

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2024 to 06/30/2025

ICON plc

Meeting Date: 07/23/2024

Ticker: ICLR

Primary CUSIP: G4705A100

Votable Shares: 29,806

Shares Voted: 29,806

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Ciaran Murray	Mgmt	For	No
Elect Director Steve Cutler	Mgmt	For	No
Elect Director Ronan Murphy	Mgmt	For	No
Elect Director John Climax	Mgmt	For	No
Elect Director Julie O'Neill	Mgmt	For	No
Elect Director Eugene McCague	Mgmt	For	No
Elect Director Linda Grais	Mgmt	For	No
Accept Financial Statements and Statutory Reports	Mgmt	For	No
Authorise Board to Fix Remuneration of Auditors	Mgmt	For	No
Authorise Issue of Equity	Mgmt	For	No
Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	No
Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	No
Authorise Market Purchase of Ordinary Shares	Mgmt	For	No
Approve the Price Range for the Reissuance of Shares	Mgmt	For	No

Halma Plc

Meeting Date: 07/25/2024

Ticker: HLMA

Primary CUSIP: G42504103

Votable Shares: 191,671

Shares Voted: 191,671

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Accept Financial Statements and Statutory Reports	Mgmt	For	No

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Approve Final Dividend	Mgmt	For	No
Approve Remuneration Report	Mgmt	For	No
Approve Remuneration Policy	Mgmt	For	No
Elect Liam Condon as Director	Mgmt	For	No
Elect Giles Kerr as Director	Mgmt	For	No
Re-elect Dame Louise Makin as Director	Mgmt	For	No
Re-elect Marc Ronchetti as Director	Mgmt	For	No
Re-elect Steve Gunning as Director	Mgmt	For	No
Re-elect Jennifer Ward as Director	Mgmt	For	No
Re-elect Carole Cran as Director	Mgmt	For	No
Re-elect Jo Harlow as Director	Mgmt	For	No
Re-elect Dharmash Mistry as Director	Mgmt	For	No
Re-elect Sharmila Nebhrajani as Director	Mgmt	For	No
Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	No
Authorise Board to Fix Remuneration of Auditors	Mgmt	For	No
Authorise Issue of Equity	Mgmt	For	No
Authorise UK Political Donations and Expenditure	Mgmt	For	No
Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	No
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	No
Authorise Market Purchase of Ordinary Shares	Mgmt	For	No
Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	No

Votable Shares: 33,741

Shares Voted: 33,741

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Esther M. Alegria	Mgmt	For	No
Elect Director Richard C. Breeden	Mgmt	For	No
Elect Director Daniel A. Carestio	Mgmt	For	No
Elect Director Cynthia L. Feldmann	Mgmt	For	No
Elect Director Christopher S. Holland	Mgmt	For	No
Elect Director Jacqueline B. Kosecoff	Mgmt	For	No
Elect Director Paul E. Martin	Mgmt	For	No
Elect Director Nirav R. Shah	Mgmt	For	No
Elect Director Mohsen M. Sohi	Mgmt	For	No
Elect Director Richard M. Steeves	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	For	No
Authorise Board to Fix Remuneration of Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	No
Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	For	No

Flex Ltd.

Meeting Date: 08/08/2024

Ticker: FLEX

Primary CUSIP: Y2573F102

Votable Shares: 347,465

Shares Voted: 347,465

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Revathi Advaiti	Mgmt	For	No

Flex Ltd.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director John D. Harris, II	Mgmt	For	No
Elect Director Michael E. Hurlston	Mgmt	For	No
Elect Director Erin L. McSweeney	Mgmt	For	No
Elect Director Charles K. Stevens, III	Mgmt	For	No
Elect Director Maryrose T. Sylvester	Mgmt	For	No
Elect Director Lay Koon Tan	Mgmt	For	No
Elect Director Patrick J. Ward	Mgmt	For	No
Elect Director William D. Watkins	Mgmt	For	No
Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Approve Issuance of Shares without Preemptive Rights	Mgmt	For	No
Authorize Share Repurchase Program	Mgmt	For	No

Nu Holdings Ltd.

Meeting Date: 08/13/2024

Ticker: NU

Primary CUSIP: G6683N103

Votable Shares: 576,067

Shares Voted: 576,067

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Accept Financial Statements and Statutory Reports (Voting)	Mgmt	For	No
Elect Director David Velez Osorno	Mgmt	For	No
Elect Director Anita Mary Sands	Mgmt	Against	Yes
Elect Director Daniel Krepel Goldberg	Mgmt	For	No
Elect Director David Alexandre Marcus	Mgmt	For	No
Elect Director Douglas Mauro Leone	Mgmt	For	No
Elect Director Jacqueline Dawn Reses	Mgmt	For	No

Nu Holdings Ltd.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Luis Alberto Moreno Mejia	Mgmt	For	No
Elect Director Rogerio Paulo Calderon Peres	Mgmt	Against	Yes
Elect Director Thuan Quang Pham	Mgmt	Against	Yes

The Procter & Gamble Company

Meeting Date: 10/08/2024

Ticker: PG

Primary CUSIP: 742718109

Votable Shares: 43,596

Shares Voted: 43,596

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director B. Marc Allen	Mgmt	For	No
Elect Director Brett Biggs	Mgmt	For	No
Elect Director Sheila Bonini	Mgmt	For	No
Elect Director Amy L. Chang	Mgmt	For	No
Elect Director Joseph Jimenez	Mgmt	For	No
Elect Director Christopher Kempczinski	Mgmt	For	No
Elect Director Debra L. Lee	Mgmt	For	No
Elect Director Terry J. Lundgren	Mgmt	For	No
Elect Director Christine M. McCarthy	Mgmt	For	No
Elect Director Ashley McEvoy	Mgmt	For	No
Elect Director Jon R. Moeller	Mgmt	For	No
Elect Director Robert J. Portman	Mgmt	For	No
Elect Director Rajesh Subramaniam	Mgmt	For	No
Elect Director Patricia A. Woertz	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Report on Median Gender/Racial Pay Gap	SH	For	Yes

Aptiv Plc

Meeting Date: 12/02/2024

Ticker: APTV

Primary CUSIP: G6095L109

Votable Shares: 96,992

Shares Voted: 96,992

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Approve Scheme of Arrangement	Mgmt	For	No
Approve Merger Agreement	Mgmt	For	No

Aptiv Plc

Meeting Date: 12/02/2024

Ticker: APTV

Primary CUSIP: G6095L109

Votable Shares: 96,992

Shares Voted: 96,992

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Court Meeting	Mgmt		
Approve Scheme of Arrangement	Mgmt	For	No

Microsoft Corporation

Meeting Date: 12/10/2024

Ticker: MSFT

Primary CUSIP: 594918104

Votable Shares: 29,260

Shares Voted: 29,260

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Reid G. Hoffman	Mgmt	For	No
Elect Director Hugh F. Johnston	Mgmt	For	No
Elect Director Teri L. List	Mgmt	For	No
Elect Director Catherine MacGregor	Mgmt	For	No
Elect Director Mark A. L. Mason	Mgmt	For	No
Elect Director Satya Nadella	Mgmt	For	No
Elect Director Sandra E. Peterson	Mgmt	For	No
Elect Director Penny S. Pritzker	Mgmt	For	No

Microsoft Corporation

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Carlos A. Rodriguez	Mgmt	For	No
Elect Director Charles W. Scharf	Mgmt	For	No
Elect Director John W. Stanton	Mgmt	For	No
Elect Director Emma N. Walmsley	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No
Report on Risks of Weapons Development	SH	Against	No
Assess and Report on Investing in Bitcoin	SH	Against	No
Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	No
Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	No
Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	No
Report on AI Data Sourcing Accountability	SH	For	Yes

Palo Alto Networks, Inc.

Meeting Date: 12/10/2024

Ticker: PANW

Primary CUSIP: 697435105

Votable Shares: 14,208

Shares Voted: 14,208

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director John Key	Mgmt	Against	Yes
Elect Director Mary Pat McCarthy	Mgmt	Against	Yes
Elect Director Nir Zuk	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Advisory Vote on Say on Pay Frequency	Mgmt	One Year	No

Palo Alto Networks, Inc.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Yes
Amend Omnibus Stock Plan	Mgmt	For	No
Report on Climate Risk in Retirement Plan Options	SH	Against	No

Becton, Dickinson and Company

Meeting Date: 01/28/2025

Ticker: BDJ

Primary CUSIP: 075887109

Votable Shares: 30,262

Shares Voted: 30,262

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director William M. Brown	Mgmt	For	No
Elect Director Catherine M. Burzik	Mgmt	For	No
Elect Director Carrie L. Byington	Mgmt	For	No
Elect Director R. Andrew Eckert	Mgmt	For	No
Elect Director Claire M. Fraser	Mgmt	For	No
Elect Director Jeffrey W. Henderson	Mgmt	For	No
Elect Director Christopher Jones	Mgmt	For	No
Elect Director Thomas E. Polen	Mgmt	For	No
Elect Director Timothy M. Ring	Mgmt	For	No
Elect Director Bertram L. Scott	Mgmt	For	No
Elect Director Joanne Waldstreicher	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No

Visa Inc.

Meeting Date: 01/28/2025

Ticker: V

Primary CUSIP: 92826C839

Visa Inc.

Votable Shares: 28,836

Shares Voted: 28,836

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Lloyd A. Carney	Mgmt	For	No
Elect Director Kermit R. Crawford	Mgmt	For	No
Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	No
Elect Director Ramon Laguarta	Mgmt	For	No
Elect Director Teri L. List	Mgmt	For	No
Elect Director John F. Lundgren	Mgmt	For	No
Elect Director Ryan McInerney	Mgmt	For	No
Elect Director Denise M. Morrison	Mgmt	For	No
Elect Director Pamela Murphy	Mgmt	For	No
Elect Director Linda J. Rendle	Mgmt	For	No
Elect Director Maynard G. Webb, Jr.	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify KPMG LLP as Auditors	Mgmt	For	No
Report on Gender-Based Compensation and Benefits Inequities	SH	Against	No
Report on Company's Policy on Merchant Category Codes	SH	Against	No
Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	No
Report on Lobbying Payments and Policy	SH	Against	No

Rockwell Automation, Inc.

Meeting Date: 02/04/2025

Ticker: ROK

Primary CUSIP: 773903109

Votable Shares: 18,630

Shares Voted: 18,630

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director James P. Keane	Mgmt	Withhold	Yes
Elect Director Blake D. Moret	Mgmt	For	No

Rockwell Automation, Inc.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Thomas W. Rosamilia	Mgmt	Withhold	Yes
Elect Director Patricia A. Watson	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No

Accenture plc

Meeting Date: 02/06/2025

Ticker: ACN

Primary CUSIP: G1151C101

Votable Shares: 22,030

Shares Voted: 22,030

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Jaime Ardila	Mgmt	For	No
Elect Director Martin Brudermuller	Mgmt	For	No
Elect Director Alan Jope	Mgmt	For	No
Elect Director Nancy McKinstry	Mgmt	For	No
Elect Director Jennifer Nason	Mgmt	For	No
Elect Director Paula A. Price	Mgmt	For	No
Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	No
Elect Director Arun Sarin	Mgmt	For	No
Elect Director Julie Sweet	Mgmt	For	No
Elect Director Tracey T. Travis	Mgmt	For	No
Elect Director Masahiko Uotani	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	No
Approve Capital Reduction of the Share Premium Account	Mgmt	For	No
Authorize Board to Issue Shares under Irish Law	Mgmt	For	No

Accenture plc

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	No
Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	No

Hologic Inc.

Meeting Date: 02/26/2025

Ticker: HOLX

Primary CUSIP: 436440101

Votable Shares: 61,879

Shares Voted: 61,879

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Stephen P. MacMillan	Mgmt	For	No
Elect Director Charles J. Dockendorff	Mgmt	For	No
Elect Director Ludwig N. Hantson	Mgmt	For	No
Elect Director Martin Madaus	Mgmt	For	No
Elect Director Nanaz Mohtashami	Mgmt	For	No
Elect Director Christiana Stamoulis	Mgmt	For	No
Elect Director Stacey D. Stewart	Mgmt	For	No
Elect Director Amy M. Wendell	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Adopt Simple Majority Vote	SH	For	No

Tetra Tech, Inc.

Meeting Date: 02/27/2025

Ticker: TTEK

Primary CUSIP: 88162G103

Tetra Tech, Inc.

Votable Shares: 129,875

Shares Voted: 129,875

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Dan L. Batrack	Mgmt	For	No
Elect Director Gary R. Birkenbeuel	Mgmt	For	No
Elect Director John M. Douglas	Mgmt	For	No
Elect Director Prashant Gandhi	Mgmt	For	No
Elect Director Christiana Obiaya	Mgmt	For	No
Elect Director Kimberly E. Ritrievi	Mgmt	For	No
Elect Director Kirsten M. Volpi	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	No

AECOM

Meeting Date: 02/28/2025

Ticker: ACM

Primary CUSIP: 00766T100

Votable Shares: 72,763

Shares Voted: 72,763

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Bradley W. Buss	Mgmt	For	No
Elect Director Derek J. Kerr	Mgmt	For	No
Elect Director Kristy Pipes	Mgmt	For	No
Elect Director Troy Rudd	Mgmt	For	No
Elect Director Douglas W. Stotlar	Mgmt	For	No
Elect Director Daniel R. Tishman	Mgmt	For	No
Elect Director Sander van't Noordende	Mgmt	For	No
Elect Director Janet C. Wolfenbarger	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	No

Fair Isaac Corporation

Meeting Date: 03/05/2025

Ticker: FICO

Primary CUSIP: 303250104

Votable Shares: 2,983

Shares Voted: 2,983

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Braden R. Kelly	Mgmt	For	No
Elect Director Fabiola R. Arredondo	Mgmt	For	No
Elect Director William J. Lansing	Mgmt	For	No
Elect Director Eva Manolis	Mgmt	For	No
Elect Director Marc F. McMorris	Mgmt	For	No
Elect Director Joanna Rees	Mgmt	For	No
Elect Director David A. Rey	Mgmt	For	No
Elect Director H. Tayloe Stansbury	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No

Jefferies Financial Group Inc.

Meeting Date: 03/27/2025

Ticker: JEF

Primary CUSIP: 47233W109

Jefferies Financial Group Inc.

Votable Shares: 86,524

Shares Voted: 86,524

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Linda L. Adamany	Mgmt	For	No
Elect Director Robert D. Beyer	Mgmt	For	No
Elect Director Matrice Ellis Kirk	Mgmt	For	No
Elect Director Brian P. Friedman	Mgmt	For	No
Elect Director MaryAnne Gilmartin	Mgmt	For	No
Elect Director Richard B. Handler	Mgmt	For	No
Elect Director Thomas W. Jones	Mgmt	For	No
Elect Director Jacob M. Katz	Mgmt	For	No
Elect Director Toru Nakashima	Mgmt	For	No
Elect Director Michael T. O'Kane	Mgmt	For	No
Elect Director Joseph S. Steinberg	Mgmt	For	No
Elect Director Melissa V. Weiler	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No

Prysmian SpA

Meeting Date: 04/16/2025

Ticker: PRY

Primary CUSIP: T7630L105

Votable Shares: 116,050

Shares Voted: 116,050

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Ordinary Business	Mgmt		
Accept Financial Statements and Statutory Reports	Mgmt	For	No
Approve Allocation of Income	Mgmt	For	No
Appoint Internal Statutory Auditors (Slate Election)	Mgmt		

Prysmian SpA

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	For	No
Approve Internal Auditors' Remuneration	Mgmt	For	No
Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	No
Approve Employee Share Purchase Plan	Mgmt	For	No
Approve Employee Share Grant Plan	Mgmt	For	No
Approve Remuneration Policy	Mgmt	For	No
Approve Second Section of the Remuneration Report	Mgmt	For	No
Extraordinary Business	Mgmt		
Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 6	Mgmt	For	No
Approve Capital Increase to Service Share-Based Plans	Mgmt	For	No

Adobe Inc.

Meeting Date: 04/22/2025

Ticker: ADBE

Primary CUSIP: 00724F101

Votable Shares: 9,956

Shares Voted: 9,956

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Cristiano Amon	Mgmt	For	No
Elect Director Amy Banse	Mgmt	For	No
Elect Director Melanie Boulden	Mgmt	For	No
Elect Director Frank Calderoni	Mgmt	Against	Yes
Elect Director Laura Desmond	Mgmt	For	No
Elect Director Shantanu Narayan	Mgmt	For	No
Elect Director Spencer Neumann	Mgmt	For	No
Elect Director Kathleen Oberg	Mgmt	For	No
Elect Director Dheeraj Pandey	Mgmt	For	No
Elect Director David Ricks	Mgmt	For	No

Adobe Inc.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Daniel Rosensweig	Mgmt	For	No
Amend Omnibus Stock Plan	Mgmt	For	No
Ratify KPMG LLP as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Yes
Submit Severance Agreement to Shareholder Vote	SH	For	Yes

Aptiv PLC

Meeting Date: 04/23/2025

Ticker: APTV

Primary CUSIP: G3265R107

Votable Shares: 82,556

Shares Voted: 82,556

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Kevin P. Clark	Mgmt	For	No
Elect Director Nancy E. Cooper	Mgmt	For	No
Elect Director Joseph L. Hooley	Mgmt	For	No
Elect Director Vasumati P. Jakkal	Mgmt	For	No
Elect Director Merit E. Janow	Mgmt	For	No
Elect Director Sean O. Mahoney	Mgmt	For	No
Elect Director Paul M. Meister	Mgmt	For	No
Elect Director Robert K. Ortberg	Mgmt	For	No
Elect Director Colin J. Parris	Mgmt	For	No
Elect Director Ana G. Pinczuk	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No

RELX Plc

Meeting Date: 04/24/2025

Ticker: REL

Primary CUSIP: G7493L105

Votable Shares: 131,198

Shares Voted: 131,198

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Accept Financial Statements and Statutory Reports	Mgmt	For	No
Approve Remuneration Report	Mgmt	For	No
Approve Final Dividend	Mgmt	For	No
Reappoint Ernst & Young LLP as Auditors	Mgmt	For	No
Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	No
Elect Andy Halford as Director	Mgmt	For	No
Re-elect Paul Walker as Director	Mgmt	For	No
Re-elect Erik Engstrom as Director	Mgmt	For	No
Re-elect Nick Luff as Director	Mgmt	For	No
Re-elect Alistair Cox as Director	Mgmt	For	No
Re-elect June Felix as Director	Mgmt	For	No
Re-elect Charlotte Hogg as Director	Mgmt	For	No
Re-elect Andrew Sukawaty as Director	Mgmt	For	No
Re-elect Bianca Tetteroo as Director	Mgmt	For	No
Re-elect Suzanne Wood as Director	Mgmt	For	No
Authorise Issue of Equity	Mgmt	For	No
Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	No
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	No
Authorise Market Purchase of Ordinary Shares	Mgmt	For	No
Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	No

London Stock Exchange Group plc

Meeting Date: 05/01/2025

Ticker: LSEG

Primary CUSIP: G5689U103

Votable Shares: 75,012

Shares Voted: 75,012

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Accept Financial Statements and Statutory Reports	Mgmt	For	No
Approve Final Dividend	Mgmt	For	No
Approve Remuneration Report	Mgmt	For	No
Re-elect Dominic Blakemore as Director	Mgmt	For	No
Re-elect Martin Brand as Director	Mgmt	For	No
Re-elect Kathleen DeRose as Director	Mgmt	For	No
Re-elect Tsega Gebreyes as Director	Mgmt	For	No
Re-elect Scott Guthrie as Director	Mgmt	For	No
Re-elect Cressida Hogg as Director	Mgmt	For	No
Re-elect Michel-Alain Proch as Director	Mgmt	For	No
Re-elect Val Rahmani as Director	Mgmt	For	No
Re-elect Don Robert as Director	Mgmt	For	No
Re-elect David Schwimmer as Director	Mgmt	For	No
Re-elect William Vereker as Director	Mgmt	For	No
Elect Lloyd Pitchford as Director	Mgmt	For	No
Reappoint Deloitte LLP as Auditors	Mgmt	For	No
Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	No
Authorise Issue of Equity	Mgmt	For	No
Authorise UK Political Donations and Expenditure	Mgmt	For	No
Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against	Yes
Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against	Yes
Authorise Market Purchase of Ordinary Shares	Mgmt	For	No

London Stock Exchange Group plc

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	No

Aflac Incorporated

Meeting Date: 05/05/2025

Ticker: AFL

Primary CUSIP: 001055102

Votable Shares: 33,368

Shares Voted: 33,368

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Daniel P. Amos	Mgmt	For	No
Elect Director W. Paul Bowers	Mgmt	For	No
Elect Director Arthur R. Collins	Mgmt	For	No
Elect Director Miwako Hosoda	Mgmt	For	No
Elect Director Michael A. Forrester	Mgmt	For	No
Elect Director Thomas J. Kenny	Mgmt	For	No
Elect Director Georgette D. Kiser	Mgmt	For	No
Elect Director Karole F. Lloyd	Mgmt	For	No
Elect Director Nobuchika Mori	Mgmt	For	No
Elect Director Joseph L. Moskowitz	Mgmt	For	No
Elect Director Katherine T. Rohrer	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify KPMG LLP as Auditors	Mgmt	For	No

Alcon Inc.

Meeting Date: 05/06/2025

Ticker: ALC

Primary CUSIP: H01301128

Votable Shares: 108,047

Shares Voted: 108,047

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Accept Financial Statements and Statutory Reports	Mgmt	For	No
Approve Discharge of Board and Senior Management	Mgmt	For	No
Approve Allocation of Income and Dividends of CHF 0.28 per Share	Mgmt	For	No
Approve Non-Financial Report (Non-Binding)	Mgmt	For	No
Approve Remuneration Report (Non-Binding)	Mgmt	For	No
Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	No
Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	No
Reelect Michael Ball as Director and Board Chair	Mgmt	For	No
Reelect Lynn Bleil as Director	Mgmt	For	No
Reelect Arthur Cummings as Director	Mgmt	For	No
Reelect David Endicott as Director	Mgmt	For	No
Reelect Thomas Glanzmann as Director	Mgmt	For	No
Reelect Keith Grossman as Director	Mgmt	For	No
Reelect Scott Maw as Director	Mgmt	For	No
Reelect Karen May as Director	Mgmt	For	No
Reelect Ines Poeschel as Director	Mgmt	For	No
Reelect Dieter Spaelti as Director	Mgmt	For	No
Elect Deborah Di Sanzo as Director	Mgmt	For	No
Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	No
Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	No
Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	No

Alcon Inc.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	No
Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	No
Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	No
Transact Other Business (Voting)	Mgmt	Against	Yes

Tomra Systems ASA

Meeting Date: 05/06/2025

Ticker: TOM

Primary CUSIP: R91733155

Votable Shares: 197,132

Shares Voted: 197,132

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt		
Elect Chair of Meeting	Mgmt	For	No
Designate Inspector(s) of Minutes of Meeting	Mgmt	For	No
Approve Notice of Meeting and Agenda	Mgmt	For	No
Receive Management Report on the Status of the Company and Group	Mgmt		
Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.15 Per Share	Mgmt	For	No
Amend Remuneration Policy	Mgmt	For	No
Approve Remuneration Statement	Mgmt	Against	Yes
Discuss Company's Corporate Governance Statement (Not Voting)	Mgmt		
Reelect Johan Hjertonsson (Chair), Bodil Sonesson, Pierre Couderc, Hege Skryseth and Erik Osmundsen as Directors	Mgmt	Against	Yes
Reelect Rune Selmar (Chair), Tine Fosslund, Jacob Chris Lassen and Geert-Jan Hoppers as Members of Nominating Committee	Mgmt	For	No

Tomra Systems ASA

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Approve Remuneration of Directors in the Amount of NOK 1.5 Million for Chair and NOK 750,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	No
Approve Remuneration of Nominating Committee	Mgmt	For	No
Approve Board Member Share Ownership	Mgmt	For	No
Approve Remuneration of Auditors	Mgmt	Against	Yes
Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	Mgmt	For	No
Approve Issuance of Shares for a Private Placement	Mgmt	For	No

Cadence Design Systems, Inc.

Meeting Date: 05/08/2025

Ticker: CDNS

Primary CUSIP: 127387108

Votable Shares: 23,173

Shares Voted: 23,173

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Mark W. Adams	Mgmt	For	No
Elect Director Ita Brennan	Mgmt	For	No
Elect Director Lewis Chew	Mgmt	For	No
Elect Director Anirudh Devgan	Mgmt	For	No
Elect Director Moshe Gavriellov	Mgmt	For	No
Elect Director ML Krakauer	Mgmt	For	No
Elect Director Julia Liuson	Mgmt	For	No
Elect Director James D. Plummer	Mgmt	For	No
Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	No
Elect Director Young K. Sohn	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	No

Cadence Design Systems, Inc.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Report on Political Contributions and Expenditures	SH	Against	No

Stryker Corporation

Meeting Date: 05/08/2025

Ticker: SYK

Primary CUSIP: 863667101

Votable Shares: 13,580

Shares Voted: 13,580

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Mary K. Brainerd	Mgmt	For	No
Elect Director Giovanni Caforio	Mgmt	For	No
Elect Director Kevin A. Lobo	Mgmt	For	No
Elect Director Emmanuel P. Maceda	Mgmt	For	No
Elect Director Sherilyn S. McCoy	Mgmt	For	No
Elect Director Rachel M. Ruggeri	Mgmt	For	No
Elect Director Andrew K. Silvernail	Mgmt	For	No
Elect Director Lisa M. Skeete Tatum	Mgmt	For	No
Elect Director Ronda E. Stryker	Mgmt	For	No
Elect Director Rajeev Suri	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Amend Omnibus Stock Plan	Mgmt	For	No
Amend Restricted Stock Plan	Mgmt	For	No
Amend Qualified Employee Stock Purchase Plan	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Report on Political Contributions and Expenditures	SH	For	Yes

Cameco Corporation

Meeting Date: 05/09/2025

Ticker: CCO

Primary CUSIP: 13321L108

Cameco Corporation

Votable Shares: 167,576

Shares Voted: 167,576

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Catherine Gignac	Mgmt	For	No
Elect Director Daniel Camus	Mgmt	For	No
Elect Director Tammy Cook-Searson	Mgmt	For	No
Elect Director Tim Gitzel	Mgmt	For	No
Elect Director Marie Inkster	Mgmt	For	No
Elect Director Kathryn (Kate) Jackson	Mgmt	For	No
Elect Director Don Kayne	Mgmt	For	No
Elect Director Peter Kukielski	Mgmt	For	No
Elect Director Dominique Miniere	Mgmt	For	No
Elect Director Leontine van Leeuwen-Atkins	Mgmt	For	No
Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	No
Advisory Vote on Executive Compensation Approach	Mgmt	For	No
The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and AGAINST = No.	Mgmt	Against	No

SAP SE

Meeting Date: 05/13/2025

Ticker: SAP

Primary CUSIP: D66992104

Votable Shares: 21,610

Shares Voted: 21,610

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt		
Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	For	No
Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	No

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	No
Ratify BDO AG as Auditors for Fiscal Year 2025	Mgmt	For	No
Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	No
Approve Remuneration Report	Mgmt	For	No
Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	No
Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	No
Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	No

Waste Management, Inc.

Meeting Date: 05/13/2025

Ticker: WM

Primary CUSIP: 94106L109

Votable Shares: 38,663

Shares Voted: 38,663

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Thomas L. Bene	Mgmt	For	No
Elect Director Bruce E. Chinn	Mgmt	For	No
Elect Director James C. Fish, Jr.	Mgmt	For	No
Elect Director Andres R. Gluski	Mgmt	For	No
Elect Director Victoria M. Holt	Mgmt	For	No
Elect Director Kathleen M. Mazzarella	Mgmt	For	No
Elect Director Sean E. Menke	Mgmt	For	No
Elect Director William B. Plummer	Mgmt	For	No
Elect Director Maryrose T. Sylvester	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No

Waste Management, Inc.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No

Fiserv, Inc.

Meeting Date: 05/14/2025

Ticker: FI

Primary CUSIP: 337738108

Votable Shares: 50,693

Shares Voted: 50,693

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Frank J. Bisignano *Withdrawn Resolution*	Mgmt		
Elect Director Stephanie E. Cohen	Mgmt	For	No
Elect Director Henrique de Castro	Mgmt	For	No
Elect Director Harry F. DiSimone	Mgmt	For	No
Elect Director Lance M. Fritz	Mgmt	For	No
Elect Director Ajei S. Gopal	Mgmt	For	No
Elect Director Michael P. Lyons	Mgmt	For	No
Elect Director Wafaa Mamilli	Mgmt	For	No
Elect Director Doyle R. Simons	Mgmt	For	No
Elect Director Kevin M. Warren	Mgmt	For	No
Elect Director Charlotte B. Yarkoni	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No
Amend Clawback Policy	SH	Against	No

Veralto Corp.

Meeting Date: 05/14/2025

Ticker: VLTO

Primary CUSIP: 92338C103

Votable Shares: 99,826

Shares Voted: 99,826

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Daniel L. Comas	Mgmt	For	No
Elect Director Walter G. Lohr, Jr.	Mgmt	For	No
Elect Director John T. Schwieters	Mgmt	For	No
Elect Director Cindy L. Wallis-Lage	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Declassify the Board of Directors	Mgmt	For	No
Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	No

Partners Group Holding AG

Meeting Date: 05/21/2025

Ticker: PGHN

Primary CUSIP: H6120A101

Votable Shares: 3,467

Shares Voted: 3,467

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Accept Financial Statements and Statutory Reports	Mgmt	For	No
Approve Non-Financial Report	Mgmt	For	No
Approve Allocation of Income and Dividends of CHF 42.00 per Share	Mgmt	For	No
Approve Discharge of Board and Senior Management	Mgmt	For	No
Approve Remuneration Report	Mgmt	For	No
Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	No
Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	Mgmt	For	No

Partners Group Holding AG

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	Mgmt	For	No
Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	No
Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	Mgmt	For	No
Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	Mgmt	For	No
Reelect Steffen Meister as Director and Board Chair	Mgmt	For	No
Elect Urban Angehrn as Director	Mgmt	For	No
Reelect Marcel Erni as Director	Mgmt	For	No
Reelect Alfred Gantner as Director	Mgmt	For	No
Reelect Anne Lester as Director	Mgmt	For	No
Reelect Gaelle Olivier as Director	Mgmt	For	No
Reelect Urs Wietlisbach as Director	Mgmt	For	No
Reelect Flora Zhao as Director	Mgmt	For	No
Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	No
Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	No
Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	No
Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For	No
Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	No
Transact Other Business (Voting)	Mgmt	Against	Yes

Reinsurance Group of America, Incorporated

Meeting Date: 05/21/2025

Ticker: RGA

Primary CUSIP: 759351604

Reinsurance Group of America, Incorporated

Votable Shares: 29,840

Shares Voted: 29,840

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Pina Albo	Mgmt	For	No
Elect Director Michele Bang	Mgmt	For	No
Elect Director Tony Cheng	Mgmt	For	No
Elect Director John J. Gauthier	Mgmt	For	No
Elect Director Patricia L. Guinn	Mgmt	For	No
Elect Director Hazel M. McNeilage	Mgmt	For	No
Elect Director Stephen T. O'Hearn	Mgmt	For	No
Elect Director Alison Rand	Mgmt	For	No
Elect Director Shundrawn Thomas	Mgmt	For	No
Elect Director Khanh T. Tran	Mgmt	For	No
Elect Director Steven C. Van Wyk	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Amend Omnibus Stock Plan	Mgmt	For	No
Amend Non-Employee Director Stock Awards in Lieu of Cash	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No

LPL Financial Holdings Inc.

Meeting Date: 05/22/2025

Ticker: LPLA

Primary CUSIP: 50212V100

Votable Shares: 23,000

Shares Voted: 23,000

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Richard Steinmeier	Mgmt	For	No
Elect Director Edward C. Bernard	Mgmt	For	No
Elect Director H. Paulett Eberhart	Mgmt	For	No
Elect Director William F. Glavin, Jr.	Mgmt	For	No

LPL Financial Holdings Inc.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Albert J. Ko	Mgmt	For	No
Elect Director Allison H. Mnookin	Mgmt	For	No
Elect Director Anne M. Mulcahy	Mgmt	For	No
Elect Director James S. Putnam	Mgmt	For	No
Elect Director Richard P. Schifter	Mgmt	For	No
Elect Director Corey E. Thomas	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No

NextEra Energy, Inc.

Meeting Date: 05/22/2025

Ticker: NEE

Primary CUSIP: 65339F101

Votable Shares: 134,765

Shares Voted: 134,765

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Nicole S. Arnaboldi	Mgmt	For	No
Elect Director James L. Camaren	Mgmt	For	No
Elect Director Naren K. Gursahaney	Mgmt	For	No
Elect Director Kirk S. Hachigian	Mgmt	For	No
Elect Director Maria G. Henry	Mgmt	For	No
Elect Director John W. Ketchum	Mgmt	For	No
Elect Director Amy B. Lane	Mgmt	For	No
Elect Director Geoffrey S. Martha	Mgmt	For	No
Elect Director David L. Porges	Mgmt	For	No
Elect Director Deborah L. "Dev" Stahlkopf	Mgmt	For	No
Elect Director John A. Stall	Mgmt	For	No
Elect Director Darryl L. Wilson	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Yes

On Holding AG

Meeting Date: 05/22/2025

Ticker: ONON

Primary CUSIP: H5919C104

Votable Shares: 165,997

Shares Voted: 165,997

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Accept Financial Statements and Statutory Reports	Mgmt	For	No
Approve Allocation of Income and Omission of Dividends	Mgmt	For	No
Approve Non-Financial Report	Mgmt	For	No
Approve Discharge of Board and Senior Management	Mgmt	For	No
Reelect Alex Perez as Representative of Class A Shares Holders	Mgmt	For	No
Reelect David Allemann as Director	Mgmt	For	No
Reelect Amy Banse as Director	Mgmt	For	No
Reelect Olivier Bernhard as Director	Mgmt	For	No
Reelect Caspar Coppetti as Director	Mgmt	For	No
Reelect Dennis Durkin as Director	Mgmt	Against	Yes
Reelect Laura Miele as Director	Mgmt	For	No
Reelect Alex Perez as Director	Mgmt	For	No
Elect Helena Helmersson as Director	Mgmt	For	No
Reelect David Allemann as Board Co-Chair	Mgmt	For	No
Reelect Caspar Coppetti as Board Co-Chair	Mgmt	For	No
Reappoint Amy Banse as Member of the Nomination and Compensation Committee	Mgmt	For	No
Appoint Helena Helmersson as Member of the Nomination and Compensation Committee	Mgmt	For	No

On Holding AG

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Reappoint Alex Perez as Member of the Nomination and Compensation Committee	Mgmt	For	No
Designate Keller AG as Independent Proxy	Mgmt	For	No
Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	No
Approve Remuneration Report (Non-Binding)	Mgmt	For	No
Approve Remuneration of Directors in the Amount of CHF 2 Million	Mgmt	For	No
Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	No
Approve Conversion of Class B Shares into Class A Shares	Mgmt	For	No
Transact Other Business (Voting)	Mgmt	Against	Yes

AIA Group Limited

Meeting Date: 05/23/2025

Ticker: 1299

Primary CUSIP: Y002A1105

Votable Shares: 1,116,400

Shares Voted: 1,116,400

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Accept Financial Statements and Statutory Reports	Mgmt	For	No
Approve Final Dividend	Mgmt	For	No
Elect George Yong-boon Yeo as Director	Mgmt	For	No
Elect Lawrence Juen-Yee Lau as Director	Mgmt	For	No
Elect Narongchai Akrasanee as Director	Mgmt	Against	Yes
Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	No
Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	No
Authorize Repurchase of Issued Share Capital	Mgmt	For	No

GE Healthcare Technologies, Inc.

Meeting Date: 05/28/2025

Ticker: GEHC

Primary CUSIP: 36266G107

Votable Shares: 106,193

Shares Voted: 106,193

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Peter J. Arduini	Mgmt	For	No
Elect Director H. Lawrence Culp, Jr.	Mgmt	For	No
Elect Director Rodney F. Hochman	Mgmt	For	No
Elect Director Lloyd W. Howell, Jr.	Mgmt	For	No
Elect Director Risa Lavizzo-Mourey	Mgmt	For	No
Elect Director Catherine Lesjak	Mgmt	For	No
Elect Director Anne T. Madden	Mgmt	For	No
Elect Director Tomislav Mihaljevic	Mgmt	For	No
Elect Director William J. Stromberg	Mgmt	For	No
Elect Director Phoebe L. Yang	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	No
Submit Severance Agreement to Shareholder Vote	SH	Against	No

Bruker Corporation

Meeting Date: 05/29/2025

Ticker: BRKR

Primary CUSIP: 116794108

Votable Shares: 53,521

Shares Voted: 53,521

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Bonnie H. Anderson	Mgmt	For	No
Elect Director Frank H. Laukien	Mgmt	For	No
Elect Director John A. Ornell	Mgmt	For	No
Elect Director Richard A. Packer	Mgmt	For	No

Bruker Corporation

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	No
Approve Omnibus Stock Plan	Mgmt	For	No

Arista Networks, Inc.

Meeting Date: 05/30/2025

Ticker: ANET

Primary CUSIP: 040413205

Votable Shares: 62,106

Shares Voted: 62,106

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Charles Giancarlo	Mgmt	Withhold	Yes
Elect Director Daniel Scheinman	Mgmt	For	No
Elect Director Yvonne Wassenaar	Mgmt	Withhold	Yes
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No

Salesforce, Inc.

Meeting Date: 06/05/2025

Ticker: CRM

Primary CUSIP: 79466L302

Votable Shares: 32,430

Shares Voted: 32,430

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Marc Benioff	Mgmt	For	No
Elect Director Laura Alber	Mgmt	For	No
Elect Director Craig Conway	Mgmt	For	No
Elect Director Arnold Donald	Mgmt	For	No
Elect Director Parker Harris	Mgmt	For	No
Elect Director Neelie Kroes	Mgmt	For	No

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Sachin Mehra	Mgmt	For	No
Elect Director G. Mason Morfit	Mgmt	For	No
Elect Director Oscar Munoz	Mgmt	For	No
Elect Director John V. Roos	Mgmt	For	No
Elect Director Robin Washington	Mgmt	For	No
Elect Director Maynard Webb	Mgmt	For	No
Amend Omnibus Stock Plan	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Yes

NXP Semiconductors N.V.

Meeting Date: 06/11/2025

Ticker: NXPI

Primary CUSIP: N6596X109

Votable Shares: 20,991

Shares Voted: 20,991

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Adopt Financial Statements and Statutory Reports	Mgmt	For	No
Approve Discharge of Board Members	Mgmt	For	No
Reelect Kurt Sievers as Executive Director	Mgmt	For	No
Reelect Annette Clayton as Non-Executive Director	Mgmt	For	No
Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	No
Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	No
Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	No
Reelect Lena Olving as Non-Executive Director	Mgmt	For	No
Reelect Julie Southern as Non-Executive Director	Mgmt	For	No
Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	No
Reelect Gregory Summe as Non-Executive Director	Mgmt	For	No

NXP Semiconductors N.V.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	No
Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	No
Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	No
Authorize Share Repurchase Program	Mgmt	For	No
Approve Cancellation of Ordinary Shares	Mgmt	For	No
Ratify EY Accountants B.V. as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No

Monolithic Power Systems, Inc.

Meeting Date: 06/12/2025

Ticker: MPWR

Primary CUSIP: 609839105

Votable Shares: 8,579

Shares Voted: 8,579

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Herbert Chang	Mgmt	For	No
Elect Director Michael Hsing	Mgmt	For	No
Elect Director Carintia Martinez	Mgmt	For	No
Ratify Ernst & Young LLP as Auditors	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Declassify the Board of Directors	Mgmt	For	No
Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	No

KEYENCE Corp.

Meeting Date: 06/13/2025

Ticker: 6861

Primary CUSIP: J32491102

KEYENCE Corp.

Votable Shares: 18,700

Shares Voted: 18,700

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Approve Allocation of Income, with a Final Dividend of JPY 175	Mgmt	For	No
Elect Director Takizaki, Takemitsu	Mgmt	For	No
Elect Director Nakata, Yu	Mgmt	Against	Yes
Elect Director Yamaguchi, Akiji	Mgmt	For	No
Elect Director Yamamoto, Hiroaki	Mgmt	For	No
Elect Director Nakano, Tetsuya	Mgmt	For	No
Elect Director Terada, Kazuhiko	Mgmt	For	No
Elect Director Taniguchi, Seiichi	Mgmt	For	No
Elect Director Suenaga, Kumiko	Mgmt	For	No
Elect Director Yoshioka, Michifumi	Mgmt	For	No
Appoint Statutory Auditor Hirayama, Shinyo	Mgmt	For	No
Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	No

MercadoLibre, Inc.

Meeting Date: 06/17/2025

Ticker: MELI

Primary CUSIP: 58733R102

Votable Shares: 4,690

Shares Voted: 4,690

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Stelleo Passos Tolda	Mgmt	For	No
Elect Director Emiliano Caleznuk	Mgmt	Withhold	Yes
Elect Director Marcos Galperin	Mgmt	For	No
Elect Director Martin Lawson	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify Pistrelli, Henry Martin y Asociados S.A. as Auditors	Mgmt	For	No

MercadoLibre, Inc.

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Change State of Incorporation from Delaware to Texas *Withdrawn Resolution*	Mgmt		

Terumo Corp.

Meeting Date: 06/24/2025

Ticker: 4543

Primary CUSIP: J83173104

Votable Shares: 438,596

Shares Voted: 438,596

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Approve Allocation of Income, with a Final Dividend of JPY 13	Mgmt	For	No
Elect Director Takagi, Toshiaki	Mgmt	Against	Yes
Elect Director Samejima, Hikaru	Mgmt	For	No
Elect Director Osada, Toshihiko	Mgmt	For	No
Elect Director Kunimoto, Norimasa	Mgmt	For	No
Elect Director Nishi, Hidenori	Mgmt	For	No
Elect Director Ozawa, Keiya	Mgmt	For	No
Elect Director Kogiso, Mari	Mgmt	For	No
Elect Director and Audit Committee Member Shibazaki, Takanori	Mgmt	For	No
Elect Director and Audit Committee Member Uno, Soichiro	Mgmt	For	No
Elect Director and Audit Committee Member Hayashi, Keiko	Mgmt	For	No
Elect Alternate Director and Audit Committee Member Kosugi, Hiroaki	Mgmt	For	No
Elect Alternate Director and Audit Committee Member Shirato, Asako	Mgmt	For	No

NVIDIA Corporation

Meeting Date: 06/25/2025

Ticker: NVDA

Primary CUSIP: 67066G104

Votable Shares: 52,808

Shares Voted: 52,808

Proposal Text	Proponent	Vote Instruction	Vote Against Mgmt
Elect Director Robert K. Burgess	Mgmt	For	No
Elect Director Tench Coxo	Mgmt	For	No
Elect Director John O. Dabiri	Mgmt	For	No
Elect Director Persis S. Drell	Mgmt	For	No
Elect Director Jen-Hsun Huang	Mgmt	For	No
Elect Director Dawn Hudson	Mgmt	For	No
Elect Director Harvey C. Jones	Mgmt	For	No
Elect Director Melissa B. Lora	Mgmt	For	No
Elect Director Stephen C. Neal	Mgmt	For	No
Elect Director Ellen Ochoa	Mgmt	For	No
Elect Director A. Brooke Seawell	Mgmt	For	No
Elect Director Aarti Shah	Mgmt	For	No
Elect Director Mark A. Stevens	Mgmt	For	No
Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	No
Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	No
Eliminate Supermajority Vote Requirements	Mgmt	For	No
Amend Right to Call Special Meeting	SH	Against	No
Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	No
Enhance Workforce Data Reporting	SH	For	Yes