Director Michel Lagarde	Mgmt	For	For	For
1.6	Elect Director Jeffrey Leiden	Mgmt	For	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For
1.8	Elect Director Bruce Sachs	Mgmt	For	For	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	For	For
1.10	Elect Director Nancy Thornberry	Mgmt	For	For	For
1.11	Elect Director Suketu Upadhyay	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

AT&T Inc.

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 00206R102

Country: USA

Meeting Type: Annual

Ticker: T

Shares Voted: 148,617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
1.2	Elect Director Glenn H. Hutchins	Mgmt	For	For	For
1.3	Elect Director William E. Kennard	Mgmt	For	For	For
1.4	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.5	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1.6	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.7	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.8	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.9	Elect Director John T. Stankey	Mgmt	For	For	For
1.10	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.11	Elect Director Luis A. Ubinas	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	Require Independent Board Chair	SH	Against	For	For
5	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Respecting Workforce Civil Liberties	SH	Against	Against	Against

Chubb Limited

Meeting Date: 05/16/2024

Record Date: 03/22/2024

Primary Security ID: H1467J104

Country: Switzerland

Meeting Type: Annual

Ticker: CB

Shares Voted: 9,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.6	Elect Director Nelson J. Chai	Mgmt	For	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9	Cancel Repurchased Shares	Mgmt	For	For	For
10	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For
11	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Mgmt	For	For	For
12.3	Approve Remuneration Report	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Approve Sustainability Report	Mgmt	For	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Report on GHG Emissions Associated with Underwriting	SH	Against	For	For
16	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
A	Transact Other Business	Mgmt	For	Against	Against

CVS Health Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: CVS

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 126650100

Shares Voted: 28,064

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

E.ON SE

Meeting Date: 05/16/2024

Record Date: 05/09/2024

Primary Security ID: D24914133

Country: Germany

Meeting Type: Annual

Ticker: EOAN

Shares Voted: 48,651

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

Fresenius Medical Care AG

Meeting Date: 05/16/2024

Record Date: 04/24/2024

Primary Security ID: D2734Z107

Country: Germany

Meeting Type: Annual

Ticker: FME

Fresenius Medical Care AG

Shares Voted: 17,572

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.19 per Share	Mgmt	For	For	For
3	Approve Discharge of Former Personally Liable Partner Fresenius Medical Care Management AG for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board of Fresenius Medical Care AG for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board of Fresenius Medical Care AG & Co. KGaA for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Discharge of Supervisory Board of Fresenius Medical Care AG for Fiscal Year 2023	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/16/2024Country: USATicker: MMC

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

Primary Security ID: 571748102

Shares Voted: 8,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For	For
1d	Elect Director H. Edward Hanway	Mgmt	For	For	For
1e	Elect Director Judith Hartmann	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	For	For
1j	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For

O'Reilly Automotive, Inc.

Meeting Date: 05/16/2024Country: USATicker: ORLY

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

Primary Security ID: 67103H107

Shares Voted: 2,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg Henslee	Mgmt	For	For	For
1b	Elect Director David O'Reilly	Mgmt	For	For	For
1c	Elect Director Larry O'Reilly	Mgmt	For	For	For
1d	Elect Director Gregory D. Johnson	Mgmt	For	For	For
1e	Elect Director Thomas T. Hendrickson	Mgmt	For	For	For
1f	Elect Director John R. Murphy	Mgmt	For	For	For
1g	Elect Director Dana M. Perlman	Mgmt	For	For	For
1h	Elect Director Maria A. Sastre	Mgmt	For	For	For
1i	Elect Director Andrea M. Weiss	Mgmt	For	For	For
1j	Elect Director Fred Whitfield	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	Require Independent Board Chair	SH	Against	For	For

Yum! Brands, Inc.

Meeting Date: 05/16/2024

Record Date: 03/20/2024

Primary Security ID: 988498101

Country: USA

Meeting Type: Annual

Ticker: YUM

Shares Voted: 14,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For
1b	Elect Director Keith Barr	Mgmt	For	For	For
1c	Elect Director M. Brett Biggs	Mgmt	For	For	For
1d	Elect Director Christopher M. Connor	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Tanya L. Domier	Mgmt	For	For	For
1g	Elect Director Susan Doniz	Mgmt	For	For	For
1h	Elect Director David W. Gibbs	Mgmt	For	For	For
1i	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1j	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1k	Elect Director P. Justin Skala	Mgmt	For	For	For
1l	Elect Director Annie Young-Scrivner	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	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	For	For
5	Strategic Review Regarding Capital Transactions Involving the Brands	SH	Against	Against	Against

Fresenius SE & Co. KGaA

Meeting Date: 05/17/2024

Record Date: 04/25/2024

Primary Security ID: D27348263

Country: Germany

Meeting Type: Annual

Ticker: FRE

Shares Voted: 16,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Fresenius SE & Co. KGaA

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

Iberdrola SA

Meeting Date: 05/17/2024

Record Date: 05/10/2024

Primary Security ID: E6165F166

Country: Spain

Meeting Type: Annual

Ticker: IBE

Shares Voted: 42,942

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

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024

Record Date: 03/21/2024

Primary Security ID: 45866F104

Country: USA

Meeting Type: Annual

Ticker: ICE

Shares Voted: 13,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Martha A. Tirinnanzi	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	Require Independent Board Chair	SH	Against	For	For

SHIMAMURA Co., Ltd.

Meeting Date: 05/17/2024

Record Date: 02/20/2024

Primary Security ID: J72208101

Country: Japan

Meeting Type: Annual

Ticker: 8227

Shares Voted: 5,424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Suzuki, Makoto	Mgmt	For	For	For
2.2	Elect Director Takahashi, Iichiro	Mgmt	For	For	For
2.3	Elect Director Nakahira, Takashi	Mgmt	For	For	For
2.4	Elect Director Tsujiguchi, Yoshiteru	Mgmt	For	For	For
2.5	Elect Director Ueda, Hajime	Mgmt	For	For	For
2.6	Elect Director Fujiwara, Hidejiro	Mgmt	For	For	For
2.7	Elect Director Matsui, Tamae	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yutaka	Mgmt	For	For	For
2.9	Elect Director Murokubo, Teiichi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Sato, Masaaki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Shimamura, Hiroyuki	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Horinokita, Shigehisa	Mgmt	For	Against	Against
3.4	Appoint Statutory Auditor Takatsuki, Teiichi	Mgmt	For	For	For
4	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	For	For	For
5	Amend Articles to Introduce Provision concerning Dividend Payout Policy	SH	Against	Against	Against

Meeting Date: 05/17/2024

Record Date: 03/22/2024

Primary Security ID: 94106B101

Country: Canada

Meeting Type: Annual

Ticker: WCN

Shares Voted: 3,947

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrea E. Bertone	Mgmt	For	For	For
1b	Elect Director Edward E. "Ned" Guillet	Mgmt	For	For	For
1c	Elect Director Michael W. Harlan	Mgmt	For	For	For
1d	Elect Director Larry S. Hughes	Mgmt	For	For	For
1e	Elect Director Elise L. Jordan	Mgmt	For	For	For
1f	Elect Director Susan "Sue" Lee	Mgmt	For	For	For

Waste Connections, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Ronald J. Mittelstaedt	Mgmt	For	For	For
1h	Elect Director Carl D. Sparks	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Consolidated Edison, Inc.

Meeting Date: 05/20/2024	Country: USA	Ticker: ED
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 209115104		

Shares Voted: 33,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy P. Cawley	Mgmt	For	For	For
1b	Elect Director Ellen V. Futter	Mgmt	For	For	For
1c	Elect Director John F. Killian	Mgmt	For	For	For
1d	Elect Director Karol V. Mason	Mgmt	For	For	For
1e	Elect Director Dwight A. McBride	Mgmt	For	For	For
1f	Elect Director William J. Mulrow	Mgmt	For	For	For
1g	Elect Director Armando J. Olivera	Mgmt	For	For	For
1h	Elect Director Michael W. Ranger	Mgmt	For	For	For
1i	Elect Director Linda S. Sanford	Mgmt	For	For	For
1j	Elect Director Deirdre Stanley	Mgmt	For	For	For
1k	Elect Director L. Frederick Sutherland	Mgmt	For	For	For
1l	Elect Director Catherine Zoi	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 Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 05/21/2024	Country: Belgium	Ticker: ELI
Record Date: 05/07/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B35656105		

Shares Voted: 2,194

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

JPMorgan Chase & Co.

Meeting Date: 05/21/2024Country: USATicker: JPM

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

Primary Security ID: 46625H100

Shares Voted: 8,640

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

JPMorgan Chase & Co.

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

Lawson, Inc.

Meeting Date: 05/21/2024

Record Date: 02/29/2024

Primary Security ID: J3871L103

Country: Japan

Meeting Type: Annual

Ticker: 2651

Shares Voted: 6,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Takemasu, Sadanobu	Mgmt	For	For	For
1.2	Elect Director Itonaga, Masayuki	Mgmt	For	For	For
1.3	Elect Director Iwamura, Miki	Mgmt	For	For	For
1.4	Elect Director Suzuki, Satoko	Mgmt	For	For	For
1.5	Elect Director Kondo, Shota	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Imagawa, Shuichi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Yoshida, Keiko	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

Meeting Date: 05/22/2024

Record Date: 05/20/2024

Primary Security ID: G25839104

Country: United Kingdom

Meeting Type: Annual

Ticker: CCEP

Shares Voted: 12,338

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

Coca-Cola Europacific Partners plc

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

Meeting Date: 05/22/2024

Record Date: 05/20/2024

Primary Security ID: F24571451

Country: France

Meeting Type: Annual/Special

Ticker: DSY

Shares Voted: 13,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	For	Against	Against
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	Against	Against
12	Reelect Laurence Daures as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against	Against
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	For	Against	Against
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	Against	Against
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	For	Against	Against
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against	Against
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	For	Against	Against
23	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

FirstEnergy Corp.

Meeting Date: 05/22/2024

Record Date: 03/25/2024

Primary Security ID: 337932107

Country: USA

Meeting Type: Annual

Ticker: FE

Shares Voted: 58,033

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi L. Boyd	Mgmt	For	For	For
1.2	Elect Director Jana T. Croom	Mgmt	For	For	For
1.3	Elect Director Steven J. Demetriou	Mgmt	For	For	For
1.4	Elect Director Lisa Winston Hicks	Mgmt	For	For	For
1.5	Elect Director Paul Kaleta	Mgmt	For	Against	Against
1.6	Elect Director James F. O'Neil, III	Mgmt	For	For	For
1.7	Elect Director John W. Somerhalder, II	Mgmt	For	For	For
1.8	Elect Director Brian X. Tierney	Mgmt	For	For	For
1.9	Elect Director Leslie M. Turner	Mgmt	For	For	For
1.10	Elect Director Melvin D. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

FirstEnergy Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	For	For
5	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Financial Statement Assumptions and Climate Change	SH	Against	Against	Against

McDonald's Corporation

Meeting Date: 05/22/2024

Record Date: 03/25/2024

Primary Security ID: 580135101

Country: USA

Meeting Type: Annual

Ticker: MCD

Shares Voted: 7,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director John Mulligan	Mgmt	For	For	For
1i	Elect Director Jennifer Taubert	Mgmt	For	For	For
1j	Elect Director Paul Walsh	Mgmt	For	For	For
1k	Elect Director Amy Weaver	Mgmt	For	For	For
1l	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Antibiotics Policy	SH	Against	For	For
7	Approve Request on Cage Free Egg Progress Disclosure	SH	Against	For	For
8	Disclose Poultry Welfare Indicators	SH	Against	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
10	Report on Corporate Contributions	SH	Against	Against	Against
11	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For

Mondelez International, Inc.

Meeting Date: 05/22/2024

Record Date: 03/13/2024

Primary Security ID: 609207105

Country: USA

Meeting Type: Annual

Ticker: MDLZ

Shares Voted: 31,652

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

MTR Corporation Limited

Meeting Date: 05/22/2024	Country: Hong Kong	Ticker: 66
Record Date: 05/14/2024	Meeting Type: Annual	
Primary Security ID: Y6146T101		

Shares Voted: 59,944

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Christopher Hui Ching-yu as Director	Mgmt	For	Against	Against
3b	Elect Hui Siu-wai as Director	Mgmt	For	For	For
3c	Elect Adrian Wong Koon-man as Director	Mgmt	For	For	For
4	Elect Ayesha Abbas Macpherson as Director	Mgmt	For	For	For
5	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Orange SA

Meeting Date: 05/22/2024	Country: France	Ticker: ORA
Record Date: 05/20/2024	Meeting Type: Annual/Special	
Primary Security ID: F6866T100		

Shares Voted: 133,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.72 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding One New Transaction	Mgmt	For	For	For
5	Reelect Christel Heydemann as Director	Mgmt	For	Against	Against
6	Reelect Frederic Sanchez as Director	Mgmt	For	Against	Against

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Mgmt	For	Against	Against
8	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
9	Appoint KPMG as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	For	For
12	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Extraordinary Business	Mgmt	For	For	For
	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt			
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
A	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt	Against	Against	Against
	Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH			

Power Assets Holdings Limited

Meeting Date: 05/22/2024	Country: Hong Kong	Ticker: 6
Record Date: 05/16/2024	Meeting Type: Annual	
Primary Security ID: Y7092Q109		

Power Assets Holdings Limited

Shares Voted: 61,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Cheng Cho Ying, Francis as Director	Mgmt	For	For	For
3b	Elect Neil Douglas McGee as Director	Mgmt	For	For	For
3c	Elect Wu Ting Yuk, Anthony as Director	Mgmt	For	Against	Against
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

The Southern Company

Meeting Date: 05/22/2024Country: USATicker: SO

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 842587107

Shares Voted: 33,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For
1b	Elect Director Henry A. "Hal" Clark, III	Mgmt	For	For	For
1c	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1d	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	For	For
1e	Elect Director David J. Grain	Mgmt	For	For	For
1f	Elect Director Donald M. James	Mgmt	For	For	For
1g	Elect Director John D. Johns	Mgmt	For	For	For
1h	Elect Director Dale E. Klein	Mgmt	For	Against	Against
1i	Elect Director David E. Meador	Mgmt	For	For	For
1j	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1k	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1l	Elect Director Lizanne Thomas	Mgmt	For	For	For
1m	Elect Director Christopher C. Womack	Mgmt	For	For	For

The Southern 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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: TMO
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 883556102		

Shares Voted: 2,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1h	Elect Director James C. Mullen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote Requirement	SH	Against	Against	Against

Willis Towers Watson Public Limited Company

Meeting Date: 05/22/2024	Country: Ireland	Ticker: WTW
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: G96629103		

Willis Towers Watson Public Limited Company

Shares Voted: 7,457

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	For	For
1b	Elect Director Fumbi Chima	Mgmt	For	For	For
1c	Elect Director Stephen Chipman	Mgmt	For	For	For
1d	Elect Director Michael Hammond	Mgmt	For	For	For
1e	Elect Director Carl Hess	Mgmt	For	For	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	For	For
1g	Elect Director Paul Reilly	Mgmt	For	For	For
1h	Elect Director Michelle Swanback	Mgmt	For	For	For
1i	Elect Director Paul Thomas	Mgmt	For	For	For
1j	Elect Director Fredric Tomczyk	Mgmt	For	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the 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	Mgmt	For	For	For

Xcel Energy Inc.

Meeting Date: 05/22/2024Country: USATicker: XEL

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 98389B100

Shares Voted: 38,361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	For	For	For
1b	Elect Director Lynn Casey	Mgmt	For	For	For
1c	Elect Director Bob Frenzel	Mgmt	For	For	For
1d	Elect Director Netha Johnson	Mgmt	For	For	For
1e	Elect Director Patricia Kampling	Mgmt	For	For	For
1f	Elect Director George Kehl	Mgmt	For	For	For
1g	Elect Director Richard O'Brien	Mgmt	For	For	For

Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Charles Pardee	Mgmt	For	For	For
1i	Elect Director Christopher Policinski	Mgmt	For	For	For
1j	Elect Director James Prokopanko	Mgmt	For	For	For
1k	Elect Director Timothy Welsh	Mgmt	For	For	For
1l	Elect Director Kim Williams	Mgmt	For	For	For
1m	Elect Director Daniel Yohannes	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 Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Archer-Daniels-Midland Company

Meeting Date: 05/23/2024

Record Date: 04/04/2024

Primary Security ID: 039483102

Country: USA

Meeting Type: Annual

Ticker: ADM

Shares Voted: 27,598

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	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 Patrick J. Moore	Mgmt	For	For	For
1i	Elect Director Debra A. Sandler	Mgmt	For	For	For
1j	Elect Director Lei Z. Schlitz	Mgmt	For	For	For
1k	Elect Director Kelvin R. Westbrook	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	Require Independent Board Chair	SH	Against	For	For

Cheniere Energy, Inc.

Meeting Date: 05/23/2024

Record Date: 04/08/2024

Primary Security ID: 16411R208

Country: USA

Meeting Type: Annual

Ticker: LNG

Shares Voted: 13,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	Mgmt	For	For	For
1b	Elect Director Jack A. Fusco	Mgmt	For	For	For
1c	Elect Director Patricia K. Collawn	Mgmt	For	For	For
1d	Elect Director Brian E. Edwards	Mgmt	For	For	For
1e	Elect Director Denise Gray	Mgmt	For	For	For
1f	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1g	Elect Director Scott Peak	Mgmt	For	For	For
1h	Elect Director Donald F. Robillard, Jr.	Mgmt	For	For	For
1i	Elect Director Neal A. Shear	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
5	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For

Emera Incorporated

Meeting Date: 05/23/2024

Record Date: 03/26/2024

Primary Security ID: 290876101

Country: Canada

Meeting Type: Annual

Ticker: EMA

Shares Voted: 12,999

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott C. Balfour	Mgmt	For	For	For
1.2	Elect Director James V. Bertram	Mgmt	For	For	For
1.3	Elect Director Henry E. Demone	Mgmt	For	For	For
1.4	Elect Director Paula Y. Gold-Williams	Mgmt	For	For	For
1.5	Elect Director Kent M. Harvey	Mgmt	For	For	For
1.6	Elect Director B. Lynn Loewen	Mgmt	For	For	For
1.7	Elect Director Brian J. Porter	Mgmt	For	For	For
1.8	Elect Director Ian E. Robertson	Mgmt	For	For	For
1.9	Elect Director M. Jacqueline Sheppard	Mgmt	For	For	For

Emera Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Karen H. Sheriff	Mgmt	For	For	For
1.11	Elect Director Jochen E. Tilk	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

NextEra Energy, Inc.

Meeting Date: 05/23/2024

Record Date: 03/26/2024

Primary Security ID: 65339F101

Country: USA

Meeting Type: Annual

Ticker: NEE

Shares Voted: 28,397

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1b	Elect Director James L. Camaren	Mgmt	For	For	For
1c	Elect Director Naren K. Gursahaney	Mgmt	For	Against	Against
1d	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1e	Elect Director Maria G. Henry	Mgmt	For	For	For
1f	Elect Director John W. Ketchum	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director David L. Porges	Mgmt	For	For	For
1i	Elect Director Deborah L. "Dev" Stahlkopf	Mgmt	For	For	For
1j	Elect Director John A. Stall	Mgmt	For	For	For
1k	Elect Director Darryl L. Wilson	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	Disclose Board Skills and Diversity Matrix	SH	Against	For	For
5	Report on Climate Lobbying	SH	Against	For	For

Republic Services, Inc.

Meeting Date: 05/23/2024

Record Date: 03/26/2024

Primary Security ID: 760759100

Country: USA

Meeting Type: Annual

Ticker: RSG

Shares Voted: 14,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Manny Kadre	Mgmt	For	For	For
1b	Elect Director Tomago Collins	Mgmt	For	For	For
1c	Elect Director Michael A. Duffy	Mgmt	For	For	For
1d	Elect Director Thomas W. Handley	Mgmt	For	For	For
1e	Elect Director Jennifer M. Kirk	Mgmt	For	For	For
1f	Elect Director Michael Larson	Mgmt	For	For	For
1g	Elect Director N. Thomas Linebarger	Mgmt	For	For	For
1h	Elect Director Meg Reynolds	Mgmt	For	For	For
1i	Elect Director James P. Snee	Mgmt	For	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For	For
1k	Elect Director Jon Vander Ark	Mgmt	For	For	For
1l	Elect Director Sandra M. Volpe	Mgmt	For	For	For
1m	Elect Director Katharine B. Weymouth	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	Report on "Just Transition"	SH	Against	For	For

Toho Co., Ltd. (9602)

Meeting Date: 05/23/2024Country: JapanTicker: 9602

Record Date: 02/29/2024Meeting Type: Annual

Primary Security ID: J84764117

Shares Voted: 7,648

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 Shimatani, Yoshishige	Mgmt	For	For	For
2.2	Elect Director Matsuoka, Hiroyasu	Mgmt	For	For	For
2.3	Elect Director Tako, Nobuyuki	Mgmt	For	For	For
2.4	Elect Director Ichikawa, Minami	Mgmt	For	For	For
2.5	Elect Director Sumi, Kazuo	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Ogata, Eiichi	Mgmt	For	For	For

Toho Co., Ltd. (9602)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Ando, Satoshi	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Okoshi, Izumi	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Ota, Taizo	Mgmt	For	For	For

Carrefour SA

Meeting Date: 05/24/2024

Record Date: 05/22/2024

Primary Security ID: F13923119

Country: France

Meeting Type: Annual/Special

Ticker: CA

Shares Voted: 63,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.87 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Philippe Houze as Director	Mgmt	For	For	For
6	Reelect Patricia Moulin Lemoine as Director	Mgmt	For	For	For
7	Reelect Stephane Israel as Director	Mgmt	For	For	For
8	Reelect Claudia Almeida e Silva as Director	Mgmt	For	For	For
9	Reelect Stephane Courbit as Director	Mgmt	For	For	For
10	Reelect Aurore Domont as Director	Mgmt	For	Against	Against
11	Reelect Arthur Sadoun as Director	Mgmt	For	For	For
12	Ratify Appointment of Eduardo Rossi as Director	Mgmt	For	For	For
13	Elect Marguerite Berard as Director	Mgmt	For	For	For
14	Appoint Deloitte & Associes and Mazars as Auditors for the Sustainability Reporting	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against

Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
20	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
	Ordinary Business	Mgmt			
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Intertek Group Plc

Meeting Date: 05/24/2024

Record Date: 05/22/2024

Primary Security ID: G4911B108

Country: United Kingdom

Meeting Type: Annual

Ticker: ITRK

Shares Voted: 9,843

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 Apurvi Sheth as Director	Mgmt	For	For	For
6	Re-elect Andrew Martin as Director	Mgmt	For	For	For
7	Re-elect Andre Lacroix as Director	Mgmt	For	For	For
8	Re-elect Colm Deasy as Director	Mgmt	For	For	For
9	Re-elect Graham Allan as Director	Mgmt	For	For	For
10	Re-elect Gurnek Bains as Director	Mgmt	For	For	For
11	Re-elect Lynda Clarizio as Director	Mgmt	For	For	For
12	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
13	Re-elect Jez Maiden as Director	Mgmt	For	For	For
14	Re-elect Kawal Preet as Director	Mgmt	For	For	For
15	Re-elect Jean-Michel Valette as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Intertek 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

Leonardo SpA

Meeting Date: 05/24/2024	Country: Italy	Ticker: LDO
Record Date: 05/08/2024	Meeting Type: Annual/Special	
Primary Security ID: T6S996112		

Shares Voted: 17,903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Amend Company Bylaws Re: Article 2.2	Mgmt	For	For	For
1b	Amend Company Bylaws Re: Article 5.1	Mgmt	For	For	For
1c	Amend Company Bylaws Re: Articles 5.1-ter, 16.7 and 22.4	Mgmt	For	For	For
1d	Amend Company Bylaws Re: Articles 15.2 and 17.3	Mgmt	For	For	For
1e	Amend Company Bylaws Re: Articles 16.1, 16.2, 16.3, 18.3 and 28.3	Mgmt	For	For	For
1f	Amend Company Bylaws Re: Article 17.1	Mgmt	For	For	For
1g	Amend Company Bylaws Re: Article 18.4	Mgmt	For	Against	Against
1h	Amend Articles Re: Articles 28.1 and 28.3; Addition of Article 34 to Company Bylaws	Mgmt	For	For	For
1i	Amend Articles Re: Articles 20.3 and 28.4	Mgmt	For	For	For
1j	Amend Articles Re: Article 24.2	Mgmt	For	For	For

Leonardo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Amend Company Bylaws	Mgmt	For	For	For
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	For	For
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
4	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt			
5	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
6	Approve Long-Term Incentive Plan	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

LyondellBasell Industries N.V.

Meeting Date: 05/24/2024

Record Date: 04/26/2024

Primary Security ID: N53745100

Country: Netherlands

Meeting Type: Annual

Ticker: LYB

Shares Voted: 15,810

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	For	For	For
1b	Elect Director Lincoln Benet	Mgmt	For	For	For
1c	Elect Director Robin Buchanan	Mgmt	For	For	For
1d	Elect Director Anthony (Tony) Chase	Mgmt	For	For	For
1e	Elect Director Robert (Bob) Dudley	Mgmt	For	For	For
1f	Elect Director Claire Farley	Mgmt	For	For	For
1g	Elect Director Rita Griffin	Mgmt	For	Against	Against
1h	Elect Director Michael (Mike) Hanley	Mgmt	For	For	For
1i	Elect Director Virginia Kamsky	Mgmt	For	For	For

LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Bridget Karlin	Mgmt	For	For	For
1k	Elect Director Albert Manifold	Mgmt	For	For	For
1l	Elect Director Peter Vanacker	Mgmt	For	For	For
2	Approve Discharge of Directors	Mgmt	For	For	For
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Shares	Mgmt	For	For	For

NN Group NV

Meeting Date: 05/24/2024

Record Date: 04/26/2024

Primary Security ID: N64038107

Country: Netherlands

Meeting Type: Annual

Ticker: NN

Shares Voted: 9,982

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

NN Group NV

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

TotalEnergies SE

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

Shares Voted: 9,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Against	Against
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For
8	Reelect Glenn Hubbard as Director	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Elect Marie-Ange Debon as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Against	Against
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
17	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Ackermans & van Haaren NV

Shares Voted: 1,241

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 and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4.1	Approve Discharge of Luc Bertrand as Director	Mgmt	For	For	For
4.2	Approve Discharge of Sonali Chandmal as Director	Mgmt	For	For	For
4.3	Approve Discharge of Marion Debruyne BV, Represented by Marion Debruyne, as Director	Mgmt	For	For	For
4.4	Approve Discharge of Venatio BV, Represented by Bart Deckers, as Director	Mgmt	For	For	For
4.5	Approve Discharge of Jacques Delen as Director	Mgmt	For	For	For
4.6	Approve Discharge of Deborah Janssens as Director	Mgmt	For	For	For
4.7	Approve Discharge of Julien Pestiaux as Director	Mgmt	For	For	For
4.8	Approve Discharge of Thierry van Baren as Director	Mgmt	For	For	For
4.9	Approve Discharge of Frederic van Haaren as Director	Mgmt	For	For	For
4.10	Approve Discharge of De Lier BV, Represented by Frank van Lierde, as Director	Mgmt	For	For	For
4.11	Approve Discharge of Menlo Park BV, Represented by Victoria Vandeputte, as Director	Mgmt	For	For	For
4.12	Approve Discharge of Pierre Willaert as Director	Mgmt	For	For	For
5	Approve Discharge of Auditors	Mgmt	For	For	For
6.1	Reelect Jacques Delen as Director	Mgmt	For	Against	Against
6.2	Reelect Pierre Willaert as Director	Mgmt	For	Against	Against
6.3	Reelect Marion Debruyne BV, Permanently Represented by Marion Debruyne, as Director	Mgmt	For	Against	Against
7.1	Approve Discharge of Ernst & Young BV, Permanently Represented by Christel Weymeersch, as Auditors	Mgmt	For	For	For
7.2	Ratify Deloitte BV, Permanently Represented by Ben Vandeweyer, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For

Ackermans & van Haaren NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Appoint Auditors for the Sustainability Reporting	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against

Leroy Seafood Group ASA

Meeting Date: 05/28/2024	Country: Norway	Ticker: LSG
Record Date: 05/21/2024	Meeting Type: Annual	
Primary Security ID: R4279D108		

Shares Voted: 19,239

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2.a	Elect Chairman of Meeting	Mgmt	For	For	For
2.b	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.50 Per Share	Mgmt	For	For	For
5.a	Approve Remuneration of Directors in the Amount of NOK 500,000 for Chairman and NOK 300,000 for Other Directors for the Period 2023/2024	Mgmt	For	For	For
5.b	Approve Remuneration of Directors in the Amount of NOK 650,000 for Chairman and NOK 400,000 for Other Directors for the Period 2024/2025	Mgmt	For	For	For
5.c	Approve Remuneration of Audit Committee for the Period 2023/2024	Mgmt	For	For	For
5.d	Approve Remuneration of Audit Committee for the Period 2024/2025	Mgmt	For	For	For
5.e	Approve Remuneration of Nomination Committee for the Period 2023/2024	Mgmt	For	For	For
5.f	Approve Remuneration of Nomination Committee for the Period 2024/2025	Mgmt	For	For	For
5.g	Approve Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Statement	Mgmt	For	Against	Against
7	Discuss Company's Corporate Governance Statement	Mgmt			
8.a	Elect Arne Mogster as Chairman of the Board	Mgmt	For	Against	Against
8.b	Elect Linda Kidoy Pedersen as Director	Mgmt	For	Against	Against
8.c	Elect Helge Singelstad as Chairman of Nominating Committee	Mgmt	For	For	For

Leroy Seafood Group ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.d	Elect Morten Borge as Member of Nominating Committee	Mgmt	For	For	For
8.e	Elect Benedicte Schilbred Fasmer as Member of Nominating Committee	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
10	Approve Issuance of 50 Million Shares for Private Placements	Mgmt	For	For	For

Merck & Co., Inc.

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

Shares Voted: 32,415

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

Seven & i Holdings Co., Ltd.

Meeting Date: 05/28/2024

Record Date: 02/29/2024

Primary Security ID: J7165H108

Country: Japan

Meeting Type: Annual

Ticker: 3382

Shares Voted: 18,567

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 56.5	Mgmt	For	For	For
2.1	Elect Director Isaka, Ryuichi	Mgmt	For	For	For
2.2	Elect Director Ito, Junro	Mgmt	For	For	For
2.3	Elect Director Nagamatsu, Fumihiko	Mgmt	For	For	For
2.4	Elect Director Joseph M. DePinto	Mgmt	For	For	For
2.5	Elect Director Maruyama, Yoshimichi	Mgmt	For	For	For
2.6	Elect Director Wakita, Tamaki	Mgmt	For	For	For
2.7	Elect Director Stephen Hayes Dacus	Mgmt	For	For	For
2.8	Elect Director Yonemura, Toshiro	Mgmt	For	For	For
2.9	Elect Director Izawa, Yoshiyuki	Mgmt	For	For	For
2.10	Elect Director Yamada, Meyumi	Mgmt	For	For	For
2.11	Elect Director Jenifer Simms Rogers	Mgmt	For	For	For
2.12	Elect Director Wada, Shinji	Mgmt	For	For	For
2.13	Elect Director Hachiuma, Fuminao	Mgmt	For	For	For
2.14	Elect Director Paul Yonamine	Mgmt	For	For	For
2.15	Elect Director Elizabeth Miin Meyerdirk	Mgmt	For	For	For

Yara International ASA

Meeting Date: 05/28/2024

Record Date: 05/21/2024

Primary Security ID: R9900C106

Country: Norway

Meeting Type: Annual

Ticker: YAR

Shares Voted: 2,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Remuneration of Auditors	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of NOK 5.00 Per Share	Mgmt	For	For	For

Yara International ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
6.2	Approve Remuneration Statement	Mgmt	For	For	For
7	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
8	Reelect Trond Berger, Jannicke Hilland, John Gabriel Thuestad and Tove Feld as Directors	Mgmt	For	For	For
9	Reelect Otto Soberg (Chair), Lars Mattis Hanssen, Ann Kristin Brautaset and Ottar Ertzeid as Members of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of NOK 897,700 for the Chairman, NOK 467,800 for the Vice Chairman, and NOK 412,400 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For
13	Shareholder Proposal	Mgmt			
	Guide the company to set science-based goals to cut scope 3 emissions in line with limiting global warming to 1.5 Degrees	SH	Against	Against	Against

AEON Co., Ltd.

Meeting Date: 05/29/2024Country: JapanTicker: 8267

Record Date: 02/29/2024Meeting Type: Annual

Primary Security ID: J00288100

Shares Voted: 11,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Okada, Motoya	Mgmt	For	Against	Against
1.2	Elect Director Yoshida, Akio	Mgmt	For	Against	Against
1.3	Elect Director Habu, Yuki	Mgmt	For	For	For
1.4	Elect Director Tsuchiya, Mitsuko	Mgmt	For	For	For
1.5	Elect Director Tsukamoto, Takashi	Mgmt	For	Against	Against
1.6	Elect Director Peter Child	Mgmt	For	For	For
1.7	Elect Director Carrie Yu	Mgmt	For	For	For
1.8	Elect Director Hayashi, Makoto	Mgmt	For	For	For
1.9	Elect Director Richard Collasse	Mgmt	For	For	For

AEON Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against

Chevron Corporation

Meeting Date: 05/29/2024Country: USATicker: CVX

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

Primary Security ID: 166764100

Shares Voted: 14,601

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

Exxon Mobil Corporation

Meeting Date: 05/29/2024Country: USATicker: XOM

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

Primary Security ID: 30231G102

Exxon Mobil Corporation

Shares Voted: 24,883

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	Against	Against
1.3	Elect Director Gregory J. Goff	Mgmt	For	For	For
1.4	Elect Director John D. Harris, II	Mgmt	For	For	For
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	Against	Against
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	Against	Against
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	Against	Against
1.12	Elect Director Darren W. Woods	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Revisit Executive Pay Incentives for GHG Emission Reductions	SH	Against	Against	Against
5	Report on Median Gender/Racial Pay Gaps	SH	Against	For	For
6	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For	For
7	Report on Social Impact from Plant Closure or Energy Transition	SH	Against	For	For

Legrand SA

Meeting Date: 05/29/2024Country: FranceTicker: LR

Record Date: 05/27/2024Meeting Type: Annual/Special

Primary Security ID: F56196185

Shares Voted: 5,441

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 2.09 per Share	Mgmt	For	For	For
4	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report	Mgmt	For	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	Mgmt	For	For	For
13	Elect Rekha Mehrotra Menon as Director	Mgmt	For	For	For
14	Reelect Jean-Marc Chery as Director	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	Mgmt	For	For	For

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	Mgmt	For	For	For
26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
28	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ferguson Plc

Meeting Date: 05/30/2024Country: JerseyTicker: FERG

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

Primary Security ID: G3421J106

Shares Voted: 9,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation from Jersey to Delaware	Mgmt	For	For	For
2.A	Amend Articles	Mgmt	For	For	For
2.B	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	For	For	For
2.C	Authorize Board to Fill Vacancies	Mgmt	For	For	For
2.D	Provide Right to Call a Special Meeting	Mgmt	For	Against	Against
2.E	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
2.F	Amend Exclusive Forum Provision	Mgmt	For	For	For
2.G	Authorize New Class of Preferred Stock	Mgmt	For	Against	Against
2.H	Authorize a New Class of Common Stock	Mgmt	For	For	For

Meeting Date: 05/30/2024	Country: Norway	Ticker: MOWI
Record Date: 05/23/2024	Meeting Type: Annual	
Primary Security ID: R4S04H101		

Shares Voted: 4,715

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Elect Chairman of Meeting	Mgmt	For	For	For
1.b	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Receive Briefing on the Business	Mgmt			
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	For
5	Discuss Company's Corporate Governance Statement	Mgmt			
6	Approve Equity Plan Financing	Mgmt	For	For	For
7	Approve Remuneration Statement	Mgmt	For	For	For
8	Approve Remuneration of Directors	Mgmt	For	For	For
9	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
10	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Kathrine Fredriksen as Director	Mgmt	For	For	For
11.b	Reelect Peder Strand as Director	Mgmt	For	For	For
11.c	Elect Kjersti Hobol as New Director	Mgmt	For	For	For
11.d	Elect Leif Teksum as New Director	Mgmt	For	For	For
12.a	Reelect Anne Lise Ellingsen Gryte as Member of Nominating Committee	Mgmt	For	For	For
12.b	Elect Peder Weidemann Egseth as Member of Nominating Committee	Mgmt	For	For	For
13	Authorize Board to Distribute Dividends	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15.A	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
15.B	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Amgen Inc.

Meeting Date: 05/31/2024

Record Date: 04/01/2024

Primary Security ID: 031162100

Country: USA

Meeting Type: Annual

Ticker: AMGN

Shares Voted: 9,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1l	Elect Director Amy E. Miles	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024

Record Date: 04/05/2024

Primary Security ID: 91324P102

Country: USA

Meeting Type: Annual

Ticker: UNH

Shares Voted: 3,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For	For
1j	Elect Director Andrew Witty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For

The Hong Kong and China Gas Company Limited

Meeting Date: 06/04/2024

Country: Hong Kong

Ticker: 3

Record Date: 05/29/2024

Meeting Type: Annual

Primary Security ID: Y33370100

Shares Voted: 326,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Lee Ka-shing as Director	Mgmt	For	Against	Against
3.2	Elect Colin Lam Ko-yin as Director	Mgmt	For	Against	Against
3.3	Elect Poon Chung-kwong as Director	Mgmt	For	For	For
3.4	Elect Yeung Lui-ming as Director	Mgmt	For	Against	Against
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

The TJX Companies, Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: TJX

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 872540109

The TJX Companies, Inc.

Shares Voted: 16,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	For
1b	Elect Director Alan M. Bennett	Mgmt	For	For	For
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	For
1d	Elect Director David T. Ching	Mgmt	For	For	For
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	For
1f	Elect Director Ernie Herrman	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director Carol Meyrowitz	Mgmt	For	For	For
1i	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	For
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	Against	For	For

Hydro One Limited

Meeting Date: 06/05/2024Country: CanadaTicker: H

Record Date: 04/08/2024Meeting Type: Annual

Primary Security ID: 448811208

Shares Voted: 20,693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Cherie Brant	Mgmt	For	For	For
1B	Elect Director David Hay	Mgmt	For	For	For
1C	Elect Director Timothy Hodgson	Mgmt	For	For	For
1D	Elect Director David Lebeter	Mgmt	For	For	For
1E	Elect Director Stacey Mowbray	Mgmt	For	For	For
1F	Elect Director Mitch Panciuk	Mgmt	For	For	For
1G	Elect Director Mark Podlasly	Mgmt	For	For	For
1H	Elect Director Helga Reidel	Mgmt	For	For	For
1I	Elect Director Melissa Sonberg	Mgmt	For	For	For
1J	Elect Director Brian Vaasjo	Mgmt	For	For	For
1K	Elect Director Susan Wolburgh Jenah	Mgmt	For	For	For

Hydro One Limited

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

Thomson Reuters Corporation

Meeting Date: 06/05/2024

Country: Canada

Ticker: TRI

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 884903808

Shares Voted: 4,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Thomson	Mgmt	For	For	For
1.2	Elect Director Steve Hasker	Mgmt	For	For	For
1.3	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1.4	Elect Director W. Edmund Clark	Mgmt	For	For	For
1.5	Elect Director LaVerne Council	Mgmt	For	For	For
1.6	Elect Director Michael E. Daniels	Mgmt	For	For	For
1.7	Elect Director Kirk Koenigsbauer	Mgmt	For	For	For
1.8	Elect Director Deanna Oppenheimer	Mgmt	For	For	For
1.9	Elect Director Simon Paris	Mgmt	For	For	For
1.10	Elect Director Kim M. Rivera	Mgmt	For	For	For
1.11	Elect Director Barry Salzberg	Mgmt	For	For	For
1.12	Elect Director Peter J. Thomson	Mgmt	For	For	For
1.13	Elect Director Beth Wilson	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

Walmart Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: WMT

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 931142103

Walmart Inc.

Shares Voted: 54,765

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

Restaurant Brands International Inc.

Meeting Date: 06/06/2024Country: CanadaTicker: QSR

Record Date: 04/12/2024Meeting Type: Annual

Primary Security ID: 76131D103

Shares Voted: 5,369

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexandre Behring	Mgmt	For	For	For

Restaurant Brands International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Maximilien de Limburg Stirum	Mgmt	For	For	For
1.3	Elect Director J. Patrick Doyle	Mgmt	For	For	For
1.4	Elect Director Cristina Farjallat	Mgmt	For	For	For
1.5	Elect Director Jordana Fribourg	Mgmt	For	For	For
1.6	Elect Director Ali G. Hedayat	Mgmt	For	For	For
1.7	Elect Director Marc Lemann	Mgmt	For	For	For
1.8	Elect Director Jason Melbourne	Mgmt	For	For	For
1.9	Elect Director Daniel S. Schwartz	Mgmt	For	For	For
1.10	Elect Director Thecla Sweeney	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Allow Shareholder Meetings to be Held in Virtual Format *Withdrawn Resolution*	SH			
5	Report on Board Oversight of Diversity	SH	Against	For	For
6	Report on Supply Chain Water Risk Exposure	SH	Against	For	For
7	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	For	For
8	Disclose Any Annual Benchmarks for Animal Welfare Goals	SH	Against	Against	Against
9	Report on PMSG use in Pork *Withdrawn Resolution*	SH			
10	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
11	Require Independent Board Chairman	SH	Against	For	For

SalMar ASA

Meeting Date: 06/06/2024

Record Date: 05/30/2024

Primary Security ID: R7445C102

Country: Norway

Meeting Type: Annual

Ticker: SALM

Shares Voted: 1,563

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Receive Presentation of the Business	Mgmt			
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends of NOK 35 Per Share	Mgmt	For	For	For
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Discuss Company's Corporate Governance Statement	Mgmt			
9	Approve Remuneration Statement	Mgmt	For	Against	Against
10	Approve Share-Based Incentive Plan	Mgmt	For	Against	Against
11.1	Reelect Gustav Witzoe (Chair) as Director	Mgmt	For	For	For
11.2	Reelect Morten Loktu as Director	Mgmt	For	For	For
11.3	Reelect Arnhild Holstad as Director	Mgmt	For	For	For
11.4	Reelect Magnus Dybvad as Deputy Director	Mgmt	For	For	For
11.5	Elect Vibecke Bondo as Deputy Director	Mgmt	For	For	For
12.1	Reelect Endre Kolbjornsen as Member of Nominating Committee	Mgmt	For	For	For
12.2	Elect Ingjer Ofstad as Member of Nominating Committee	Mgmt	For	For	For
13	Approve Creation of NOK 1.65 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
14	Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 1.65 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Ratify Ernst & Young AS as Auditors	Mgmt	For	For	For
17	Approve Agreement that no Corporate Assembly Shall be Established	Mgmt	For	For	For

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	Mgmt	For	For	For
3	Approve Dividends	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Jonathan C. Burrell	Mgmt	For	For	For
5b	Elect Director Joseph J. Hartnett	Mgmt	For	For	For
5c	Elect Director Min H. Kao	Mgmt	For	For	For
5d	Elect Director Catherine A. Lewis	Mgmt	For	For	For
5e	Elect Director Clifton A. Pemble	Mgmt	For	For	For
5f	Elect Director Susan M. Ball	Mgmt	For	For	For
6	Elect Min H. Kao as Board Chair	Mgmt	For	For	For
7a	Appoint Jonathan C. Burrell as Member of the Compensation Committee	Mgmt	For	For	For
7b	Appoint Joseph J. Hartnett as Member of the Compensation Committee	Mgmt	For	For	For
7c	Appoint Catherine A. Lewis as Member of the Compensation Committee	Mgmt	For	For	For
7d	Appoint Susan M. Ball as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
11	Advisory Vote on the Swiss Statutory Compensation Report	Mgmt	For	For	For
12	Approve Non-Financial Report	Mgmt	For	For	For
13	Approve Fiscal Year 2025 Maximum Aggregate Compensation for the Executive Management	Mgmt	For	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2024 AGM and the 2025 AGM	Mgmt	For	For	For
15	Amend Omnibus Stock Plan	Mgmt	For	For	For
16	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For

Comcast Corporation

Meeting Date: 06/10/2024

Country: USA

Ticker: CMCSA

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 20030N101

Shares Voted: 33,216

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

Keurig Dr Pepper Inc.

Meeting Date: 06/10/2024

Country: USA

Ticker: KDP

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 49271V100

Shares Voted: 91,239

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Timothy "Tim" Cofer	Mgmt	For	For	For
1B	Elect Director Robert "Bob" Gamgort	Mgmt	For	For	For
1C	Elect Director Oray B. Boston, Jr.	Mgmt	For	For	For
1D	Elect Director Joachim Creus	Mgmt	For	For	For
1E	Elect Director Olivier Goudet	Mgmt	For	For	For
1F	Elect Director Juliette Hickman	Mgmt	For	For	For
1G	Elect Director Paul Michaels	Mgmt	For	For	For
1H	Elect Director Pamela "Pam" Patsley	Mgmt	For	For	For

Keurig Dr Pepper Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1I	Elect Director Lubomira Rochet	Mgmt	For	For	For
1J	Elect Director Debra Sandler	Mgmt	For	For	For
1K	Elect Director Robert "Bob" Singer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Efforts to Reduce Plastic Use	SH	Against	For	For

Nasdaq, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: NDAQ

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 631103108

Shares Voted: 26,436

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	For	For	For
1b	Elect Director Charlene T. Begley	Mgmt	For	For	For
1c	Elect Director Adena T. Friedman	Mgmt	For	For	For
1d	Elect Director Essa Kazim	Mgmt	For	For	For
1e	Elect Director Thomas A. Kloet	Mgmt	For	For	For
1f	Elect Director Kathryn A. Koch	Mgmt	For	For	For
1g	Elect Director Holden Spaht	Mgmt	For	For	For
1h	Elect Director Michael R. Splinter	Mgmt	For	For	For
1i	Elect Director Johan Torgeby	Mgmt	For	For	For
1j	Elect Director Toni Townes-Whitley	Mgmt	For	For	For
1k	Elect Director Jeffery W. Yabuki	Mgmt	For	For	For
1l	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Caterpillar, Inc.

Meeting Date: 06/12/2024

Record Date: 04/15/2024

Primary Security ID: 149123101

Country: USA

Meeting Type: Annual

Ticker: CAT

Shares Voted: 5,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel M. Dickinson	Mgmt	For	For	For
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1.3	Elect Director Gerald Johnson	Mgmt	For	For	For
1.4	Elect Director David W. MacLennan	Mgmt	For	Against	Against
1.5	Elect Director Judith F. Marks	Mgmt	For	For	For
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.7	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.8	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.9	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	SH	Against	Against	Against

Dollarama Inc.

Meeting Date: 06/12/2024

Record Date: 04/18/2024

Primary Security ID: 25675T107

Country: Canada

Meeting Type: Annual

Ticker: DOL

Shares Voted: 7,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Joshua Bekenstein	Mgmt	For	For	For
1B	Elect Director Gregory David	Mgmt	For	For	For
1C	Elect Director Elisa D. Garcia C.	Mgmt	For	For	For
1D	Elect Director Stephen Gunn	Mgmt	For	For	For
1E	Elect Director Kristin Mugford	Mgmt	For	For	For
1F	Elect Director Nicholas Nomicos	Mgmt	For	For	For
1G	Elect Director Neil Rossy	Mgmt	For	For	For

Dollarama Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1H	Elect Director Samira Sakhia	Mgmt	For	For	For
1I	Elect Director Thecla Sweeney	Mgmt	For	For	For
1J	Elect Director Huw Thomas	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

Roper Technologies, Inc.

Meeting Date: 06/12/2024Country: USATicker: ROP

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

Primary Security ID: 776696106

Shares Voted: 2,818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	Mgmt	For	For	For
1.2	Elect Director Amy Woods Brinkley	Mgmt	For	For	For
1.3	Elect Director Irene M. Esteves	Mgmt	For	For	For
1.4	Elect Director L. Neil Hunn	Mgmt	For	For	For
1.5	Elect Director Robert D. Johnson	Mgmt	For	For	For
1.6	Elect Director Thomas P. Joyce, Jr.	Mgmt	For	For	For
1.7	Elect Director John F. Murphy	Mgmt	For	For	For
1.8	Elect Director Laura G. Thatcher	Mgmt	For	For	For
1.9	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.10	Elect Director Christopher Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Target Corporation

Meeting Date: 06/12/2024Country: USATicker: TGT

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

Primary Security ID: 87612E106

Target Corporation

Shares Voted: 10,068

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For	For
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1c	Elect Director George S. Barrett	Mgmt	For	For	For
1d	Elect Director Gail K. Boudreaux	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Robert L. Edwards	Mgmt	For	For	For
1g	Elect Director Donald R. Knauss	Mgmt	For	For	For
1h	Elect Director Christine A. Leahy	Mgmt	For	For	For
1i	Elect Director Monica C. Lozano	Mgmt	For	For	For
1j	Elect Director Grace Puma	Mgmt	For	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	For	For
1l	Elect Director Dmitri L. Stockton	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	Require Independent Board Chair	SH	Against	For	For
5	Report on Animal Pain Management	SH	Against	Against	Against
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For
7	Report on Congruency of Political Spending with Company Stated Values	SH	Against	For	For
8	Report on Charitable Contributions	SH	Against	Against	Against

T-Mobile US, Inc.

Meeting Date: 06/12/2024Country: USATicker: TMUS

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

Primary Security ID: 872590104

Shares Voted: 12,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Almeida	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marcelo Claire	Mgmt	For	Withhold	Withhold
1.3	Elect Director Srikant M. Datar	Mgmt	For	For	For
1.4	Elect Director Srinivasan Gopalan	Mgmt	For	Withhold	Withhold
1.5	Elect Director Timotheus Hottges	Mgmt	For	Withhold	Withhold

T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Christian P. Illek	Mgmt	For	Withhold	Withhold
1.7	Elect Director James Kavanaugh	Mgmt	For	For	For
1.8	Elect Director Raphael Kubler	Mgmt	For	Withhold	Withhold
1.9	Elect Director Thorsten Langheim	Mgmt	For	Withhold	Withhold
1.10	Elect Director Dominique Leroy	Mgmt	For	Withhold	Withhold
1.11	Elect Director Letitia A. Long	Mgmt	For	For	For
1.12	Elect Director G. Michael (Mike) Sievert	Mgmt	For	Withhold	Withhold
1.13	Elect Director Teresa A. Taylor	Mgmt	For	For	For
1.14	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Monster Beverage Corporation

Meeting Date: 06/13/2024Country: USATicker: MNST

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

Primary Security ID: 61174X109

Shares Voted: 28,779

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

Smurfit Kappa Group Plc

Meeting Date: 06/13/2024Country: IrelandTicker: SKG

Record Date: 06/09/2024Meeting Type: Court

Primary Security ID: 83272W106

Smurfit Kappa Group Plc

Shares Voted: 306

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

The Descartes Systems Group Inc.

Meeting Date: 06/13/2024Country: CanadaTicker: DSG

Record Date: 04/26/2024Meeting Type: Annual

Primary Security ID: 249906108

Shares Voted: 4,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deepak Chopra	Mgmt	For	For	For
1.2	Elect Director Deborah Close	Mgmt	For	For	For
1.3	Elect Director Eric A. Demirian	Mgmt	For	For	For
1.4	Elect Director Sandra Hanington	Mgmt	For	For	For
1.5	Elect Director Kelley Irwin	Mgmt	For	For	For
1.6	Elect Director Dennis Maple	Mgmt	For	For	For
1.7	Elect Director Chris Muntwyler	Mgmt	For	For	For
1.8	Elect Director Jane O'Hagan	Mgmt	For	For	For
1.9	Elect Director Edward J. Ryan	Mgmt	For	For	For
1.10	Elect Director John J. Walker	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Performance and Restricted Share Unit Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Hankyu Hanshin Holdings, Inc.

Meeting Date: 06/14/2024Country: JapanTicker: 9042

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J18439109

Shares Voted: 7,478

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

Hankyu Hanshin Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Sumi, Kazuo	Mgmt	For	Against	Against
2.2	Elect Director Shimada, Yasuo	Mgmt	For	For	For
2.3	Elect Director Kusu, Yusuke	Mgmt	For	For	For
2.4	Elect Director Endo, Noriko	Mgmt	For	For	For
2.5	Elect Director Tsuru, Yuki	Mgmt	For	For	For
2.6	Elect Director Kobayashi, Mitsuyoshi	Mgmt	For	For	For
2.7	Elect Director Shimatani, Yoshishige	Mgmt	For	For	For
2.8	Elect Director Araki, Naoya	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Komiyama, Michiari	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Takahashi, Yuko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Hashimoto, Kazunori	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Tsuru, Yuki	Mgmt	For	For	For

Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/14/2024	Country: USA	Ticker: REGN
Record Date: 04/16/2024	Meeting Type: Annual	
Primary Security ID: 75886F107		

Shares Voted: 2,489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director N. Anthony Coles	Mgmt	For	For	For
1b	Elect Director Kathryn Guarini	Mgmt	For	For	For
1c	Elect Director Arthur F. Ryan	Mgmt	For	Against	Against
1d	Elect Director David P. Schenkein	Mgmt	For	For	For
1e	Elect Director George L. Sing	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	Adopt Simple Majority Vote	SH	Against	For	For

Shizuoka Financial Group, Inc.

Meeting Date: 06/14/2024	Country: Japan	Ticker: 5831
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J74446105		

Shares Voted: 27,319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2.1	Elect Director Nakanishi, Katsunori	Mgmt	For	Against	Against
2.2	Elect Director Shibata, Hisashi	Mgmt	For	Against	Against
2.3	Elect Director Yagi, Minoru	Mgmt	For	For	For
2.4	Elect Director Fukushima, Yutaka	Mgmt	For	For	For
2.5	Elect Director Fujisawa, Kumi	Mgmt	For	For	For
2.6	Elect Director Inano, Kazutoshi	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Kiyokawa, Koichi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Ito, Motoshige	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Tsubochi, Kazuto	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Ushio, Naomi	Mgmt	For	For	For

Tesco Plc

Meeting Date: 06/14/2024Country: United KingdomTicker: TSCO

Record Date: 06/12/2024Meeting Type: Annual

Primary Security ID: G8T67X102

Shares Voted: 184,774

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
5	Elect Gerry Murphy as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
9	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For
10	Re-elect Ken Murphy as Director	Mgmt	For	For	For
11	Re-elect Imran Nawaz as Director	Mgmt	For	For	For

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

Zenkoku Hosho Co., Ltd.

Meeting Date: 06/14/2024

Record Date: 03/31/2024

Primary Security ID: J98829104

Country: Japan

Meeting Type: Annual

Ticker: 7164

Shares Voted: 6,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 170	Mgmt	For	For	For
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Ishikawa, Eiji	Mgmt	For	For	For
3.2	Elect Director Aoki, Yuichi	Mgmt	For	For	For
3.3	Elect Director Yamaguchi, Takashi	Mgmt	For	For	For
3.4	Elect Director Asada, Keiichi	Mgmt	For	For	For
3.5	Elect Director Yoneta, Noriyoshi	Mgmt	For	For	For
3.6	Elect Director Mizuguchi, Ko	Mgmt	For	For	For
3.7	Elect Director Kamijo, Masahito	Mgmt	For	For	For
3.8	Elect Director Nagashima, Yoshiro	Mgmt	For	For	For
3.9	Elect Director Imado, Tomoe	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Fujino, Mamoru	Mgmt	For	For	For

Zenkoku Hosho Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Appoint Statutory Auditor Sato, Takafumi	Mgmt	For	For	For
4.3	Appoint Statutory Auditor Furumoto, Yuko	Mgmt	For	For	For
4.4	Appoint Statutory Auditor Nakajima, Makoto	Mgmt	For	For	For

JAPAN POST INSURANCE Co., Ltd.

Meeting Date: 06/17/2024Country: JapanTicker: 7181

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J2800E107

Shares Voted: 12,081

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tanigaki, Kunio	Mgmt	For	For	For
1.2	Elect Director Onishi, Toru	Mgmt	For	For	For
1.3	Elect Director Nara, Tomoaki	Mgmt	For	For	For
1.4	Elect Director Masuda, Hiroya	Mgmt	For	For	For
1.5	Elect Director Suzuki, Masako	Mgmt	For	For	For
1.6	Elect Director Harada, Kazuyuki	Mgmt	For	For	For
1.7	Elect Director Tonosu, Kaori	Mgmt	For	For	For
1.8	Elect Director Tomii, Satoshi	Mgmt	For	For	For
1.9	Elect Director Shingu, Yuki	Mgmt	For	For	For
1.10	Elect Director Omachi, Reiko	Mgmt	For	For	For
1.11	Elect Director Yamana, Shoei	Mgmt	For	For	For

Japan Post Bank Co., Ltd.

Meeting Date: 06/18/2024Country: JapanTicker: 7182

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J2800C101

Shares Voted: 24,913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kasama, Takayuki	Mgmt	For	Against	Against
1.2	Elect Director Tanaka, Susumu	Mgmt	For	For	For
1.3	Elect Director Yano, Harumi	Mgmt	For	For	For
1.4	Elect Director Masuda, Hiroya	Mgmt	For	For	For

Japan Post Bank Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Yamazaki, Katsuyo	Mgmt	For	For	For
1.6	Elect Director Takeuchi, Keisuke	Mgmt	For	For	For
1.7	Elect Director Kaiwa, Makoto	Mgmt	For	For	For
1.8	Elect Director Aihara, Risa	Mgmt	For	For	For
1.9	Elect Director Kawamura, Hiroshi	Mgmt	For	For	For
1.10	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
1.11	Elect Director Nakazawa, Keiji	Mgmt	For	For	For
1.12	Elect Director Sato, Atsuko	Mgmt	For	For	For
1.13	Elect Director Amano, Reiko	Mgmt	For	For	For
1.14	Elect Director Kato, Akane	Mgmt	For	For	For

Japan Exchange Group, Inc.

Meeting Date: 06/19/2024Country: JapanTicker: 8697

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J2740B106

Shares Voted: 10,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Allow Virtual Only Shareholder Meetings	Mgmt	For	For	For
2.1	Elect Director Kinoshita, Yasushi	Mgmt	For	For	For
2.2	Elect Director Yamaji, Hiromi	Mgmt	For	For	For
2.3	Elect Director Iwanaga, Moriyuki	Mgmt	For	For	For
2.4	Elect Director Yokoyama, Ryusuke	Mgmt	For	For	For
2.5	Elect Director Miyahara, Koichiro	Mgmt	For	For	For
2.6	Elect Director Konuma, Yasuyuki	Mgmt	For	For	For
2.7	Elect Director Philippe Avril	Mgmt	For	For	For
2.8	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.9	Elect Director Ota, Hiroko	Mgmt	For	For	For
2.10	Elect Director Kama, Kazuaki	Mgmt	For	For	For
2.11	Elect Director Sumida, Sayaka	Mgmt	For	For	For
2.12	Elect Director Takeno, Yasuzo	Mgmt	For	For	For
2.13	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.14	Elect Director Matsumoto, Mitsuhiro	Mgmt	For	For	For

Japan Exchange Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.15	Elect Director Lin Kay	Mgmt	For	For	For

Japan Post Holdings Co., Ltd.

Meeting Date: 06/19/2024	Country: Japan	Ticker: 6178
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J2800D109		

Shares Voted: 27,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Masuda, Hiroya	Mgmt	For	Against	Against
1.2	Elect Director Iizuka, Atsushi	Mgmt	For	For	For
1.3	Elect Director Senda, Tetsuya	Mgmt	For	For	For
1.4	Elect Director Tanigaki, Kunio	Mgmt	For	For	For
1.5	Elect Director Kasama, Takayuki	Mgmt	For	For	For
1.6	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
1.7	Elect Director Koezuka, Mihar	Mgmt	For	For	For
1.8	Elect Director Kaiami, Makoto	Mgmt	For	For	For
1.9	Elect Director Satake, Akira	Mgmt	For	For	For
1.10	Elect Director Suwa, Takako	Mgmt	For	For	For
1.11	Elect Director Ito, Yayoi	Mgmt	For	For	For
1.12	Elect Director Oeda, Hiroshi	Mgmt	For	For	For
1.13	Elect Director Kimura, Miyoko	Mgmt	For	For	For
1.14	Elect Director Shindo, Kosei	Mgmt	For	For	For
1.15	Elect Director Shiono, Noriko	Mgmt	For	For	For

KDDI Corp.

Meeting Date: 06/19/2024	Country: Japan	Ticker: 9433
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J31843105		

Shares Voted: 9,556

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Tanaka, Takashi	Mgmt	For	For	For
2.2	Elect Director Takahashi, Makoto	Mgmt	For	For	For

KDDI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Kuwahara, Yasuaki	Mgmt	For	For	For
2.4	Elect Director Matsuda, Hiromichi	Mgmt	For	For	For
2.5	Elect Director Saishoji, Nanae	Mgmt	For	For	For
2.6	Elect Director Takezawa, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Yamaguchi, Goro	Mgmt	For	For	For
2.8	Elect Director Yamamoto, Keiji	Mgmt	For	For	For
2.9	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For
2.10	Elect Director Okawa, Junko	Mgmt	For	For	For
2.11	Elect Director Okumiya, Kyoko	Mgmt	For	For	For
2.12	Elect Director Ando, Makoto	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamashita, Kazuyasu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Fukushima, Naoki	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Kogure, Kazutoshi	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Arima, Koji	Mgmt	For	For	For

Keihan Holdings Co., Ltd.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 9045

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J31975121

Shares Voted: 9,357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For
2.1	Elect Director Kato, Yoshifumi	Mgmt	For	For	For
2.2	Elect Director Ishimaru, Masahiro	Mgmt	For	For	For
2.3	Elect Director Ueno, Masaya	Mgmt	For	For	For
2.4	Elect Director Hirakawa, Yoshihiro	Mgmt	For	For	For
2.5	Elect Director Domoto, Yoshihisa	Mgmt	For	For	For
2.6	Elect Director Matsushita, Yasushi	Mgmt	For	For	For
2.7	Elect Director Hashizume, Shinya	Mgmt	For	For	For
2.8	Elect Director Ken Chan Chien-Wei	Mgmt	For	For	For
2.9	Elect Director Yamamoto, Takehiko	Mgmt	For	For	For

West Japan Railway Co.

Meeting Date: 06/19/2024

Record Date: 03/31/2024

Primary Security ID: J95094108

Country: Japan

Meeting Type: Annual

Ticker: 9021

Shares Voted: 6,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 84.5	Mgmt	For	For	For
2.1	Elect Director Hasegawa, Kazuaki	Mgmt	For	For	For
2.2	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For
2.3	Elect Director Nozaki, Haruko	Mgmt	For	For	For
2.4	Elect Director Iino, Kenji	Mgmt	For	For	For
2.5	Elect Director Miyabe, Yoshiyuki	Mgmt	For	For	For
2.6	Elect Director Kurasaka, Shoji	Mgmt	For	For	For
2.7	Elect Director Tsubone, Eiji	Mgmt	For	For	For
2.8	Elect Director Okuda, Hideo	Mgmt	For	For	For
2.9	Elect Director Haruna, Koichi	Mgmt	For	For	For
2.10	Elect Director Inoue, Akira	Mgmt	For	For	For
2.11	Elect Director Urushihara, Takeshi	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Ogura, Maki	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Tada, Makiko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Hazama, Emiko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Goto, Kenryo	Mgmt	For	For	For

Yakult Honsha Co., Ltd.

Meeting Date: 06/19/2024

Record Date: 03/31/2024

Primary Security ID: J95468120

Country: Japan

Meeting Type: Annual

Ticker: 2267

Shares Voted: 15,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Narita, Hiroshi	Mgmt	For	For	For
1.2	Elect Director Hirano, Koichi	Mgmt	For	For	For
1.3	Elect Director Nagira, Masatoshi	Mgmt	For	For	For
1.4	Elect Director Hoshiko, Hideaki	Mgmt	For	For	For
1.5	Elect Director Shimada, Junichi	Mgmt	For	For	For

Yakult Honsha Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Tobe, Naoko	Mgmt	For	For	For
1.7	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For
1.8	Elect Director Nagasawa, Yumiko	Mgmt	For	For	For
1.9	Elect Director Akutsu, Satoshi	Mgmt	For	For	For
1.10	Elect Director Matthew Digby	Mgmt	For	For	For
1.11	Elect Director Naito, Manabu	Mgmt	For	For	For
1.12	Elect Director Suzuki, Yasuyuki	Mgmt	For	For	For
1.13	Elect Director Watanabe, Shuichi	Mgmt	For	For	For
1.14	Elect Director Kawabata, Hiroyuki	Mgmt	For	For	For
1.15	Elect Director Fukuzawa, Toshihiko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Kawana, Hideyuki	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Machida, Emi	Mgmt	For	Against	Against
2.3	Appoint Statutory Auditor Okochi, Kimikazu	Mgmt	For	For	For
2.4	Appoint Statutory Auditor Kitamura, Satoko	Mgmt	For	For	For
2.5	Appoint Statutory Auditor Onozuka, Yoshiaki	Mgmt	For	For	For

Astellas Pharma, Inc.

Meeting Date: 06/20/2024Country: JapanTicker: 4503

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J03393105

Shares Voted: 20,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yasukawa, Kenji	Mgmt	For	For	For
1.2	Elect Director Okamura, Naoki	Mgmt	For	For	For
1.3	Elect Director Sugita, Katsuyoshi	Mgmt	For	For	For
1.4	Elect Director Tanaka, Takashi	Mgmt	For	For	For
1.5	Elect Director Sakurai, Eriko	Mgmt	For	For	For
1.6	Elect Director Miyazaki, Masahiro	Mgmt	For	For	For
1.7	Elect Director Ono, Yoichi	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Hirota, Rika	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Nakayama, Mika	Mgmt	For	For	For

Astellas Pharma, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director and Audit Committee Member Aramaki, Tomoko	Mgmt	For	For	For

Bureau Veritas SA

Meeting Date: 06/20/2024	Country: France	Ticker: BVI
Record Date: 06/18/2024	Meeting Type: Annual	
Primary Security ID: F96888114		

Shares Voted: 29,706

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.83 per Share	Mgmt	For	For	For
4	Approve Transaction with Lead Director Re: Remuneration	Mgmt	For	For	For
5	Ratify Appointment of Geoffroy Roux de Bezieux as Director	Mgmt	For	For	For
6	Elect BPIFRANCE INVESTISSEMENT as Director	Mgmt	For	Against	Against
7	Reelect Christine Anglade as Director	Mgmt	For	Against	Against
8	Reelect Claude Ehlinger as Director	Mgmt	For	Against	Against
9	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Aldo Cardoso, Chairman of the Board from January 1, 2023 until June 22, 2023	Mgmt	For	For	For
12	Approve Compensation of Laurent Mignon, Chairman of the Board from June 22, 2023 until December 31, 2023	Mgmt	For	For	For
13	Approve Compensation of Hinda Gharbi, CEO from June 22, 2023 until December 31, 2023	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration Policy of CEO	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dollar Tree, Inc.

Meeting Date: 06/20/2024

Record Date: 04/12/2024

Primary Security ID: 256746108

Country: USA

Meeting Type: Annual

Ticker: DLTR

Shares Voted: 13,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1b	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1c	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1d	Elect Director Paul C. Hilal	Mgmt	For	For	For
1e	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1f	Elect Director Mary A. Laschinger	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director Winnie Y. Park	Mgmt	For	For	For
1i	Elect Director Diane E. Randolph	Mgmt	For	For	For
1j	Elect Director Bertram L. Scott	Mgmt	For	For	For
1k	Elect Director Stephanie P. Stahl	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	Require Independent Board Chair	SH	Against	For	For

East Japan Railway Co.

Meeting Date: 06/20/2024

Record Date: 03/31/2024

Primary Security ID: J1257M109

Country: Japan

Meeting Type: Annual

Ticker: 9020

East Japan Railway Co.

Shares Voted: 4,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Fukasawa, Yuji	Mgmt	For	For	For
2.2	Elect Director Kise, Yoichi	Mgmt	For	For	For
2.3	Elect Director Ise, Katsumi	Mgmt	For	For	For
2.4	Elect Director Watari, Chiharu	Mgmt	For	For	For
2.5	Elect Director Ito, Atsuko	Mgmt	For	For	For
2.6	Elect Director Nakagawa, Harumi	Mgmt	For	For	For
2.7	Elect Director Uchida, Hideji	Mgmt	For	For	For
2.8	Elect Director Kawamoto, Hiroko	Mgmt	For	For	For
2.9	Elect Director Iwamoto, Toshio	Mgmt	For	For	For
2.10	Elect Director Noda, Yumiko	Mgmt	For	For	For
2.11	Elect Director Ohashi, Hiroshi	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Amaya, Tomoko	Mgmt	For	For	For

Nippon Telegraph & Telephone Corp.

Meeting Date: 06/20/2024Country: JapanTicker: 9432

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J59396101

Shares Voted: 250,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 2.6	Mgmt	For	For	For
2.1	Elect Director Sawada, Jun	Mgmt	For	For	For
2.2	Elect Director Shimada, Akira	Mgmt	For	Against	Against
2.3	Elect Director Kawazoe, Katsuhiko	Mgmt	For	For	For
2.4	Elect Director Hiroj, Takashi	Mgmt	For	For	For
2.5	Elect Director Onishi, Sachiko	Mgmt	For	For	For
2.6	Elect Director Sakamura, Ken	Mgmt	For	For	For
2.7	Elect Director Uchinaga, Yukako	Mgmt	For	For	For
2.8	Elect Director Watanabe, Koichiro	Mgmt	For	For	For
2.9	Elect Director Endo, Noriko	Mgmt	For	For	For
2.10	Elect Director Takei, Natsuko	Mgmt	For	For	For

Nippon Telegraph & Telephone Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Appoint Shareholder Director Nominee Maeda, Tomoki	SH	Against	Against	Against

Nitori Holdings Co., Ltd.

Meeting Date: 06/20/2024	Country: Japan	Ticker: 9843
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J58214131		

Shares Voted: 1,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nitori, Akio	Mgmt	For	For	For
1.2	Elect Director Shirai, Toshiyuki	Mgmt	For	For	For
1.3	Elect Director Sudo, Fumihiro	Mgmt	For	For	For
1.4	Elect Director Takeda, Masanori	Mgmt	For	For	For
1.5	Elect Director Abiko, Hiromi	Mgmt	For	For	For
1.6	Elect Director Okano, Takaaki	Mgmt	For	For	For
1.7	Elect Director Miyauchi, Yoshihiko	Mgmt	For	For	For
1.8	Elect Director Yoshizawa, Naoko	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Kubo, Takao	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Izawa, Yoshiyuki	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Ando, Hisayoshi	Mgmt	For	For	For

Ono Pharmaceutical Co., Ltd.

Meeting Date: 06/20/2024	Country: Japan	Ticker: 4528
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J61546115		

Shares Voted: 14,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Sagara, Gyo	Mgmt	For	For	For
2.2	Elect Director Takino, Toichi	Mgmt	For	For	For
2.3	Elect Director Tsujinaka, Toshihiro	Mgmt	For	For	For
2.4	Elect Director Nomura, Masao	Mgmt	For	For	For

Ono Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Okuno, Akiko	Mgmt	For	For	For
2.6	Elect Director Nagae, Shusaku	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Idemitsu, Kiyooki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hishiyama, Yasuo	Mgmt	For	For	For

SCSK Corp.

Meeting Date: 06/20/2024Country: JapanTicker: 9719

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J70081104

Shares Voted: 12,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Director Titles	Mgmt	For	For	For
2.1	Elect Director Yamano, Hideki	Mgmt	For	For	For
2.2	Elect Director Toma, Takaaki	Mgmt	For	For	For
2.3	Elect Director Ozaki, Tsutomu	Mgmt	For	For	For
2.4	Elect Director Kato, Shinichi	Mgmt	For	For	For
2.5	Elect Director Kubo, Tetsuya	Mgmt	For	For	For
2.6	Elect Director Hirata, Sadayo	Mgmt	For	For	For
2.7	Elect Director Yamana, Shoei	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Miki, Yasuo	Mgmt	For	Against	Against

Shionogi & Co., Ltd.

Meeting Date: 06/20/2024Country: JapanTicker: 4507

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J74229105

Shares Voted: 4,949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.2	Elect Director Sawada, Takuko	Mgmt	For	For	For
2.3	Elect Director Ando, Keiichi	Mgmt	For	For	For

Shionogi & Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Ozaki, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Takatsuki, Fumi	Mgmt	For	For	For
2.6	Elect Director Fujiwara, Takaoki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okuhara, Shuichi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kishida, Noriyuki	Mgmt	For	For	For

Sumitomo Mitsui Trust Holdings, Inc.

Meeting Date: 06/20/2024	Country: Japan	Ticker: 8309
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J7772M102		

Shares Voted: 10,693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2	Amend Articles to Change Company Name	Mgmt	For	For	For
3	Amend Articles to Increase Authorized Capital	Mgmt	For	For	For
4.1	Elect Director Takakura, Toru	Mgmt	For	Against	Against
4.2	Elect Director Kaibara, Atsushi	Mgmt	For	For	For
4.3	Elect Director Suzuki, Yasuyuki	Mgmt	For	For	For
4.4	Elect Director Oyama, Kazuya	Mgmt	For	For	For
4.5	Elect Director Okubo, Tetsuo	Mgmt	For	Against	Against
4.6	Elect Director Hashimoto, Masaru	Mgmt	For	For	For
4.7	Elect Director Nakano, Toshiaki	Mgmt	For	For	For
4.8	Elect Director Kato, Koichi	Mgmt	For	For	For
4.9	Elect Director Matsushita, Isao	Mgmt	For	For	For
4.10	Elect Director Kawamoto, Hiroko	Mgmt	For	For	For
4.11	Elect Director Kato, Nobuaki	Mgmt	For	For	For
4.12	Elect Director Kashima, Kaoru	Mgmt	For	For	For
4.13	Elect Director Ito, Tomonori	Mgmt	For	For	For
4.14	Elect Director Watanabe, Hajime	Mgmt	For	For	For
4.15	Elect Director Fujita, Hirokazu	Mgmt	For	For	For
4.16	Elect Director Sakakibara, Kazuo	Mgmt	For	For	For

TAISEI Corp.

Meeting Date: 06/20/2024

Record Date: 03/31/2024

Primary Security ID: J79561148

Country: Japan

Meeting Type: Annual

Ticker: 1801

Shares Voted: 6,796

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	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Tanaka, Shigeyoshi	Mgmt	For	Against	Against
3.2	Elect Director Aikawa, Yoshiro	Mgmt	For	Against	Against
3.3	Elect Director Okada, Masahiko	Mgmt	For	For	For
3.4	Elect Director Shirakawa, Kenji	Mgmt	For	For	For
3.5	Elect Director Kasahara, Junichi	Mgmt	For	For	For
3.6	Elect Director Yamaura, Mayuki	Mgmt	For	For	For
3.7	Elect Director Yoshino, Yuichiro	Mgmt	For	For	For
3.8	Elect Director Nishimura, Atsuko	Mgmt	For	For	For
3.9	Elect Director Otsuka, Norio	Mgmt	For	For	For
3.10	Elect Director Kokubu, Fumiya	Mgmt	For	For	For
3.11	Elect Director Kamijo, Tsutomu	Mgmt	For	For	For
3.12	Elect Director Koide, Hiroko	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Sato, Yasuhiro	Mgmt	For	Against	Against
4.2	Appoint Statutory Auditor Ohara, Keiko	Mgmt	For	For	For
4.3	Appoint Statutory Auditor Miyauchi, Kazuhiro	Mgmt	For	For	For

Aon Plc

Meeting Date: 06/21/2024

Record Date: 04/12/2024

Primary Security ID: G0403H108

Country: Ireland

Meeting Type: Annual

Ticker: AON

Shares Voted: 5,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	For	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	For	For

Aon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.6	Elect Director Fulvio Conti	Mgmt	For	For	For
1.7	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.8	Elect Director Adriana Karaboutis	Mgmt	For	For	For
1.9	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.10	Elect Director Gloria Santona	Mgmt	For	For	For
1.11	Elect Director Sarah E. Smith	Mgmt	For	For	For
1.12	Elect Director Byron O. Spruell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Central Japan Railway Co.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J05523105

Country: Japan

Meeting Type: Annual

Ticker: 9022

Shares Voted: 10,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For
2.1	Elect Director Kaneko, Shin	Mgmt	For	For	For
2.2	Elect Director Niwa, Shunsuke	Mgmt	For	For	For
2.3	Elect Director Takeda, Kentaro	Mgmt	For	For	For
2.4	Elect Director Nakamura, Akihiko	Mgmt	For	For	For
2.5	Elect Director Mizuno, Takanori	Mgmt	For	For	For
2.6	Elect Director Suzuki, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Tsuge, Koei	Mgmt	For	For	For
2.8	Elect Director Kasama, Haruo	Mgmt	For	For	For
2.9	Elect Director Oshima, Taku	Mgmt	For	For	For
2.10	Elect Director Nagano, Tsuyoshi	Mgmt	For	For	For

Central Japan Railway Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.11	Elect Director Kiba, Hiroko	Mgmt	For	For	For
2.12	Elect Director Joseph Schmelzeis	Mgmt	For	For	For
3	Appoint Statutory Auditor Kinoshita, Shione	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 06/21/2024	Country: Belgium	Ticker: ELI
Record Date: 06/07/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B35656105		

Shares Voted: 2,265

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

Kintetsu Group Holdings Co., Ltd.

Meeting Date: 06/21/2024	Country: Japan	Ticker: 9041
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J3S955116		

Shares Voted: 8,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Tsuji, Takashi	Mgmt	For	For	For
2.2	Elect Director Wakai, Takashi	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Tetsuya	Mgmt	For	For	For
2.4	Elect Director Hara, Shiro	Mgmt	For	For	For
2.5	Elect Director Hayashi, Nobu	Mgmt	For	For	For
2.6	Elect Director Matsumoto, Akihiko	Mgmt	For	For	For
2.7	Elect Director Kasamatsu, Hiroyuki	Mgmt	For	For	For

Kintetsu Group Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Yanagi, Masanori	Mgmt	For	For	For
2.9	Elect Director Katayama, Toshiko	Mgmt	For	For	For
2.10	Elect Director Nagaoka, Takashi	Mgmt	For	For	For
2.11	Elect Director Mikasa, Yuji	Mgmt	For	For	For
2.12	Elect Director Ueda, Naoyoshi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Tada, Hitoshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Maeda, Masahiro	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Suzuki, Kazumi	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Inoue, Michiko	Mgmt	For	For	For
3.5	Appoint Statutory Auditor Nakamura, Tetsuo	Mgmt	For	For	For

Kyushu Railway Co.

Meeting Date: 06/21/2024Country: JapanTicker: 9142

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J41079104

Shares Voted: 12,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 93	Mgmt	For	For	For
2.1	Elect Director Aoyagi, Toshihiko	Mgmt	For	For	For
2.2	Elect Director Furumiya, Yoji	Mgmt	For	For	For
2.3	Elect Director Mori, Toshihiro	Mgmt	For	For	For
2.4	Elect Director Fukunaga, Hiroyuki	Mgmt	For	For	For
2.5	Elect Director Matsushita, Takuma	Mgmt	For	For	For
2.6	Elect Director Akagi, Yumi	Mgmt	For	For	For
2.7	Elect Director Yamamoto, Hitomi	Mgmt	For	For	For
2.8	Elect Director Tanaka, Takashi	Mgmt	For	For	For
2.9	Elect Director Ogasawara, Hiroshi	Mgmt	For	For	For
2.10	Elect Director Fujibayashi, Kiyotaka	Mgmt	For	For	For
2.11	Elect Director Ozawa, Hiroko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Otabe, Koji	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Higashi, Koji	Mgmt	For	For	For

Kyushu Railway Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Elect Director and Audit Committee Member Fujita, Hiromi	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Ogami, Tomoko	Mgmt	For	For	For

MatsukiyoCocokara & Co.

Meeting Date: 06/21/2024Country: JapanTicker: 3088

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J41208109

Shares Voted: 14,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2.1	Elect Director Matsumoto, Namio	Mgmt	For	For	For
2.2	Elect Director Matsumoto, Kiyo	Mgmt	For	For	For
2.3	Elect Director Tsukamoto, Atsushi	Mgmt	For	For	For
2.4	Elect Director Matsumoto, Takashi	Mgmt	For	For	For
2.5	Elect Director Obe, Shingo	Mgmt	For	For	For
2.6	Elect Director Ishibashi, Akio	Mgmt	For	For	For
2.7	Elect Director Yamamoto, Tsuyoshi	Mgmt	For	For	For
2.8	Elect Director Matsuda, Takashi	Mgmt	For	For	For
2.9	Elect Director Matsushita, Isao	Mgmt	For	For	For
2.10	Elect Director Omura, Hiro	Mgmt	For	For	For
2.11	Elect Director Kimura, Keiji	Mgmt	For	For	For
2.12	Elect Director Tanima, Makoto	Mgmt	For	For	For
2.13	Elect Director Kawai, Junko	Mgmt	For	For	For
2.14	Elect Director Okiyama, Tomoko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Watanabe, Shoichi	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

Nomura Real Estate Holdings, Inc.

Meeting Date: 06/21/2024Country: JapanTicker: 3231

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J5893B104

Nomura Real Estate Holdings, Inc.

Shares Voted: 8,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kutsukake, Eiji	Mgmt	For	For	For
1.2	Elect Director Arai, Satoshi	Mgmt	For	For	For
1.3	Elect Director Matsuo, Daisaku	Mgmt	For	For	For
1.4	Elect Director Haga, Makoto	Mgmt	For	For	For
1.5	Elect Director Kurokawa, Hiroshi	Mgmt	For	For	For
1.6	Elect Director Takakura, Chiharu	Mgmt	For	For	For
1.7	Elect Director Yamashita, Yoshinori	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Takahashi, Tetsu	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Suemura, Aogi	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For

Nomura Research Institute Ltd.

Meeting Date: 06/21/2024Country: JapanTicker: 4307

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J5900F106

Shares Voted: 7,231

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

Seibu Holdings, Inc.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J7030Q119

Country: Japan

Meeting Type: Annual

Ticker: 9024

Shares Voted: 17,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 12.5	Mgmt	For	For	For
2.1	Elect Director Goto, Takashi	Mgmt	For	For	For
2.2	Elect Director Nishiyama, Ryuichiro	Mgmt	For	For	For
2.3	Elect Director Furuta, Yoshinari	Mgmt	For	For	For
2.4	Elect Director Yamazaki, Kimiyuki	Mgmt	For	For	For
2.5	Elect Director Ishihara, Masayuki	Mgmt	For	For	For
2.6	Elect Director Ogawa, Shuichiro	Mgmt	For	For	For
2.7	Elect Director Kaneda, Yoshiki	Mgmt	For	For	For
2.8	Elect Director Saito, Tomohide	Mgmt	For	For	For
2.9	Elect Director Goto, Keiji	Mgmt	For	For	For
2.10	Elect Director Tsujihiro, Masafumi	Mgmt	For	For	For
2.11	Elect Director Arima, Atsumi	Mgmt	For	For	For
2.12	Elect Director Kobayashi, Yoko	Mgmt	For	For	For
2.13	Elect Director Takahashi, Masami	Mgmt	For	For	For
2.14	Elect Director Ikeda, Yuichi	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Tobu Railway Co., Ltd.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J84162148

Country: Japan

Meeting Type: Annual

Ticker: 9001

Shares Voted: 9,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Nezu, Yoshizumi	Mgmt	For	For	For
2.2	Elect Director Tsuzuki, Yutaka	Mgmt	For	For	For
2.3	Elect Director Yokota, Yoshimi	Mgmt	For	For	For
2.4	Elect Director Shigeta, Atsushi	Mgmt	For	For	For

Tobu Railway Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Suzuki, Takao	Mgmt	For	For	For
2.6	Elect Director Shibata, Mitsuyoshi	Mgmt	For	For	For
2.7	Elect Director Ando, Takaharu	Mgmt	For	For	For
2.8	Elect Director Yagasaki, Noriko	Mgmt	For	For	For
2.9	Elect Director Yanagi, Masanori	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Sugiyama, Tomoya	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Yoshida, Tatsuo	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Mogi, Yuzaburo	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Fukuda, Shuji	Mgmt	For	For	For
3.5	Appoint Statutory Auditor Hayashi, Nobuhide	Mgmt	For	Against	Against

Tosoh Corp.

Meeting Date: 06/21/2024Country: JapanTicker: 4042

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J90096132

Shares Voted: 16,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kuwada, Mamoru	Mgmt	For	For	For
1.2	Elect Director Adachi, Toru	Mgmt	For	For	For
1.3	Elect Director Doi, Toru	Mgmt	For	For	For
1.4	Elect Director Yoshimizu, Akihiro	Mgmt	For	For	For
1.5	Elect Director Kamezaki, Takahiko	Mgmt	For	For	For
1.6	Elect Director Hombo, Yoshihiro	Mgmt	For	For	For
1.7	Elect Director Hidaka, Mariko	Mgmt	For	For	For
1.8	Elect Director Nakano, Yukimasa	Mgmt	For	For	For
1.9	Elect Director Hashitera, Yukiko	Mgmt	For	For	For
2.1	Appoint Alternate Statutory Auditor Kawamoto, Koji	Mgmt	For	For	For
2.2	Appoint Alternate Statutory Auditor Nagao, Kenta	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

Tosoh Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Yamato Holdings Co., Ltd.

Meeting Date: 06/21/2024	Country: Japan	Ticker: 9064
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J96612114		

Shares Voted: 13,272

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nagao, Yutaka	Mgmt	For	For	For
1.2	Elect Director Kurisu, Toshizo	Mgmt	For	For	For
1.3	Elect Director Tokuno, Mariko	Mgmt	For	For	For
1.4	Elect Director Sugata, Shiro	Mgmt	For	For	For
1.5	Elect Director Kuga, Noriyuki	Mgmt	For	For	For
1.6	Elect Director Yin Chuanli Charles	Mgmt	For	For	For
1.7	Elect Director Ikeda, Junichiro	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Matsuda, Ryuji	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Ino, Setsuko	Mgmt	For	Against	Against

Hikari Tsushin, Inc.

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

Shares Voted: 1,250

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

Bandai Namco Holdings, Inc.

Meeting Date: 06/24/2024

Record Date: 03/31/2024

Primary Security ID: Y0606D102

Country: Japan

Meeting Type: Annual

Ticker: 7832

Shares Voted: 11,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Kawaguchi, Masaru	Mgmt	For	For	For
2.2	Elect Director Asako, Yuji	Mgmt	For	For	For
2.3	Elect Director Momoi, Nobuhiko	Mgmt	For	For	For
2.4	Elect Director Udagawa, Nao	Mgmt	For	For	For
2.5	Elect Director Takenaka, Kazuhiro	Mgmt	For	For	For
2.6	Elect Director Asanuma, Makoto	Mgmt	For	For	For
2.7	Elect Director Kawasaki, Hiroshi	Mgmt	For	For	For
2.8	Elect Director Otsu, Shuji	Mgmt	For	For	For
2.9	Elect Director Shimada, Toshio	Mgmt	For	For	For
2.10	Elect Director Kawana, Koichi	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Kaneko, Takashi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Shinoda, Toru	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kuwabara, Satoko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Komiya, Takayuki	Mgmt	For	For	For

Marui Group Co., Ltd.

Meeting Date: 06/24/2024

Record Date: 03/31/2024

Primary Security ID: J40089104

Country: Japan

Meeting Type: Annual

Ticker: 8252

Shares Voted: 12,542

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 51	Mgmt	For	For	For
2.1	Elect Director Aoi, Hiroshi	Mgmt	For	For	For
2.2	Elect Director Okajima, Etsuko	Mgmt	For	For	For
2.3	Elect Director Nakagami, Yasunori	Mgmt	For	For	For
2.4	Elect Director Peter D. Pedersen	Mgmt	For	For	For

Marui Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Kato, Hirotsugu	Mgmt	For	For	For
2.6	Elect Director Kojima, Reiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kawai, Hitoshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Suzuki, Yoko	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Nozaki, Akira	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

MS&AD Insurance Group Holdings, Inc.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 8725

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J4687C105

Shares Voted: 5,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Hara, Noriyuki	Mgmt	For	Against	Against
2.2	Elect Director Kanasugi, Yasuzo	Mgmt	For	For	For
2.3	Elect Director Funabiki, Shinichiro	Mgmt	For	For	For
2.4	Elect Director Higuchi, Tetsuji	Mgmt	For	For	For
2.5	Elect Director Shimazu, Tomoyuki	Mgmt	For	For	For
2.6	Elect Director Shirai, Yusuke	Mgmt	For	For	For
2.7	Elect Director Bando, Mariko	Mgmt	For	For	For
2.8	Elect Director Tobimatsu, Junichi	Mgmt	For	For	For
2.9	Elect Director Rochelle Kopp	Mgmt	For	For	For
2.10	Elect Director Ishiwata, Akemi	Mgmt	For	For	For
2.11	Elect Director Suzuki, Jun	Mgmt	For	For	For
3	Appoint Statutory Auditor Kunii, Taisei	Mgmt	For	For	For

Sompo Holdings, Inc.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 8630

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7621A101

Sompo Holdings, Inc.

Shares Voted: 12,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Okumura, Mikio	Mgmt	For	Against	Against
2.2	Elect Director Hamada, Masahiro	Mgmt	For	For	For
2.3	Elect Director Hara, Shinichi	Mgmt	For	For	For
2.4	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.5	Elect Director Endo, Isao	Mgmt	For	Against	Against
2.6	Elect Director Higashi, Kazuhiro	Mgmt	For	For	For
2.7	Elect Director Shibata, Misuzu	Mgmt	For	For	For
2.8	Elect Director Nawa, Takashi	Mgmt	For	For	For
2.9	Elect Director Yamada, Meyumi	Mgmt	For	For	For
2.10	Elect Director Ito, Kumi	Mgmt	For	For	For
2.11	Elect Director Waga, Masayuki	Mgmt	For	For	For
2.12	Elect Director Kajikawa, Toru	Mgmt	For	For	For
2.13	Elect Director Kasai, Satoshi	Mgmt	For	For	For

Tokio Marine Holdings, Inc.

Meeting Date: 06/24/2024Country: JapanTicker: 8766

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J86298106

Shares Voted: 8,323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62.5	Mgmt	For	For	For
2.1	Elect Director Nagano, Tsuyoshi	Mgmt	For	Against	Against
2.2	Elect Director Komiya, Satoru	Mgmt	For	Against	Against
2.3	Elect Director Okada, Kenji	Mgmt	For	For	For
2.4	Elect Director Moriwaki, Yoichi	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Kichiichiro	Mgmt	For	For	For
2.6	Elect Director Wada, Kiyoshi	Mgmt	For	For	For
2.7	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.8	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.9	Elect Director Katanozaka, Shinya	Mgmt	For	For	For

Tokio Marine Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Osono, Emi	Mgmt	For	For	For
2.11	Elect Director Shindo, Kosei	Mgmt	For	For	For
2.12	Elect Director Robert Alan Feldman	Mgmt	For	For	For
2.13	Elect Director Matsuyama, Haruka	Mgmt	For	For	For
2.14	Elect Director Fujita, Keiko	Mgmt	For	For	For
2.15	Elect Director Shirota, Hiroaki	Mgmt	For	For	For
3	Appoint Statutory Auditor Harashima, Akira	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Ajinomoto Co., Inc.

Meeting Date: 06/25/2024Country: JapanTicker: 2802

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J00882126

Shares Voted: 6,491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For
2.1	Elect Director Iwata, Kimie	Mgmt	For	For	For
2.2	Elect Director Nakayama, Joji	Mgmt	For	For	For
2.3	Elect Director Indo, Mami	Mgmt	For	For	For
2.4	Elect Director Hatta, Yoko	Mgmt	For	For	For
2.5	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.6	Elect Director Wagatsuma, Yukako	Mgmt	For	For	For
2.7	Elect Director Fujie, Taro	Mgmt	For	For	For
2.8	Elect Director Shiragami, Hiroshi	Mgmt	For	For	For
2.9	Elect Director Sasaki, Tatsuya	Mgmt	For	For	For
2.10	Elect Director Saito, Takeshi	Mgmt	For	For	For
2.11	Elect Director Matsuzawa, Takumi	Mgmt	For	For	For

Aozora Bank Ltd.

Meeting Date: 06/25/2024Country: JapanTicker: 8304

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J0172K115

Aozora Bank Ltd.

Shares Voted: 9,579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yamakoshi, Koji	Mgmt	For	Against	Against
1.2	Elect Director Omi, Hideto	Mgmt	For	Against	Against
1.3	Elect Director Ohara, Masayoshi	Mgmt	For	For	For
1.4	Elect Director Sakie Tachibana Fukushima	Mgmt	For	For	For
1.5	Elect Director Takahashi, Hideyuki	Mgmt	For	For	For
1.6	Elect Director Saito, Hideaki	Mgmt	For	For	For
1.7	Elect Director Kato, Takashi	Mgmt	For	For	For
1.8	Elect Director Tadano, Koichi	Mgmt	For	For	For
1.9	Elect Director Kawashima, Hiromasa	Mgmt	For	For	For
2	Appoint Statutory Auditor Inoue, Toraki	Mgmt	For	For	For
3.1	Appoint Alternate Statutory Auditor Himeno, Koji	Mgmt	For	For	For
3.2	Appoint Alternate Statutory Auditor Oka, Kenzo	Mgmt	For	For	For

Daito Trust Construction Co. Ltd.

Meeting Date: 06/25/2024Country: JapanTicker: 1878

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J11151107

Shares Voted: 2,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 288	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Takeuchi, Kei	Mgmt	For	For	For
3.2	Elect Director Mori, Yoshihiro	Mgmt	For	For	For
3.3	Elect Director Tate, Masafumi	Mgmt	For	For	For
3.4	Elect Director Okamoto, Tsukasa	Mgmt	For	For	For
3.5	Elect Director Amano, Yutaka	Mgmt	For	For	For
3.6	Elect Director Tanaka, Yoshimasa	Mgmt	For	For	For
3.7	Elect Director Iritani, Atsushi	Mgmt	For	For	For
3.8	Elect Director Ouchi, Chieko	Mgmt	For	For	For
3.9	Elect Director Owada, Junko	Mgmt	For	For	For

INFRONEER Holdings, Inc.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J2449Y100

Country: Japan

Meeting Type: Annual

Ticker: 5076

Shares Voted: 21,730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Create Bond-Type Class Shares	Mgmt	For	For	For
2.1	Elect Director Maeda, Soji	Mgmt	For	For	For
2.2	Elect Director Kibe, Kazunari	Mgmt	For	For	For
2.3	Elect Director Imaizumi, Yasuhiko	Mgmt	For	For	For
2.4	Elect Director Shioiri, Masaaki	Mgmt	For	For	For
2.5	Elect Director Hashimoto, Keiichiro	Mgmt	For	For	For
2.6	Elect Director Yonekura, Seiichiro	Mgmt	For	For	For
2.7	Elect Director Moriya, Koichi	Mgmt	For	For	For
2.8	Elect Director Murayama, Rie	Mgmt	For	For	For
2.9	Elect Director Takagi, Atsushi	Mgmt	For	For	For

Kajima Corp.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J29223120

Country: Japan

Meeting Type: Annual

Ticker: 1812

Shares Voted: 12,508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2.1	Elect Director Oshimi, Yoshikazu	Mgmt	For	Against	Against
2.2	Elect Director Amano, Hiromasa	Mgmt	For	Against	Against
2.3	Elect Director Koshijima, Keisuke	Mgmt	For	For	For
2.4	Elect Director Kazama, Masaru	Mgmt	For	For	For
2.5	Elect Director Ishikawa, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Katsumi, Takeshi	Mgmt	For	For	For
2.7	Elect Director Kumano, Takashi	Mgmt	For	For	For
2.8	Elect Director Saito, Kiyomi	Mgmt	For	For	For
2.9	Elect Director Suzuki, Yoichi	Mgmt	For	For	For
2.10	Elect Director Saito, Tamotsu	Mgmt	For	For	For
2.11	Elect Director Iijima, Masami	Mgmt	For	For	For

Kajima Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.12	Elect Director Terawaki, Kazumine	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kobayashi, Toshiaki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Nakamori, Makiko	Mgmt	For	For	For

Kyocera Corp.

Meeting Date: 06/25/2024	Country: Japan	Ticker: 6971
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J37479110		

Shares Voted: 14,247

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

Medipal Holdings Corp.

Meeting Date: 06/25/2024	Country: Japan	Ticker: 7459
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J4189T101		

Shares Voted: 15,296

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Watanabe, Shuichi	Mgmt	For	For	For
1.2	Elect Director Chofuku, Yasuhiro	Mgmt	For	For	For
1.3	Elect Director Yoda, Toshihide	Mgmt	For	For	For
1.4	Elect Director Sakon, Yuji	Mgmt	For	For	For
1.5	Elect Director Mimura, Koichi	Mgmt	For	For	For
1.6	Elect Director Watanabe, Shinjiro	Mgmt	For	For	For
1.7	Elect Director Imagawa, Kuniaki	Mgmt	For	For	For
1.8	Elect Director Yoshida, Takuya	Mgmt	For	For	For

Medipal Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Kagami, Mitsuko	Mgmt	For	For	For
1.10	Elect Director Asano, Toshio	Mgmt	For	For	For
1.11	Elect Director Shoji, Kuniko	Mgmt	For	For	For
1.12	Elect Director Iwamoto, Hiroshi	Mgmt	For	For	For

NH Foods Ltd.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J4929Q102

Country: Japan

Meeting Type: Annual

Ticker: 2282

Shares Voted: 9,773

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kito, Tetsuhiro	Mgmt	For	For	For
1.2	Elect Director Ikawa, Nobuhisa	Mgmt	For	For	For
1.3	Elect Director Kataoka, Masahito	Mgmt	For	For	For
1.4	Elect Director Maeda, Fumio	Mgmt	For	For	For
1.5	Elect Director Akiyama, Kohei	Mgmt	For	For	For
1.6	Elect Director Kono, Yasuko	Mgmt	For	For	For
1.7	Elect Director Arase, Hideo	Mgmt	For	For	For
1.8	Elect Director Yamasaki, Tokushi	Mgmt	For	For	For
1.9	Elect Director Miyazaki, Hiroko	Mgmt	For	For	For
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Nichirei Corp.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J49764145

Country: Japan

Meeting Type: Annual

Ticker: 2871

Shares Voted: 14,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For
2.1	Elect Director Okushi, Kenya	Mgmt	For	For	For
2.2	Elect Director Takenaga, Masahiko	Mgmt	For	For	For
2.3	Elect Director Tanabe, Wataru	Mgmt	For	For	For

Nichirei Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Suzuki, Kenji	Mgmt	For	For	For
2.5	Elect Director Takaku, Yuichi	Mgmt	For	For	For
2.6	Elect Director Shimamoto, Kazunori	Mgmt	For	For	For
2.7	Elect Director Nabeshima, Mana	Mgmt	For	For	For
2.8	Elect Director Hama, Itsuo	Mgmt	For	For	For
2.9	Elect Director Hamashima, Kenji	Mgmt	For	For	For
2.10	Elect Director Yoshimaru, Yukiko	Mgmt	For	For	For
2.11	Elect Director Yamaguchi, Yumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kato, Takaaki	Mgmt	For	Against	Against
3.2	Appoint Statutory Auditor Matsushima, Hiromichi	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Santen Pharmaceutical Co., Ltd.

Meeting Date: 06/25/2024Country: JapanTicker: 4536

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J68467109

Shares Voted: 27,496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	For	For	For
2.1	Elect Director Kurokawa, Akira	Mgmt	For	For	For
2.2	Elect Director Ito, Takeshi	Mgmt	For	For	For
2.3	Elect Director Nakajima, Rie	Mgmt	For	For	For
2.4	Elect Director Kurihara, Ippei	Mgmt	For	For	For
2.5	Elect Director Kotani, Noboru	Mgmt	For	For	For
2.6	Elect Director Minami, Tamie	Mgmt	For	For	For
2.7	Elect Director Ikaga, Masahiko	Mgmt	For	For	For
2.8	Elect Director Kikuoka, Minoru	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Isaka, Hiroshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Munakata, Yuichiro	Mgmt	For	For	For
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

SECOM Co., Ltd.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J69972107

Country: Japan

Meeting Type: Annual

Ticker: 9735

Shares Voted: 3,731

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

Sega Sammy Holdings, Inc.

Meeting Date: 06/25/2024

Record Date: 03/31/2024

Primary Security ID: J7028D104

Country: Japan

Meeting Type: Annual

Ticker: 6460

Shares Voted: 17,187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Satomi, Hajime	Mgmt	For	For	For
1.2	Elect Director Satomi, Haruki	Mgmt	For	For	For
1.3	Elect Director Fukazawa, Koichi	Mgmt	For	For	For
1.4	Elect Director Utsumi, Shuji	Mgmt	For	For	For
1.5	Elect Director Hoshino, Ayumu	Mgmt	For	For	For
1.6	Elect Director Katsukawa, Kohei	Mgmt	For	For	For
1.7	Elect Director Melanie Brock	Mgmt	For	For	For

Sega Sammy Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Ishiguro, Fujiyo	Mgmt	For	For	For
1.9	Elect Director Ankur Sahu	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Ishikura, Hiroshi	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Okubo, Kazutaka	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Murasaki, Naoko	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Ushijima, Makiko	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Kunihiro, Kiyotaka	Mgmt	For	For	For
4	Approve Restricted Stock Plan and Performance Share Plan	Mgmt	For	Against	Against

Suzuken Co., Ltd.

Meeting Date: 06/25/2024Country: JapanTicker: 9987

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J78454105

Shares Voted: 7,339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Asano, Shigeru	Mgmt	For	For	For
1.2	Elect Director Miyata, Hiromi	Mgmt	For	For	For
1.3	Elect Director Tanaka, Hirofumi	Mgmt	For	For	For
1.4	Elect Director Takahashi, Chie	Mgmt	For	For	For
1.5	Elect Director Samura, Shunichi	Mgmt	For	For	For
1.6	Elect Director Nakagaki, Hideaki	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Shimizu, Ayako	Mgmt	For	For	For

TIS, Inc. (Japan)

Meeting Date: 06/25/2024Country: JapanTicker: 3626

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J8T622102

Shares Voted: 9,369

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	For

TIS, Inc. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director Kuwano, Toru	Mgmt	For	For	For
2.2	Elect Director Okamoto, Yasushi	Mgmt	For	For	For
2.3	Elect Director Yanai, Josaku	Mgmt	For	For	For
2.4	Elect Director Horiguchi, Shinichi	Mgmt	For	For	For
2.5	Elect Director Kitaoka, Takayuki	Mgmt	For	For	For
2.6	Elect Director Hikida, Shuzo	Mgmt	For	For	For
2.7	Elect Director Tsuchiya, Fumio	Mgmt	For	For	For
2.8	Elect Director Mizukoshi, Naoko	Mgmt	For	For	For
2.9	Elect Director Sunaga, Junko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kishimoto, Hideki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Ono, Yukio	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Yamakawa, Akiko	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Kudo, Hiroko	Mgmt	For	For	For
4	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

USS Co., Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 4732

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J9446Z105

Shares Voted: 11,939

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40.7	Mgmt	For	For	For
2.1	Elect Director Ando, Yukihiro	Mgmt	For	For	For
2.2	Elect Director Seta, Dai	Mgmt	For	For	For
2.3	Elect Director Yamanaka, Masafumi	Mgmt	For	For	For
2.4	Elect Director Ikeda, Hiromitsu	Mgmt	For	For	For
2.5	Elect Director Takagi, Nobuko	Mgmt	For	For	For
2.6	Elect Director Honda, Shinji	Mgmt	For	For	For
2.7	Elect Director Sasao, Yoshiko	Mgmt	For	For	For

Air Water, Inc.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J00662114

Country: Japan

Meeting Type: Annual

Ticker: 4088

Shares Voted: 16,835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Toyoda, Kikuo	Mgmt	For	For	For
1.2	Elect Director Matsubayashi, Ryosuke	Mgmt	For	For	For
1.3	Elect Director Tanaka, Tsuyoshi	Mgmt	For	For	For
1.4	Elect Director Otsuka, Shigeki	Mgmt	For	For	For
1.5	Elect Director Onoe, Hidetoshi	Mgmt	For	For	For
1.6	Elect Director Inoue, Kikue	Mgmt	For	For	For
1.7	Elect Director Matsui, Takao	Mgmt	For	For	For
1.8	Elect Director Senzai, Yoshihiro	Mgmt	For	For	For
1.9	Elect Director Haga, Yuko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Ando, Yuji	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Shigefuji, Junko	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Yamada, Kenji	Mgmt	For	Against	Against
2.4	Appoint Statutory Auditor Hayashi, Atsushi	Mgmt	For	For	For
2.5	Appoint Statutory Auditor Hayashi, Nobuo	Mgmt	For	For	For

Alfresa Holdings Corp.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J0109X107

Country: Japan

Meeting Type: Annual

Ticker: 2784

Shares Voted: 13,919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arakawa, Ryuji	Mgmt	For	For	For
1.2	Elect Director Kishida, Seiichi	Mgmt	For	For	For
1.3	Elect Director Fukujin, Yusuke	Mgmt	For	For	For
1.4	Elect Director Ohashi, Shigeki	Mgmt	For	For	For
1.5	Elect Director Tanaka, Toshiki	Mgmt	For	For	For
1.6	Elect Director Katsuki, Hisashi	Mgmt	For	For	For
1.7	Elect Director Shimada, Koichi	Mgmt	For	For	For

Alfresa Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Hara, Takashi	Mgmt	For	For	For
1.9	Elect Director Kinoshita, Manabu	Mgmt	For	For	For
1.10	Elect Director Takeuchi, Toshie	Mgmt	For	For	For
1.11	Elect Director Kunimasa, Kimiko	Mgmt	For	For	For
2	Appoint Statutory Auditor Ozaki, Masakazu	Mgmt	For	For	For

BIPROGY Inc.

Meeting Date: 06/26/2024Country: JapanTicker: 8056

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J51097103

Shares Voted: 7,739

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2.1	Elect Director Saito, Noboru	Mgmt	For	For	For
2.2	Elect Director Katsuya, Koji	Mgmt	For	For	For
2.3	Elect Director Sawakami, Taeko	Mgmt	For	For	For
2.4	Elect Director Kanazawa, Takahito	Mgmt	For	For	For
2.5	Elect Director Nalin Advani	Mgmt	For	For	For
2.6	Elect Director Ikeda, Yoshinori	Mgmt	For	For	For
2.7	Elect Director Osaki, Asako	Mgmt	For	For	For
2.8	Elect Director Katayama, Yuichi	Mgmt	For	For	For
3	Appoint Statutory Auditor Kobayashi, Mikinori	Mgmt	For	For	For

Chubu Electric Power Co., Inc.

Meeting Date: 06/26/2024Country: JapanTicker: 9502

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J06510101

Shares Voted: 21,048

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

Chubu Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For
3.1	Elect Director Katsuno, Satoru	Mgmt	For	Against	Against
3.2	Elect Director Hayashi, Kingo	Mgmt	For	Against	Against
3.3	Elect Director Mizutani, Hitoshi	Mgmt	For	For	For
3.4	Elect Director Nabeta, Kazuhiro	Mgmt	For	For	For
3.5	Elect Director Hashimoto, Takayuki	Mgmt	For	For	For
3.6	Elect Director Shimao, Tadashi	Mgmt	For	For	For
3.7	Elect Director Kurihara, Mitsue	Mgmt	For	For	For
3.8	Elect Director Kudo, Yoko	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Furuta, Shinji	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Sawayanagi, Tomoyuki	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Nakagawa, Seimei	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Murase, Momoko	Mgmt	For	For	For
4.5	Elect Director and Audit Committee Member Yamagata, Mitsumasa	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Nagatomi, Fumiko	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
9	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
10	Amend Articles to Require Individual Compensation Disclosure for Directors and Statutory Auditors	SH	Against	For	For
11	Amend Articles to Require Audit Committee to Be Composed Entirely of Outside Directors	SH	Against	Against	Against
12	Amend Articles to Donate 25 Percent of Retained Earnings as of Latest Fiscal Year End to Japanese Red Cross Society as Disaster Relief Fund for 2024 Noto Peninsula Earthquake	SH	Against	Against	Against

Chubu Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Amend Articles to Withdraw from Nuclear Power Generation	SH	Against	Against	Against
14	Amend Articles to Decommission Hamaoka Nuclear Power Station	SH	Against	Against	Against
15	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	SH	Against	Against	Against
16	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	For

Electric Power Development Co., Ltd.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J12915104

Country: Japan

Meeting Type: Annual

Ticker: 9513

Shares Voted: 18,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2.1	Elect Director Watanabe, Toshifumi	Mgmt	For	For	For
2.2	Elect Director Kanno, Hitoshi	Mgmt	For	For	For
2.3	Elect Director Shimada, Yoshikazu	Mgmt	For	For	For
2.4	Elect Director Hagiwara, Osamu	Mgmt	For	For	For
2.5	Elect Director Sasatsu, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Kurata, Isshu	Mgmt	For	For	For
2.7	Elect Director Sekine, Ryoji	Mgmt	For	For	For
2.8	Elect Director Nomura, Takaya	Mgmt	For	For	For
2.9	Elect Director Kato, Hideaki	Mgmt	For	For	For
2.10	Elect Director Ito, Tomonori	Mgmt	For	For	For
2.11	Elect Director John Buchanan	Mgmt	For	For	For
2.12	Elect Director Yokomizo, Takashi	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Kimura, Hideo	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Fujioka, Hiroshi	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Oga, Kimiko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Abe, Shizuo	Mgmt	For	For	For

ENEOS Holdings, Inc.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J29699105

Country: Japan

Meeting Type: Annual

Ticker: 5020

Shares Voted: 55,451

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	Mgmt	For	For	For
3.1	Elect Director Miyata, Tomohide	Mgmt	For	For	For
3.2	Elect Director Tanaka, Soichiro	Mgmt	For	For	For
3.3	Elect Director Kudo, Yasumi	Mgmt	For	For	For
3.4	Elect Director Tomita, Tetsuro	Mgmt	For	For	For
3.5	Elect Director Oka, Toshiko	Mgmt	For	For	For
3.6	Elect Director Kawasaki, Hiroko	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Kanno, Hiroyuki	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Tochinoki, Mayumi	Mgmt	For	Against	Against
4.3	Elect Director and Audit Committee Member Toyoda, Akiko	Mgmt	For	Against	Against

Keio Corp.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J32190126

Country: Japan

Meeting Type: Annual

Ticker: 9008

Shares Voted: 8,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Komura, Yasushi	Mgmt	For	For	For
2.2	Elect Director Tsumura, Satoshi	Mgmt	For	For	For
2.3	Elect Director Minami, Yoshitaka	Mgmt	For	For	For
2.4	Elect Director Yamagishi, Masaya	Mgmt	For	For	For
2.5	Elect Director Inoue, Shinichi	Mgmt	For	For	For
2.6	Elect Director Furuichi, Takeshi	Mgmt	For	For	For
2.7	Elect Director Tsunekage, Hitoshi	Mgmt	For	For	For

Keio Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Wakabayashi, Katsuyoshi	Mgmt	For	For	For
2.9	Elect Director Miyasaka, Shuji	Mgmt	For	For	For
2.10	Elect Director Ban, Atsushi	Mgmt	For	For	For
2.11	Elect Director Nakase, Masaharu	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Takekawa, Hiroshi	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Kaneko, Masashi	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Ono, Masahiro	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Harada, Kimie	Mgmt	For	For	For

KONAMI Group Corp.

Meeting Date: 06/26/2024Country: JapanTicker: 9766

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J3600L101

Shares Voted: 3,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kozuki, Kagemasa	Mgmt	For	For	For
1.2	Elect Director Higashio, Kimihiko	Mgmt	For	For	For
1.3	Elect Director Hayakawa, Hideki	Mgmt	For	For	For
1.4	Elect Director Okita, Katsunori	Mgmt	For	For	For
1.5	Elect Director Matura, Yoshihiro	Mgmt	For	For	For
1.6	Elect Director Yoko Zetterlund	Mgmt	For	For	For

Kyushu Electric Power Co., Inc.

Meeting Date: 06/26/2024Country: JapanTicker: 9508

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J38468104

Shares Voted: 39,524

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 1,933,333 for Class B Preferred Shares, and JPY 25 for Ordinary Shares	Mgmt	For	For	For

Kyushu Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Remove Provisions on Non-Common Shares	Mgmt	For	For	For
3.1	Elect Director Uriu, Michiaki	Mgmt	For	For	For
3.2	Elect Director Ikebe, Kazuhiro	Mgmt	For	For	For
3.3	Elect Director Hashimoto, Noboru	Mgmt	For	For	For
3.4	Elect Director Soda, Atsushi	Mgmt	For	For	For
3.5	Elect Director Senda, Yoshiharu	Mgmt	For	For	For
3.6	Elect Director Nakano, Takashi	Mgmt	For	For	For
3.7	Elect Director Nishiyama, Masaru	Mgmt	For	For	For
3.8	Elect Director Hayashida, Michio	Mgmt	For	For	For
3.9	Elect Director Sakie Tachibana Fukushima	Mgmt	For	For	For
3.10	Elect Director Hirako, Yuji	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Uchimura, Yoshiro	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Oie, Yuji	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Sugihara, Tomoka	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Shigetomi, Yuka	Mgmt	For	For	For
5	Amend Articles to Create Kyushu Electric Power President's Prize	SH	Against	Against	Against
6	Amend Articles to Mandate Continued Mailing of Proxy Materials	SH	Against	Against	Against
7	Amend Articles to Require Individual Compensation Disclosure for Directors	SH	Against	For	For
8	Amend Articles to Introduce Provision concerning Advertising Activities	SH	Against	Against	Against
9	Amend Articles to Introduce Provision concerning Shareholder Registry Confirmation Process	SH	Against	Against	Against
10	Amend Articles to Establish Direct Reporting Line between Shareholder Relations Department and Company President	SH	Against	Against	Against
11	Amend Articles to Provide Electricity to the Kansai Region	SH	Against	Against	Against
12	Amend Articles to Resume Operation of Nuclear Reactor No. 3 at Sendai Nuclear Power Station	SH	Against	Against	Against
13	Amend Articles to Establish Information Management Committee	SH	Against	Against	Against
14	Amend Articles to Establish Committee to Leverage the Use of Renewable Energies	SH	Against	Against	Against

Kyushu Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Amend Articles to Withdraw from "Plutothermal" or Plutonium Uranium Mixed Fuel Operations	SH	Against	Against	Against
16	Amend Articles to Introduce Provision on Declaration of Development of Storage Batteries	SH	Against	Against	Against
17	Amend Articles to Abolish Genkai Nuclear Power Station and Sendai Nuclear Power Station	SH	Against	Against	Against
18	Amend Articles to Establish Committee on Study of Nuclear Power Generation Abolition	SH	Against	Against	Against
19	Amend Articles to Establish Committee on Study of Extension of Operation of Sendai Nuclear Power Station	SH	Against	Against	Against
20	Amend Articles to Conduct Three-Dimensional Seismic Survey	SH	Against	Against	Against
21	Amend Articles to Withdraw from Spent Nuclear Fuel Recycling Business	SH	Against	Against	Against
22	Amend Articles to Abolish Nuclear Reactors Nos. 1 and 2 at Sendai Nuclear Power Station	SH	Against	Against	Against

Mizuho Financial Group, Inc.

Meeting Date: 06/26/2024	Country: Japan	Ticker: 8411
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J4599L102		

Shares Voted: 11,914

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	Mgmt	For	For	For
1.2	Elect Director Sato, Ryoji	Mgmt	For	For	For
1.3	Elect Director Tsukioka, Takashi	Mgmt	For	For	For
1.4	Elect Director Ono, Kotaro	Mgmt	For	For	For
1.5	Elect Director Shinohara, Hiromichi	Mgmt	For	For	For
1.6	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
1.7	Elect Director Noda, Yumiko	Mgmt	For	For	For
1.8	Elect Director Uchida, Takakazu	Mgmt	For	Against	Against
1.9	Elect Director Imai, Seiji	Mgmt	For	Against	Against
1.10	Elect Director Hirama, Hisaaki	Mgmt	For	For	For
1.11	Elect Director Kihara, Masahiro	Mgmt	For	Against	Against
1.12	Elect Director Take, Hidekatsu	Mgmt	For	For	For
1.13	Elect Director Kanazawa, Mitsuhiro	Mgmt	For	For	For

Mizuho Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Yonezawa, Takefumi	Mgmt	For	For	For
2	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	For
3	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For	For

Nagoya Railroad Co., Ltd.

Meeting Date: 06/26/2024	Country: Japan	Ticker: 9048
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J47399118		

Shares Voted: 17,126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27.5	Mgmt	For	For	For
2.1	Elect Director Ando, Takashi	Mgmt	For	For	For
2.2	Elect Director Takasaki, Hiroki	Mgmt	For	For	For
2.3	Elect Director Suzuki, Kiyomi	Mgmt	For	For	For
2.4	Elect Director Furuhashi, Yukinaga	Mgmt	For	For	For
2.5	Elect Director Kato, Satoshi	Mgmt	For	For	For
2.6	Elect Director Fukushima, Atsuko	Mgmt	For	For	For
2.7	Elect Director Naito, Hiroyasu	Mgmt	For	For	For
2.8	Elect Director Murakami, Nobuhiko	Mgmt	For	For	For
2.9	Elect Director Banno, Kimiharu	Mgmt	For	For	For
2.10	Elect Director Takamura, Etsuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Matsushita, Akira	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Sakurai, Tetsuya	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Mizuno, Akihisa	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Ogasawara, Takeshi	Mgmt	For	Against	Against

Nisshin Seifun Group, Inc.

Meeting Date: 06/26/2024	Country: Japan	Ticker: 2002
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J57633109		

Nisshin Seifun Group, Inc.

Shares Voted: 23,003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For
2.1	Elect Director Takihara, Kenji	Mgmt	For	For	For
2.2	Elect Director Masujima, Naoto	Mgmt	For	For	For
2.3	Elect Director Suzuki, Eiichi	Mgmt	For	For	For
2.4	Elect Director Yamada, Takao	Mgmt	For	For	For
2.5	Elect Director Iwashashi, Takahiko	Mgmt	For	For	For
2.6	Elect Director Fushiya, Kazuhiko	Mgmt	For	For	For
2.7	Elect Director Nagai, Moto	Mgmt	For	For	For
2.8	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.9	Elect Director Takahashi, Seiichiro	Mgmt	For	For	For
2.10	Elect Director Ikeda, Shinichi	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Ando, Takaharu	Mgmt	For	For	For
4	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against

Nissin Foods Holdings Co., Ltd.

Meeting Date: 06/26/2024Country: JapanTicker: 2897
Record Date: 03/31/2024Meeting Type: Annual
Primary Security ID: J58063124

Shares Voted: 10,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Ando, Koki	Mgmt	For	For	For
2.2	Elect Director Ando, Noritaka	Mgmt	For	For	For
2.3	Elect Director Yokoyama, Yukio	Mgmt	For	For	For
2.4	Elect Director Kobayashi, Ken	Mgmt	For	For	For
2.5	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
2.6	Elect Director Mizuno, Masato	Mgmt	For	For	For
2.7	Elect Director Nakagawa, Yukiko	Mgmt	For	For	For
2.8	Elect Director Sakuraba, Eietsu	Mgmt	For	For	For
2.9	Elect Director Ogasawara, Yuka	Mgmt	For	For	For

Nissin Foods Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Yamaguchi, Keiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Nishikawa, Kyo	Mgmt	For	Against	Against

SG Holdings Co., Ltd.

Meeting Date: 06/26/2024	Country: Japan	Ticker: 9143
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J7134P108		

Shares Voted: 16,296

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kuriwada, Eiichi	Mgmt	For	For	For
1.2	Elect Director Matsumoto, Hidekazu	Mgmt	For	For	For
1.3	Elect Director Motomura, Masahide	Mgmt	For	For	For
1.4	Elect Director Kawanago, Katsuhiro	Mgmt	For	For	For
1.5	Elect Director Sasamori, Kimiaki	Mgmt	For	For	For
1.6	Elect Director Takaoka, Mika	Mgmt	For	For	For
1.7	Elect Director Sagisaka, Osami	Mgmt	For	For	For
1.8	Elect Director Akiyama, Masato	Mgmt	For	For	For

Takeda Pharmaceutical Co., Ltd.

Meeting Date: 06/26/2024	Country: Japan	Ticker: 4502
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J8129E108		

Shares Voted: 9,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 94	Mgmt	For	For	For
2.1	Elect Director Christophe Weber	Mgmt	For	Against	Against
2.2	Elect Director Andrew Plump	Mgmt	For	For	For
2.3	Elect Director Furuta, Mirano	Mgmt	For	For	For
2.4	Elect Director Iijima, Masami	Mgmt	For	For	For
2.5	Elect Director Ian Clark	Mgmt	For	For	For
2.6	Elect Director Steven Gillis	Mgmt	For	For	For
2.7	Elect Director John Maraganore	Mgmt	For	For	For

Takeda Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Michel Orsinger	Mgmt	For	For	For
2.9	Elect Director Tsusaka, Miki	Mgmt	For	For	For
2.10	Elect Director Higashi, Emiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Hatsukawa, Koji	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Fujimori, Yoshiaki	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kimberly A. Reed	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Jean-Luc Butel	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	Against	Against

The Kansai Electric Power Co., Inc.

Meeting Date: 06/26/2024Country: JapanTicker: 9503

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J30169106

Shares Voted: 19,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Sakakibara, Sadayuki	Mgmt	For	For	For
3.2	Elect Director Tomono, Hiroshi	Mgmt	For	For	For
3.3	Elect Director Takamatsu, Kazuko	Mgmt	For	For	For
3.4	Elect Director Naito, Fumio	Mgmt	For	For	For
3.5	Elect Director Manabe, Seiji	Mgmt	For	Against	Against
3.6	Elect Director Tanaka, Motoko	Mgmt	For	For	For
3.7	Elect Director Sono, Kiyoshi	Mgmt	For	Against	Against
3.8	Elect Director Yahagi, Noriyo	Mgmt	For	For	For
3.9	Elect Director Mori, Nozomu	Mgmt	For	For	For
3.10	Elect Director Araki, Makoto	Mgmt	For	For	For
3.11	Elect Director Ogawa, Hiroshi	Mgmt	For	For	For
3.12	Elect Director Shimamoto, Yasuji	Mgmt	For	For	For
3.13	Elect Director Nishizawa, Nobuhiro	Mgmt	For	For	For

The Kansai Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Articles to Add Provisions Concerning Management Based on CSR (Withdrawal from Nuclear Power Generation Business)	SH	Against	Against	Against
5	Amend Articles to Add Provisions Concerning Management Based on CSR (Decarbonization Plan)	SH	Against	Against	Against
6	Amend Articles to Add Provisions Concerning Management Based on CSR (Information Disclosure and Dialogue)	SH	Against	Against	Against
7	Amend Articles to Add Provisions Concerning Management Based on CSR (Facility Safety Enhancement)	SH	Against	Against	Against
8	Amend Articles to Add Provisions Concerning Management Based on CSR (Gender Diversity)	SH	Against	Against	Against
9	Amend Articles to Keep Shareholder Meeting Minutes and Disclose Them to Public	SH	Against	Against	Against
10	Remove Incumbent Director Sakakibara, Sadayuki	SH	Against	Against	Against
11	Remove Incumbent Director Mori, Nozomu	SH	Against	Against	Against
12	Remove Incumbent Director Tanaka, Motoko	SH	Against	Against	Against
13	Amend Articles to Require Individual Compensation Disclosure for Outside Directors and Executive Officers	SH	Against	For	For
14	Amend Articles to Realize Zero Carbon Emissions without Nuclear Power Generation	SH	Against	Against	Against
15	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	SH	Against	Against	Against
16	Amend Articles to Ban Operation of Nuclear Power Generation Until Effectiveness of Nuclear Accident Evacuation Plan is Confirmed	SH	Against	Against	Against
17	Amend Articles to Dissolve The Federation of Electric Power Companies of Japan and Establish New Electric Industry Organization	SH	Against	Against	Against
18	Amend Articles to Halt Operation of Nuclear Power Generation Until Appropriate Nuclear Damage Compensation System is Established	SH	Against	Against	Against
19	Amend Articles to Contribute to Realization of Zero Carbon Society	SH	Against	Against	Against
20	Amend Articles to Establish Stable Electricity Supply System without Nuclear Power Generation	SH	Against	Against	Against
21	Amend Articles to Realize Zero Carbon Emissions by 2050	SH	Against	Against	Against

Tohoku Electric Power Co., Inc.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J85108108

Country: Japan

Meeting Type: Annual

Ticker: 9506

Shares Voted: 41,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For
2.1	Elect Director Masuko, Jiro	Mgmt	For	For	For
2.2	Elect Director Higuchi, Kojiro	Mgmt	For	For	For
2.3	Elect Director Ishiyama, Kazuhiro	Mgmt	For	For	For
2.4	Elect Director Takano, Hiromitsu	Mgmt	For	For	For
2.5	Elect Director Isagoda, Satoshi	Mgmt	For	For	For
2.6	Elect Director Kanazawa, Sadao	Mgmt	For	For	For
2.7	Elect Director Sasaki, Yuji	Mgmt	For	For	For
2.8	Elect Director Kawanobe, Osamu	Mgmt	For	For	For
2.9	Elect Director Nagai, Mikito	Mgmt	For	For	For
2.10	Elect Director Uehara, Keiko	Mgmt	For	For	For
2.11	Elect Director Ito, Shuji	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Fujikura, Katsuaki	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Kobayashi, Kazuo	Mgmt	For	Against	Against
4	Amend Articles to Ban Nuclear Power Generation	SH	Against	Against	Against
5	Amend Articles to Review Earthquake-Proof Safety Measures and Nuclear Disaster Measures at Onagawa Nuclear Power Plant	SH	Against	Against	Against
6	Amend Articles to Maximize the Use of Renewable Energies	SH	Against	Against	Against
7	Amend Articles to Introduce Provision on Radioactive Waste	SH	Against	Against	Against
8	Amend Articles to Abolish Advisory Posts	SH	Against	For	For

ANA HOLDINGS INC.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J0156Q112

Country: Japan

Meeting Type: Annual

Ticker: 9202

ANA HOLDINGS INC.

Shares Voted: 11,235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
2.2	Elect Director Shibata, Koji	Mgmt	For	For	For
2.3	Elect Director Hirasawa, Juichi	Mgmt	For	For	For
2.4	Elect Director Naoki, Yoshiharu	Mgmt	For	For	For
2.5	Elect Director Nakahori, Kimihiro	Mgmt	For	For	For
2.6	Elect Director Taneie, Jun	Mgmt	For	For	For
2.7	Elect Director Inoue, Shinichi	Mgmt	For	For	For
2.8	Elect Director Yamamoto, Ado	Mgmt	For	For	For
2.9	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
2.10	Elect Director Katsu, Eihiro	Mgmt	For	For	For
2.11	Elect Director Minegishi, Masumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Fukuzawa, Ichiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kajita, Emiko	Mgmt	For	For	For

COMSYS Holdings Corp.

Meeting Date: 06/27/2024Country: JapanTicker: 1721

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J5890P106

Shares Voted: 11,398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2.1	Elect Director Kagaya, Takashi	Mgmt	For	For	For
2.2	Elect Director Tanabe, Hiroshi	Mgmt	For	For	For
2.3	Elect Director Noike, Hideyuki	Mgmt	For	For	For
2.4	Elect Director Uchide, Kunihiko	Mgmt	For	For	For
2.5	Elect Director Mashimo, Toru	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For

FUJIFILM Holdings Corp.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J14208102

Country: Japan

Meeting Type: Annual

Ticker: 4901

Shares Voted: 3,361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Sukeno, Kenji	Mgmt	For	For	For
2.2	Elect Director Goto, Teiichi	Mgmt	For	For	For
2.3	Elect Director Higuchi, Masayuki	Mgmt	For	For	For
2.4	Elect Director Hama, Naoki	Mgmt	For	For	For
2.5	Elect Director Yoshizawa, Chisato	Mgmt	For	For	For
2.6	Elect Director Ito, Yoji	Mgmt	For	For	For
2.7	Elect Director Kitamura, Kunitaro	Mgmt	For	For	For
2.8	Elect Director Eda, Makiko	Mgmt	For	For	For
2.9	Elect Director Nagano, Tsuyoshi	Mgmt	For	For	For
2.10	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
2.11	Elect Director Suzuki, Takako	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Ishigaki, Tsumugu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Iteya, Yoshio	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

HASEKO Corp.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J18984153

Country: Japan

Meeting Type: Annual

Ticker: 1808

Shares Voted: 17,914

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For
2.1	Elect Director Tsuji, Noriaki	Mgmt	For	For	For

HASEKO Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Ikegami, Kazuo	Mgmt	For	For	For
2.3	Elect Director Naraoka, Shoji	Mgmt	For	For	For
2.4	Elect Director Mimori, Kuniyoshi	Mgmt	For	For	For
2.5	Elect Director Kumano, Satoshi	Mgmt	For	For	For
2.6	Elect Director Yamaguchi, Toru	Mgmt	For	For	For
2.7	Elect Director Yoshimura, Naoko	Mgmt	For	For	For
2.8	Elect Director Ichimura, Kazuhiko	Mgmt	For	For	For
2.9	Elect Director Nagasaki, Mami	Mgmt	For	For	For
2.10	Elect Director Ogura, Toshikatsu	Mgmt	For	For	For
2.11	Elect Director Fujii, Shinsuke	Mgmt	For	For	For
2.12	Elect Director Izawa, Toru	Mgmt	For	For	For
3	Appoint Statutory Auditor Tsutsui, Noriyuki	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For

Kansai Paint Co., Ltd.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 4613
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J30255129		

Shares Voted: 12,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For
3.1	Elect Director Mori, Kunishi	Mgmt	For	For	For
3.2	Elect Director Takahara, Shigeki	Mgmt	For	For	For
3.3	Elect Director Nishibayashi, Hitoshi	Mgmt	For	For	For
3.4	Elect Director Kajima, Junichi	Mgmt	For	For	For
3.5	Elect Director Tomioka, Takashi	Mgmt	For	For	For
3.6	Elect Director Omori, Shinichiro	Mgmt	For	For	For
3.7	Elect Director Yomo, Yukari	Mgmt	For	For	For

Kansai Paint Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.8	Elect Director Asli Meziyet Colpan	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Hasebe, Hideshi	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Yamamoto, Tokuo	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Nakai, Hiroe	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Kuroda, Ai	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Keikyu Corp.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J3217R111

Country: Japan

Meeting Type: Annual

Ticker: 9006

Shares Voted: 29,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For	For
2.1	Elect Director Harada, Kazuyuki	Mgmt	For	For	For
2.2	Elect Director Kawamata, Yukihiro	Mgmt	For	For	For
2.3	Elect Director Sakurai, Kazuhide	Mgmt	For	For	For
2.4	Elect Director Kaneko, Yuichi	Mgmt	For	For	For
2.5	Elect Director Takeya, Hideki	Mgmt	For	For	For
2.6	Elect Director Sugiyama, Isao	Mgmt	For	For	For
2.7	Elect Director Terajima, Yoshinori	Mgmt	For	For	For
2.8	Elect Director Kakizaki, Tamaki	Mgmt	For	For	For
2.9	Elect Director Nohara, Sawako	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Suetsuna, Takashi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Sudo, Osamu	Mgmt	For	For	For

Keisei Electric Railway Co., Ltd.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J32233108

Country: Japan

Meeting Type: Annual

Ticker: 9009

Shares Voted: 4,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For
2.1	Elect Director Kobayashi, Toshiya	Mgmt	For	For	For
2.2	Elect Director Amano, Takao	Mgmt	For	For	For
2.3	Elect Director Mochinaga, Hideki	Mgmt	For	For	For
2.4	Elect Director Yamada, Koji	Mgmt	For	For	For
2.5	Elect Director Oka, Tadakazu	Mgmt	For	For	For
2.6	Elect Director Shimizu, Takeshi	Mgmt	For	For	For
2.7	Elect Director Emmei, Makoto	Mgmt	For	For	For
2.8	Elect Director Tochigi, Shotaro	Mgmt	For	For	For
2.9	Elect Director Kikuchi, Misao	Mgmt	For	For	For
2.10	Elect Director Ashizaki, Takeshi	Mgmt	For	For	For
2.11	Elect Director Amitani, Takako	Mgmt	For	For	For
2.12	Elect Director Taguchi, Kazumi	Mgmt	For	For	For
2.13	Elect Director Kawai, Yoshikazu	Mgmt	For	For	For
2.14	Elect Director Nakajima, Akiko	Mgmt	For	For	For
2.15	Elect Director Ishiuchi, Toshiyuki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Teshima, Tsuneaki	Mgmt	For	Against	Against
3.2	Appoint Statutory Auditor Kawasumi, Makoto	Mgmt	For	For	For
4	Amend Articles to Add Provision on Capital Allocation Policy and Management of Investment Securities	SH	Against	For	For

Meiji Holdings Co., Ltd.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J41729104

Country: Japan

Meeting Type: Annual

Ticker: 2269

Shares Voted: 15,625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawamura, Kazuo	Mgmt	For	For	For
1.2	Elect Director Kobayashi, Daikichiro	Mgmt	For	For	For

Meiji Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Matsuda, Katsunari	Mgmt	For	For	For
1.4	Elect Director Furuta, Jun	Mgmt	For	For	For
1.5	Elect Director Hishinuma, Jun	Mgmt	For	For	For
1.6	Elect Director Matsumura, Mariko	Mgmt	For	For	For
1.7	Elect Director Kawata, Masaya	Mgmt	For	For	For
1.8	Elect Director Kuboyama, Michiko	Mgmt	For	For	For
1.9	Elect Director Peter D. Pedersen	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Komatsu, Masakazu	Mgmt	For	For	For

Mitsubishi Estate Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 8802

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J43916113

Shares Voted: 15,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2.1	Elect Director Yoshida, Junichi	Mgmt	For	For	For
2.2	Elect Director Nakajima, Atsushi	Mgmt	For	For	For
2.3	Elect Director Naganuma, Bunroku	Mgmt	For	For	For
2.4	Elect Director Umeda, Naoki	Mgmt	For	For	For
2.5	Elect Director Hirai, Mikihiro	Mgmt	For	For	For
2.6	Elect Director Nishigai, Noboru	Mgmt	For	For	For
2.7	Elect Director Katayama, Hiroshi	Mgmt	For	For	For
2.8	Elect Director Shirakawa, Masaaki	Mgmt	For	For	For
2.9	Elect Director Narukawa, Tetsuo	Mgmt	For	For	For
2.10	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
2.11	Elect Director Melanie Brock	Mgmt	For	For	For
2.12	Elect Director Sueyoshi, Wataru	Mgmt	For	For	For
2.13	Elect Director Sonoda, Ayako	Mgmt	For	For	For
2.14	Elect Director Oda, Naosuke	Mgmt	For	For	For

Mitsubishi Logistics Corp.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J44561108

Country: Japan

Meeting Type: Annual

Ticker: 9301

Shares Voted: 6,849

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For
3.1	Elect Director Fujikura, Masao	Mgmt	For	Against	Against
3.2	Elect Director Saito, Hidechika	Mgmt	For	Against	Against
3.3	Elect Director Kimura, Munenori	Mgmt	For	For	For
3.4	Elect Director Yamao, Akira	Mgmt	For	For	For
3.5	Elect Director Maekawa, Masanori	Mgmt	For	For	For
3.6	Elect Director Wakabayashi, Tatsuo	Mgmt	For	For	For
3.7	Elect Director Kitazawa, Toshifumi	Mgmt	For	For	For
3.8	Elect Director Naito, Tadaaki	Mgmt	For	For	For
3.9	Elect Director Shoji, Tetsuya	Mgmt	For	For	For
3.10	Elect Director Kimura, Kazuko	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Sato, Takao	Mgmt	For	Against	Against
4.2	Appoint Statutory Auditor Kurahashi, Yusaku	Mgmt	For	For	For
4.3	Appoint Statutory Auditor Kodaka, Jiro	Mgmt	For	For	For

Nintendo Co., Ltd.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J51699106

Country: Japan

Meeting Type: Annual

Ticker: 7974

Shares Voted: 5,792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 131	Mgmt	For	For	For
2.1	Elect Director Furukawa, Shuntaro	Mgmt	For	For	For
2.2	Elect Director Miyamoto, Shigeru	Mgmt	For	For	For
2.3	Elect Director Takahashi, Shinya	Mgmt	For	For	For
2.4	Elect Director Shibata, Satoru	Mgmt	For	For	For
2.5	Elect Director Shiota, Ko	Mgmt	For	For	For

Nintendo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Beppu, Yusuke	Mgmt	For	For	For
2.7	Elect Director Chris Meledandri	Mgmt	For	For	For
2.8	Elect Director Miyoko Demay	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Yoshimura, Takuya	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Umeyama, Katsuhiko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Shinkawa, Asa	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Osawa, Eiko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Akashi, Keiko	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For

NOF Corp.

Meeting Date: 06/27/2024Country: JapanTicker: 4403

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J58934100

Shares Voted: 4,459

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For
3.1	Elect Director Miyaji, Takeo	Mgmt	For	For	For
3.2	Elect Director Sawamura, Koji	Mgmt	For	For	For
3.3	Elect Director Saito, Manabu	Mgmt	For	For	For
3.4	Elect Director Yamauchi, Kazuyoshi	Mgmt	For	For	For
3.5	Elect Director Unami, Shingo	Mgmt	For	For	For
3.6	Elect Director Hayashi, Izumi	Mgmt	For	For	For

Obayashi Corp.

Meeting Date: 06/27/2024Country: JapanTicker: 1802

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J59826107

Obayashi Corp.

Shares Voted: 25,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 54	Mgmt	For	For	For
2.1	Elect Director Obayashi, Takeo	Mgmt	For	Against	Against
2.2	Elect Director Hasuwa, Kenji	Mgmt	For	Against	Against
2.3	Elect Director Sasagawa, Atsushi	Mgmt	For	For	For
2.4	Elect Director Sato, Toshimi	Mgmt	For	For	For
2.5	Elect Director Orii, Masako	Mgmt	For	For	For
2.6	Elect Director Kato, Hiroyuki	Mgmt	For	For	For
2.7	Elect Director Kuroda, Yukiko	Mgmt	For	For	For
2.8	Elect Director Shime, Hiroyuki	Mgmt	For	For	For
2.9	Elect Director Ikegawa, Yoshihiro	Mgmt	For	For	For
3	Appoint Statutory Auditor Okano, Eiichiro	Mgmt	For	For	For

OBIC Co. Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 4684

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J5946V107

Shares Voted: 1,502

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

Odakyu Electric Railway Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 9007

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J59568139

Shares Voted: 15,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 19	Mgmt	For	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For
3.1	Elect Director Hoshino, Koji	Mgmt	For	For	For
3.2	Elect Director Suzuki, Shigeru	Mgmt	For	For	For
3.3	Elect Director Tateyama, Akinori	Mgmt	For	For	For
3.4	Elect Director Ohara, Toru	Mgmt	For	For	For
3.5	Elect Director Itonaga, Takehide	Mgmt	For	For	For
3.6	Elect Director Kondo, Shiro	Mgmt	For	For	For
3.7	Elect Director Kutsuzawa, Koichi	Mgmt	For	For	For
3.8	Elect Director Mizuyoshi, Hideo	Mgmt	For	For	For
3.9	Elect Director Tsuyuki, Kaori	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Hayama, Takashi	Mgmt	For	For	For
4.2	Elect Director and Audit Committee Member Hayashi, Takeshi	Mgmt	For	Against	Against
4.3	Elect Director and Audit Committee Member Wagatsuma, Yukako	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Taki, Junko	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Oji Holdings Corp.

Meeting Date: 06/27/2024Country: JapanTicker: 3861

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J6031N109

Shares Voted: 64,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kaku, Masatoshi	Mgmt	For	For	For
1.2	Elect Director Isono, Hiroyuki	Mgmt	For	For	For
1.3	Elect Director Shindo, Fumio	Mgmt	For	For	For
1.4	Elect Director Kamada, Kazuhiko	Mgmt	For	For	For
1.5	Elect Director Aoki, Shigeki	Mgmt	For	For	For
1.6	Elect Director Hasebe, Akio	Mgmt	For	For	For
1.7	Elect Director Moridaira, Takayuki	Mgmt	For	For	For
1.8	Elect Director Onuki, Yuji	Mgmt	For	For	For
1.9	Elect Director Nara, Michihiro	Mgmt	For	For	For
1.10	Elect Director Nagai, Seiko	Mgmt	For	For	For
1.11	Elect Director Ogawa, Hiromichi	Mgmt	For	For	For
1.12	Elect Director Fukuda, Sachiko	Mgmt	For	For	For

Oriental Land Co., Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 4661

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J6174U100

Shares Voted: 6,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For	For
2.1	Elect Director Kagami, Toshio	Mgmt	For	For	For
2.2	Elect Director Takano, Yumiko	Mgmt	For	For	For
2.3	Elect Director Yoshida, Kenji	Mgmt	For	For	For
2.4	Elect Director Katayama, Yuichi	Mgmt	For	For	For
2.5	Elect Director Takahashi, Wataru	Mgmt	For	For	For
2.6	Elect Director Kaneki, Yuichi	Mgmt	For	For	For
2.7	Elect Director Kambara, Rika	Mgmt	For	For	For
2.8	Elect Director Hanada, Tsutomu	Mgmt	For	For	For
2.9	Elect Director Mogi, Yuzaburo	Mgmt	For	For	For
2.10	Elect Director Tajiri, Kunio	Mgmt	For	For	For
2.11	Elect Director Kikuchi, Misao	Mgmt	For	For	For
2.12	Elect Director Watanabe, Koichiro	Mgmt	For	For	For

Oriental Land Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Appoint Statutory Auditor Suzuki, Shigeru	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kainaka, Tatsuo	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Saigusa, Norio	Mgmt	For	Against	Against
3.4	Appoint Statutory Auditor Mashimo, Yukihito	Mgmt	For	Against	Against
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For
6	Approve Donation of Treasury Shares to Oriental Land Happiness of Children Foundation	Mgmt	For	Against	Against

Osaka Gas Co., Ltd.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J62320130

Country: Japan

Meeting Type: Annual

Ticker: 9532

Shares Voted: 14,723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors	Mgmt	For	For	For
3	Amend Articles to Authorize Board to Determine Income Allocation	Mgmt	For	For	For
4.1	Elect Director Honjo, Takehiro	Mgmt	For	For	For
4.2	Elect Director Fujiwara, Masataka	Mgmt	For	For	For
4.3	Elect Director Tasaka, Takayuki	Mgmt	For	For	For
4.4	Elect Director Takemori, Keiji	Mgmt	For	For	For
4.5	Elect Director Sakanashi, Ko	Mgmt	For	For	For
4.6	Elect Director Imai, Toshiyuki	Mgmt	For	For	For
4.7	Elect Director Murao, Kazutoshi	Mgmt	For	For	For
4.8	Elect Director Kijima, Tatsuo	Mgmt	For	For	For
4.9	Elect Director Sato, Yumiko	Mgmt	For	For	For
4.10	Elect Director Niizeki, Mikiyo	Mgmt	For	For	For

Osaka Gas Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Elect Director and Audit Committee Member Takeguchi, Fumitoshi	Mgmt	For	For	For
5.2	Elect Director and Audit Committee Member Hazama, Ichiro	Mgmt	For	For	For
5.3	Elect Director and Audit Committee Member Nashioka, Eriko	Mgmt	For	For	For
5.4	Elect Director and Audit Committee Member Minami, Chieko	Mgmt	For	For	For
5.5	Elect Director and Audit Committee Member Kozai, Eimei	Mgmt	For	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Restricted Stock Plan	Mgmt	For	For	For

Rinnai Corp.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 5947

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J65199101

Shares Voted: 9,713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Hayashi, Kenji	Mgmt	For	For	For
2.2	Elect Director Naito, Hiroyasu	Mgmt	For	For	For
2.3	Elect Director Narita, Tsunenori	Mgmt	For	For	For
2.4	Elect Director Shiraki, Hideyuki	Mgmt	For	For	For
2.5	Elect Director Inoue, Kazuto	Mgmt	For	For	For
2.6	Elect Director Kamio, Takashi	Mgmt	For	For	For
2.7	Elect Director Ogura, Tadashi	Mgmt	For	For	For
2.8	Elect Director Dochi, Yoko	Mgmt	For	For	For
2.9	Elect Director Sato, Kumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Shimizu, Masanori	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kashima, Atsuo	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Matsuoka, Masaaki	Mgmt	For	Against	Against

Rinnai Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Appoint Statutory Auditor Watanabe, Ippei	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Ishikawa, Yoshio	Mgmt	For	For	For
5	Initiate Share Repurchase Program	SH	Against	Against	Against

Shimizu Corp.

Meeting Date: 06/27/2024	Country: Japan	Ticker: 1803
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J72445117		

Shares Voted: 37,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 6.5	Mgmt	For	For	For
2.1	Elect Director Miyamoto, Yoichi	Mgmt	For	Against	Against
2.2	Elect Director Inoue, Kazuyuki	Mgmt	For	Against	Against
2.3	Elect Director Ikeda, Kentaro	Mgmt	For	For	For
2.4	Elect Director Sekiguchi, Takeshi	Mgmt	For	For	For
2.5	Elect Director Shimmura, Tatsuya	Mgmt	For	For	For
2.6	Elect Director Higashi, Yoshiki	Mgmt	For	For	For
2.7	Elect Director Shimizu, Noriaki	Mgmt	For	For	For
2.8	Elect Director Iwamoto, Tamotsu	Mgmt	For	For	For
2.9	Elect Director Kawada, Junichi	Mgmt	For	For	For
2.10	Elect Director Tamura, Mayumi	Mgmt	For	For	For
2.11	Elect Director Jozuka, Yumiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kobayashi, Hiroshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Ishikawa, Kaoru	Mgmt	For	For	For

Telekom Austria AG

Meeting Date: 06/27/2024	Country: Austria	Ticker: TKA
Record Date: 06/17/2024	Meeting Type: Annual	
Primary Security ID: A8502A102		

Shares Voted: 10,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.36 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6.1	Elect Peter Kollmann as Supervisory Board Member	Mgmt	For	Against	Against
6.2	Elect Peter Hagen as Supervisory Board Member	Mgmt	For	Against	Against
7	Ratify Ernst & Young as Auditors and Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings Until 2028)	Mgmt	For	For	For

The Kroger Co.

Meeting Date: 06/27/2024Country: USATicker: KR

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

Primary Security ID: 501044101

Shares Voted: 100,657

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
1d	Elect Director Anne Gates	Mgmt	For	For	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1f	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1g	Elect Director Clyde R. Moore	Mgmt	For	For	For
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For

The Kroger Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For
1j	Elect Director Mark S. Sutton	Mgmt	For	For	For
1k	Elect Director Ashok Vemuri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against
5	Report on Charitable Contributions	SH	Against	Against	Against
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For	For
7	Report on "Just Transition"	SH	Against	For	For

Tokyo Gas Co., Ltd.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J87000113

Country: Japan

Meeting Type: Annual

Ticker: 9531

Shares Voted: 10,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Uchida, Takashi	Mgmt	For	For	For
1.2	Elect Director Sasayama, Shinichi	Mgmt	For	For	For
1.3	Elect Director Higo, Takashi	Mgmt	For	For	For
1.4	Elect Director Indo, Mami	Mgmt	For	For	For
1.5	Elect Director Ono, Hiromichi	Mgmt	For	For	For
1.6	Elect Director Sekiguchi, Hiroyuki	Mgmt	For	For	For
1.7	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For
1.8	Elect Director Yamamura, Masayuki	Mgmt	For	For	For
1.9	Elect Director Yoshitaka, Mari	Mgmt	For	For	For

Tokyu Corp.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J88720149

Country: Japan

Meeting Type: Annual

Ticker: 9005

Shares Voted: 20,009

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For
2.1	Elect Director Nomoto, Hirofumi	Mgmt	For	For	For
2.2	Elect Director Horie, Masahiro	Mgmt	For	For	For
2.3	Elect Director Fujiwara, Hirohisa	Mgmt	For	For	For
2.4	Elect Director Takahashi, Toshiyuki	Mgmt	For	For	For
2.5	Elect Director Kanazashi, Kiyoshi	Mgmt	For	For	For
2.6	Elect Director Fukuta, Seiichi	Mgmt	For	For	For
2.7	Elect Director Shimada, Kunio	Mgmt	For	For	For
2.8	Elect Director Kanise, Reiko	Mgmt	For	For	For
2.9	Elect Director Miyazaki, Midori	Mgmt	For	For	For
2.10	Elect Director Shimizu, Hiroshi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Nakamoto, Satoru	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Akimoto, Naohisa	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Watanabe, Hajime	Mgmt	For	Against	Against
3.4	Appoint Statutory Auditor Inagaki, Seiji	Mgmt	For	Against	Against
4	Appoint Alternate Statutory Auditor Matsumoto, Taku	Mgmt	For	For	For

Toyo Suisan Kaisha, Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 2875

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: 892306101

Shares Voted: 5,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 110	Mgmt	For	For	For
2.1	Elect Director Tsutsumi, Tadasu	Mgmt	For	For	For
2.2	Elect Director Imamura, Masanari	Mgmt	For	For	For
2.3	Elect Director Sumimoto, Noritaka	Mgmt	For	For	For
2.4	Elect Director Oki, Hitoshi	Mgmt	For	For	For
2.5	Elect Director Makiya, Rieko	Mgmt	For	For	For
2.6	Elect Director Mochizuki, Masahisa	Mgmt	For	For	For

Toyo Suisan Kaisha, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Murakami, Osamu	Mgmt	For	For	For
2.8	Elect Director Hayama, Tomohide	Mgmt	For	For	For
2.9	Elect Director Matsumoto, Chiyoko	Mgmt	For	For	For
2.10	Elect Director Yamazaki, Yoshiaki	Mgmt	For	For	For
2.11	Elect Director Yachi, Hiroyasu	Mgmt	For	For	For
2.12	Elect Director Mineki, Machiko	Mgmt	For	For	For
2.13	Elect Director Yazawa, Kenichi	Mgmt	For	For	For
2.14	Elect Director Chino, Isamu	Mgmt	For	For	For
2.15	Elect Director Kobayashi, Tetsuya	Mgmt	For	For	For
3	Appoint Statutory Auditor Takahashi, Kiyoshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Ushijima, Tsutomu	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For
6	Approve Additional Allocation of Income so that Annual Dividend per Share Equals to JPY 217	SH	Against	Against	Against
7	Initiate Share Repurchase Program	SH	Against	Against	Against
8	Approve Compensation Mix for Directors and Restricted Stock Plan	SH	Against	Against	Against
9	Amend Articles to Disclose Measures Taken to Realize Management with Cost of Capital and Share Price Considered	SH	Against	For	For
10	Amend Articles to Introduce Provision on Management of Subsidiaries	SH	Against	Against	Against