



Date range covered : 07/01/2023 to 06/30/2024

INSTITUTION ACCOUNT(S): TANGERINE BALANCED - S&P/TSX

CAE Inc.

Meeting Date: 08/09/2023 **Country:** Canada **Ticker:** CAE
Record Date: 06/22/2023 **Meeting Type:** Annual/Special
Primary Security ID: 124765108

Shares Voted: 36,899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For
1.2	Elect Director Margaret S. (Peg) Billson	Mgmt	For	For	For
1.3	Elect Director Sophie Brochu	Mgmt	For	For	For
1.4	Elect Director Elise Eberwein	Mgmt	For	For	For
1.5	Elect Director Marianne Harrison	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	For	For
1.7	Elect Director Mary Lou Maher	Mgmt	For	For	For
1.8	Elect Director Francois Olivier	Mgmt	For	For	For
1.9	Elect Director Marc Parent	Mgmt	For	For	For
1.10	Elect Director David G. Perkins	Mgmt	For	For	For
1.11	Elect Director Michael E. Roach	Mgmt	For	For	For
1.12	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
1.13	Elect Director Andrew J. Stevens	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	Approve Omnibus Incentive Plan	Mgmt	For	For	For

Saputo Inc.

Meeting Date: 08/11/2023 **Country:** Canada **Ticker:** SAP
Record Date: 06/16/2023 **Meeting Type:** Annual
Primary Security ID: 802912105

Shares Voted: 28,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lino A. Saputo	Mgmt	For	For	For
1.2	Elect Director Henry E. Demone	Mgmt	For	For	For

Saputo Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Olu Fajemirokun-Beck	Mgmt	For	For	For
1.4	Elect Director Anthony M. Fata	Mgmt	For	For	For
1.5	Elect Director Annalisa King	Mgmt	For	For	For
1.6	Elect Director Karen Kinsley	Mgmt	For	For	For
1.7	Elect Director Diane Nysztor	Mgmt	For	For	For
1.8	Elect Director Franziska Ruf	Mgmt	For	For	For
1.9	Elect Director Annette Verschuren	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

Alimentation Couche-Tard Inc.

Meeting Date: 09/07/2023

Country: Canada

Ticker: ATD

Record Date: 07/10/2023

Meeting Type: Annual

Primary Security ID: 01626P148

Shares Voted: 87,173

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	Against	Against
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

Alimentation Couche-Tard Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.16	Elect Director Louis Tetu	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Open Text Corporation

Meeting Date: 09/14/2023 **Country:** Canada **Ticker:** OTEX
Record Date: 08/03/2023 **Meeting Type:** Annual
Primary Security ID: 683715106

Shares Voted: 31,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director P. Thomas Jenkins	Mgmt	For	For	For
1.2	Elect Director Mark J. Barrenechea	Mgmt	For	For	For
1.3	Elect Director Randy Fowlie	Mgmt	For	Against	Against
1.4	Elect Director David Fraser	Mgmt	For	For	For
1.5	Elect Director Gail E. Hamilton	Mgmt	For	For	For
1.6	Elect Director Robert (Bob) Hau	Mgmt	For	For	For
1.7	Elect Director Ann M. Powell	Mgmt	For	For	For
1.8	Elect Director Stephen J. Sadler	Mgmt	For	For	For
1.9	Elect Director Michael Slaunwhite	Mgmt	For	Against	Against
1.10	Elect Director Katharine B. Stevenson	Mgmt	For	For	For
1.11	Elect Director Deborah Weinstein	Mgmt	For	Against	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	Against

Metro Inc.

Meeting Date: 01/30/2024 **Country:** Canada **Ticker:** MRU
Record Date: 12/01/2023 **Meeting Type:** Annual
Primary Security ID: 59162N109

Shares Voted: 25,433

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

Metro Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
6	SP 3: Auditor Rotation	SH	Against	For	For
7	SP 4: Report on Anticompetitive Practices	SH	Against	Refer	Against

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: 22,973

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

CGI Inc.

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

FirstService Corporation

Meeting Date: 04/03/2024

Country: Canada

Ticker: FSV

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 33767E202

Shares Voted: 4,425

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

Canadian Imperial Bank of Commerce

Meeting Date: 04/04/2024

Country: Canada

Ticker: CM

Record Date: 02/05/2024

Meeting Type: Annual

Primary Security ID: 136069101

Shares Voted: 99,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ammar Aljoundi	Mgmt	For	For	For
1b	Elect Director Charles J. G. Brindamour	Mgmt	For	For	For
1c	Elect Director Nanci E. Caldwell	Mgmt	For	For	For
1d	Elect Director Michelle L. Collins	Mgmt	For	For	For
1e	Elect Director Victor G. Dodig	Mgmt	For	For	For
1f	Elect Director Kevin J. Kelly	Mgmt	For	For	For
1g	Elect Director Christine E. Larsen	Mgmt	For	For	For
1h	Elect Director Mary Lou Maher	Mgmt	For	For	For
1i	Elect Director William F. Morneau	Mgmt	For	For	For
1j	Elect Director Mark W. Podlasly	Mgmt	For	For	For
1k	Elect Director Katharine B. Stevenson	Mgmt	For	For	For
1l	Elect Director Martine Turcotte	Mgmt	For	For	For
1m	Elect Director Barry L. Zubrow	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: Issue Report Disclosing Exposure on the Oil and Gas Sector	SH	Against	Against	Against
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
6	SP 3: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
7	SP 4: Advisory Vote on Environmental Policy	SH	Against	Abstain	Against
8	SP 5: Disclosure of the CEO Compensation to Median Worker Pay Ratio	SH	Against	Refer	Against

The Bank of Nova Scotia

Meeting Date: 04/09/2024

Country: Canada

Ticker: BNS

Record Date: 02/13/2024

Meeting Type: Annual

Primary Security ID: 064149107

The Bank of Nova Scotia

Shares Voted: 130,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1.2	Elect Director Guillermo E. Babatz	Mgmt	For	For	For
1.3	Elect Director Scott B. Bonham	Mgmt	For	For	For
1.4	Elect Director Daniel (Don) H. Callahan	Mgmt	For	For	For
1.5	Elect Director W. Dave Dowrich	Mgmt	For	For	For
1.6	Elect Director Michael B. Medline	Mgmt	For	For	For
1.7	Elect Director Lynn K. Patterson	Mgmt	For	For	For
1.8	Elect Director Michael D. Penner	Mgmt	For	For	For
1.9	Elect Director Una M. Power	Mgmt	For	For	For
1.10	Elect Director Aaron W. Regent	Mgmt	For	For	For
1.11	Elect Director Calin Rovinescu	Mgmt	For	For	For
1.12	Elect Director Sandra J. Stuart	Mgmt	For	For	For
1.13	Elect Director L. Scott Thomson	Mgmt	For	For	For
1.14	Elect Director Benita M. Warmbold	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
4	SP 1: Report on Impact of Oil and Gas Divestment	SH	Against	Against	Against
5	SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
6	SP 3: Advisory Vote on Environmental Policies	SH	Against	Abstain	Against

Royal Bank of Canada

Meeting Date: 04/11/2024

Country: Canada

Ticker: RY

Record Date: 02/13/2024

Meeting Type: Annual

Primary Security ID: 780087102

Shares Voted: 151,514

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 Andrew A. Chisholm	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For

Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Toos N. Daruvala	Mgmt	For	For	For
1.5	Elect Director Cynthia Devine	Mgmt	For	For	For
1.6	Elect Director Roberta L. Jamieson	Mgmt	For	For	For
1.7	Elect Director David McKay	Mgmt	For	For	For
1.8	Elect Director Amanda Norton	Mgmt	For	For	For
1.9	Elect Director Barry Perry	Mgmt	For	For	For
1.10	Elect Director Maryann Turcke	Mgmt	For	For	For
1.11	Elect Director Thierry Vandal	Mgmt	For	For	For
1.12	Elect Director Frank Vettese	Mgmt	For	For	For
1.13	Elect Director Jeffery Yabuki	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
1	SP 1: Disclose Clean Energy to Fossil Fuel Financing Ratios	SH	Against	Abstain	Against
2	SP 2: Report on Impact of Oil and Gas Divestment	SH	Against	Against	Against
3	SP 3: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Refer	Against
4	SP 4: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	Against	Against
5	SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
6	SP 6: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	Abstain	Against
7	SP 7: Advisory Vote on Environmental Policies	SH	Against	Abstain	Against

Bank of Montreal

Meeting Date: 04/16/2024

Country: Canada

Ticker: BMO

Record Date: 02/16/2024

Meeting Type: Annual

Primary Security ID: 063671101

Shares Voted: 77,779

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Janice M. Babiak	Mgmt	For	For	For

Bank of Montreal

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Craig W. Broderick	Mgmt	For	For	For
1.3	Elect Director Hazel Claxton	Mgmt	For	For	For
1.4	Elect Director George A. Cope	Mgmt	For	For	For
1.5	Elect Director Stephen Dent	Mgmt	For	For	For
1.6	Elect Director Christine A. Edwards	Mgmt	For	For	For
1.7	Elect Director Martin S. Eichenbaum	Mgmt	For	For	For
1.8	Elect Director David E. Harquail	Mgmt	For	For	For
1.9	Elect Director Linda S. Huber	Mgmt	For	For	For
1.10	Elect Director Eric R. La Fleche	Mgmt	For	For	For
1.11	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1.12	Elect Director Madhu Ranganathan	Mgmt	For	For	For
1.13	Elect Director Darryl White	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For
5	SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
6	SP 3: Advisory Vote on Environmental Policies	SH	Against	Abstain	Against
7	SP 4: Report on Impact of Oil and Gas Divestment	SH	Against	Against	Against
8	SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Refer	Against

The Toronto-Dominion Bank

Meeting Date: 04/18/2024

Country: Canada

Ticker: TD

Record Date: 02/20/2024

Meeting Type: Annual/Special

Primary Security ID: 891160509

Shares Voted: 197,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For
1.2	Elect Director Cherie L. Brant	Mgmt	For	For	For
1.3	Elect Director Amy W. Brinkley	Mgmt	For	For	For

The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Brian C. Ferguson	Mgmt	For	For	For
1.5	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	For	For
1.7	Elect Director John B. MacIntyre	Mgmt	For	For	For
1.8	Elect Director Karen E. Maidment	Mgmt	For	For	For
1.9	Elect Director Keith G. Martell	Mgmt	For	For	For
1.10	Elect Director Bharat B. Masrani	Mgmt	For	For	For
1.11	Elect Director Claude Mongeau	Mgmt	For	For	For
1.12	Elect Director S. Jane Rowe	Mgmt	For	For	For
1.13	Elect Director Nancy G. Tower	Mgmt	For	For	For
1.14	Elect Director Ajay K. Virmani	Mgmt	For	For	For
1.15	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Increase in Maximum Aggregate Remuneration of Directors	Mgmt	For	For	For
5	Approve Other By-law No. 1 Amendments	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
6	SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Refer	Against
7	SP 2: Disclose Transition Activities Towards 2030 Emission Reduction Targets	SH	Against	Against	Against
8	SP 3: Introduce Incentive Compensation for All Employees Against ESG Objectives	SH	Against	Against	Against
9	SP 4: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
10	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against	Against
11	SP 6: Report on Impact of Oil and Gas Divestment	SH	Against	Against	Against
12	SP 7: Report on All Out-of-Court Settlements	SH	Against	Against	Against
13	SP 8: Establish an All Out-of-Court Settlements Committee	SH	Against	Against	Against
14	SP 9: Provide All Employees the Same Amount of Benefit Credits	SH	Against	Against	Against

National Bank of Canada

Meeting Date: 04/19/2024

Country: Canada

Ticker: NA

Record Date: 02/20/2024

Meeting Type: Annual/Special

Primary Security ID: 633067103

Shares Voted: 36,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pierre Blouin	Mgmt	For	For	For
1.2	Elect Director Pierre Boivin	Mgmt	For	For	For
1.3	Elect Director Yvon Charest	Mgmt	For	For	For
1.4	Elect Director Patricia Curadeau-Grou	Mgmt	For	For	For
1.5	Elect Director Laurent Ferreira	Mgmt	For	For	For
1.6	Elect Director Annick Guerard	Mgmt	For	For	For
1.7	Elect Director Karen Kinsley	Mgmt	For	For	For
1.8	Elect Director Lynn Loewen	Mgmt	For	For	For
1.9	Elect Director Rebecca McKillican	Mgmt	For	For	For
1.10	Elect Director Ariele Meloul-Wechsler	Mgmt	For	For	For
1.11	Elect Director Robert Pare	Mgmt	For	For	For
1.12	Elect Director Pierre Pomerleau	Mgmt	For	For	For
1.13	Elect Director Macky Tall	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
4	Approve Increase in Aggregate Amount of Compensation of Directors	Mgmt	For	For	For
6	Increase Maximum Aggregate Consideration Limit of First Preferred Shares	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
7.1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
7.2	SP 2: Advisory Vote on Environmental Policies	SH	Against	Refer	Against

Canadian Pacific Kansas City Limited

Meeting Date: 04/24/2024

Country: Canada

Ticker: CP

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 13646K108

Canadian Pacific Kansas City Limited

Shares Voted: 99,973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Management Advisory Vote on Climate Change	Mgmt	For	For	For
4.1	Elect Director John Baird	Mgmt	For	For	For
4.2	Elect Director Isabelle Courville	Mgmt	For	For	For
4.3	Elect Director Keith E. Creel	Mgmt	For	For	For
4.4	Elect Director Antonio Garza	Mgmt	For	For	For
4.5	Elect Director Edward R. Hamberger	Mgmt	For	For	For
4.6	Elect Director Janet H. Kennedy	Mgmt	For	For	For
4.7	Elect Director Henry J. Maier	Mgmt	For	Against	Against
4.8	Elect Director Matthew H. Paull	Mgmt	For	For	For
4.9	Elect Director Jane L. Peverett	Mgmt	For	For	For
4.10	Elect Director Andrea Robertson	Mgmt	For	For	For
4.11	Elect Director Gordon T. Trafton	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
5	SP 1: Adopt a Paid Sick Leave Policy	SH	Against	Against	Against

Teck Resources Limited

Meeting Date: 04/25/2024

Country: Canada

Ticker: TECK.B

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 878742204

Shares Voted: 49,381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Common and Class B Subordinate Voting Shareholders	Mgmt			
1.1	Elect Director Arnoud J. Balhuizen	Mgmt	For	For	For
1.2	Elect Director Edward C. Dowling, Jr.	Mgmt	For	For	For
1.3	Elect Director Norman B. Keevil, III	Mgmt	For	For	For
1.4	Elect Director Sheila A. Murray	Mgmt	For	For	For
1.5	Elect Director Una M. Power	Mgmt	For	For	For
1.6	Elect Director Jonathan H. Price	Mgmt	For	For	For

Teck Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Paul G. Schiodtz	Mgmt	For	For	For
1.8	Elect Director Timothy R. Snider	Mgmt	For	For	For
1.9	Elect Director Sarah A. Strunk	Mgmt	For	For	For
1.10	Elect Director Yu Yamato	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

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: 53,266

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

Canadian National Railway Company

Meeting Date: 04/26/2024

Country: Canada

Ticker: CNR

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 136375102

Canadian National Railway Company

Shares Voted: 62,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shauneen Bruder	Mgmt	For	For	For
1.2	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For
1.3	Elect Director David Freeman	Mgmt	For	For	For
1.4	Elect Director Denise Gray	Mgmt	For	For	For
1.5	Elect Director Justin M. Howell	Mgmt	For	For	For
1.6	Elect Director Susan C. Jones	Mgmt	For	For	For
1.7	Elect Director Robert Knight	Mgmt	For	For	For
1.8	Elect Director Michel Letellier	Mgmt	For	For	For
1.9	Elect Director Margaret A. McKenzie	Mgmt	For	For	For
1.10	Elect Director Al Monaco	Mgmt	For	For	For
1.11	Elect Director Tracy Robinson	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Approve Advance Notice Requirement	Mgmt	For	For	For
4	Amend Long-Term Incentive Plan	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
6	Management Advisory Vote on Climate Change	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
7	SP 1: Adopt a Paid Sick Leave Policy	SH	Against	Against	Against

Barrick Gold Corporation

Meeting Date: 04/30/2024

Country: Canada

Ticker: ABX

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 067901108

Shares Voted: 189,033

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

Barrick Gold Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
4	Commission an Independent Third Party Audit of Environmental Water Impacts	SH	Against	Against	Against

Imperial Oil Limited

Meeting Date: 04/30/2024

Country: Canada

Ticker: IMO

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 453038408

Shares Voted: 17,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director D.W. (David) Cornhill	Mgmt	For	For	For
1B	Elect Director B.W. (Bradley) Corson	Mgmt	For	For	For
1C	Elect Director S.R. (Sharon) Driscoll	Mgmt	For	For	For
1D	Elect Director J.N. (John) Floren	Mgmt	For	For	For
1E	Elect Director G.J. (Gary) Goldberg	Mgmt	For	For	For
1F	Elect Director N.A. (Neil) Hansen	Mgmt	For	For	For
1G	Elect Director M.C. (Miranda) Hubbs	Mgmt	For	Against	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
3	Report on Impact of Climate Transition on Asset Retirement Obligations	SH	Against	Against	Against

Cenovus Energy Inc.

Meeting Date: 05/01/2024

Country: Canada

Ticker: CVE

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 15135U109

Cenovus Energy Inc.

Shares Voted: 143,468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2.1	Elect Director Stephen E. Bradley	Mgmt	For	For	For
2.2	Elect Director Keith M. Casey	Mgmt	For	For	For
2.3	Elect Director Michael J. Crothers	Mgmt	For	For	For
2.4	Elect Director James D. Girgulis	Mgmt	For	Against	Against
2.5	Elect Director Jane E. Kinney	Mgmt	For	For	For
2.6	Elect Director Eva L. Kwok	Mgmt	For	For	For
2.7	Elect Director Melanie A. Little	Mgmt	For	For	For
2.8	Elect Director Richard J. Marcogliese	Mgmt	For	For	For
2.9	Elect Director Jonathan M. McKenzie	Mgmt	For	For	For
2.10	Elect Director Claude Mongeau	Mgmt	For	For	For
2.11	Elect Director Alexander J. Pourbaix	Mgmt	For	For	For
2.12	Elect Director Frank J. Sixt	Mgmt	For	Against	Against
2.13	Elect Director Rhonda I. Zygocki	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

Franco-Nevada Corporation

Meeting Date: 05/01/2024

Country: Canada

Ticker: FNV

Record Date: 03/11/2024

Meeting Type: Annual/Special

Primary Security ID: 351858105

Shares Voted: 20,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David Harquail	Mgmt	For	For	For
1.2	Elect Director Paul Brink	Mgmt	For	For	For
1.3	Elect Director Tom Albanese	Mgmt	For	For	For
1.4	Elect Director Hugo Dryland	Mgmt	For	For	For
1.5	Elect Director Derek W. Evans	Mgmt	For	For	For
1.6	Elect Director Catharine Farrow	Mgmt	For	Against	Against
1.7	Elect Director Maureen Jensen	Mgmt	For	For	For
1.8	Elect Director Jennifer Maki	Mgmt	For	For	For

Franco-Nevada Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Jacques Perron	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

BCE Inc.

Meeting Date: 05/02/2024 **Country:** Canada **Ticker:** BCE
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 05534B760

Shares Voted: 97,963

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
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

Canadian Natural Resources Limited

Meeting Date: 05/02/2024 **Country:** Canada **Ticker:** CNQ
Record Date: 03/13/2024 **Meeting Type:** Annual/Special
Primary Security ID: 136385101

Canadian Natural Resources Limited

Shares Voted: 116,235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Catherine M. Best	Mgmt	For	Withhold	Withhold
1.2	Elect Director M. Elizabeth Cannon	Mgmt	For	For	For
1.3	Elect Director N. Murray Edwards	Mgmt	For	For	For
1.4	Elect Director Christopher L. Fong	Mgmt	For	For	For
1.5	Elect Director Gordon D. Giffin	Mgmt	For	Withhold	Withhold
1.6	Elect Director Wilfred A. Gobert	Mgmt	For	For	For
1.7	Elect Director Christine M. Healy	Mgmt	For	For	For
1.8	Elect Director Steve W. Laut	Mgmt	For	For	For
1.9	Elect Director Frank J. McKenna	Mgmt	For	Withhold	Withhold
1.10	Elect Director Scott G. Stauth	Mgmt	For	For	For
1.11	Elect Director David A. Tuer	Mgmt	For	Withhold	Withhold
1.12	Elect Director Annette M. Verschuren	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Share Split	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Fortis Inc.

Meeting Date: 05/02/2024

Country: Canada

Ticker: FTS

Record Date: 03/15/2024

Meeting Type: Annual/Special

Primary Security ID: 349553107

Shares Voted: 52,256

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

Fortis Inc.

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

Loblaw Companies Limited

Meeting Date: 05/02/2024

Country: Canada

Ticker: L

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 539481101

Shares Voted: 15,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott B. Bonham	Mgmt	For	For	For
1.2	Elect Director Shelley G. Broader	Mgmt	For	For	For
1.3	Elect Director Christie J.B. Clark	Mgmt	For	For	For
1.4	Elect Director Daniel Debow	Mgmt	For	For	For
1.5	Elect Director William A. Downe	Mgmt	For	For	For
1.6	Elect Director Janice Fukakusa	Mgmt	For	For	For
1.7	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.8	Elect Director Kevin Holt	Mgmt	For	For	For
1.9	Elect Director Claudia Kotchka	Mgmt	For	For	For
1.10	Elect Director 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	Against

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: 6,444

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

Suncor Energy Inc.

Meeting Date: 05/07/2024

Country: Canada

Ticker: SU

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 867224107

Shares Voted: 138,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ian R. Ashby	Mgmt	For	For	For
1.2	Elect Director Patricia M. Bedient	Mgmt	For	For	For
1.3	Elect Director Russell K. Girling	Mgmt	For	For	For
1.4	Elect Director Jean Paul (JP) Gladu	Mgmt	For	For	For
1.5	Elect Director Richard M. Kruger	Mgmt	For	For	For
1.6	Elect Director Brian P. MacDonald	Mgmt	For	For	For
1.7	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1.8	Elect Director Jane L. Peverett	Mgmt	For	For	For
1.9	Elect Director Daniel Romasko	Mgmt	For	For	For
1.10	Elect Director Christopher R. Seasons	Mgmt	For	For	For
1.11	Elect Director M. Jacqueline Sheppard	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Suncor Energy Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: End 2050 Net Zero Pledge	SH	Against	Against	Against
5	SP 2: Disclose Audited Results on Climate Transition Assessment	SH	Against	Against	Against

Enbridge Inc.

Meeting Date: 05/08/2024 **Country:** Canada **Ticker:** ENB
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 29250N105

Shares Voted: 228,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mayank (Mike) M. Ashar	Mgmt	For	For	For
1.2	Elect Director Gaurdie E. Banister	Mgmt	For	For	For
1.3	Elect Director Pamela L. Carter	Mgmt	For	For	For
1.4	Elect Director Susan M. Cunningham	Mgmt	For	For	For
1.5	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1.6	Elect Director Jason B. Few	Mgmt	For	For	For
1.7	Elect Director Theresa B.Y. Jang	Mgmt	For	For	For
1.8	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.9	Elect Director Manjit Minhas	Mgmt	For	For	For
1.10	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.11	Elect Director S. Jane Rowe	Mgmt	For	For	For
1.12	Elect Director Steven W. Williams	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
4	SP 1: Report on Governance Systems in Light of Climate and Environmental Misrepresentations	SH	Against	Against	Against
5	SP 2: Disclose the Company's Scope 3 Emissions	SH	Against	Against	Against

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: 19,146

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

Kinross Gold Corporation

Meeting Date: 05/08/2024

Country: Canada

Ticker: K

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 496902404

Shares Voted: 132,301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kerry D. Dyte	Mgmt	For	For	For
1.2	Elect Director Glenn A. Ives	Mgmt	For	For	For
1.3	Elect Director Ave G. Lethbridge	Mgmt	For	For	For
1.4	Elect Director Michael A. Lewis	Mgmt	For	For	For
1.5	Elect Director Elizabeth D. McGregor	Mgmt	For	For	For
1.6	Elect Director Catherine McLeod-Seltzer	Mgmt	For	Withhold	Withhold

Kinross Gold Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Kelly J. Osborne	Mgmt	For	For	For
1.8	Elect Director George N. Paspalas	Mgmt	For	For	For
1.9	Elect Director J. Paul Rollinson	Mgmt	For	For	For
1.10	Elect Director David A. Scott	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Re-approve Shareholder Rights Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Nutrien Ltd.

Meeting Date: 05/08/2024 **Country:** Canada **Ticker:** NTR
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: 67077M108

Shares Voted: 53,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christopher M. Burley	Mgmt	For	For	For
1.2	Elect Director Maura J. Clark	Mgmt	For	For	For
1.3	Elect Director Russell K. Girling	Mgmt	For	For	For
1.4	Elect Director Michael J. Hennigan	Mgmt	For	For	For
1.5	Elect Director Miranda C. Hubbs	Mgmt	For	For	For
1.6	Elect Director Raj S. Kushwaha	Mgmt	For	For	For
1.7	Elect Director Julie A. Lagacy	Mgmt	For	For	For
1.8	Elect Director Consuelo E. Madere	Mgmt	For	For	For
1.9	Elect Director Keith G. Martell	Mgmt	For	For	For
1.10	Elect Director Aaron W. Regent	Mgmt	For	For	For
1.11	Elect Director Ken A. Seitz	Mgmt	For	For	For
1.12	Elect Director Nelson L. C. Silva	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Cameco Corporation

Meeting Date: 05/09/2024 **Country:** Canada **Ticker:** CCO
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 13321L108

Cameco Corporation

Shares Voted: 46,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director Catherine Gignac	Mgmt	For	For	For
A2	Elect Director Daniel Camus	Mgmt	For	For	For
A3	Elect Director Tammy Cook-Searson	Mgmt	For	For	For
A4	Elect Director Tim Gitzel	Mgmt	For	For	For
A5	Elect Director Kathryn (Kate) Jackson	Mgmt	For	For	For
A6	Elect Director Don Kayne	Mgmt	For	For	For
A7	Elect Director Dominique Miniere	Mgmt	For	For	For
A8	Elect Director Leontine van Leeuwen-Atkins	Mgmt	For	For	For
B	Approve KPMG 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
D	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote AGAINST will be treated as not voted.	Mgmt	None	Refer	For

Canadian Tire Corporation, Limited

Meeting Date: 05/09/2024

Country: Canada

Ticker: CTC.A

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 136681202

Shares Voted: 5,622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norman Jaskolka	Mgmt	For	For	For
1.2	Elect Director Nadir Patel	Mgmt	For	For	For
1.3	Elect Director Cynthia Trudell	Mgmt	For	For	For

First Quantum Minerals Ltd.

Meeting Date: 05/09/2024

Country: Canada

Ticker: FM

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 335934105

First Quantum Minerals Ltd.

Shares Voted: 76,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For
2.1	Elect Director Andrew B. Adams	Mgmt	For	For	For
2.2	Elect Director Alison C. Beckett	Mgmt	For	For	For
2.3	Elect Director Geoff Chater	Mgmt	For	For	For
2.4	Elect Director Robert J. Harding	Mgmt	For	For	For
2.5	Elect Director Kathleen A. Hogenson	Mgmt	For	For	For
2.6	Elect Director Charles Kevin McArthur	Mgmt	For	For	For
2.7	Elect Director Anthony Tristan Pascall	Mgmt	For	For	For
2.8	Elect Director Simon J. Scott	Mgmt	For	For	For
2.9	Elect Director Joanne K. Warner	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Magna International Inc.

Meeting Date: 05/09/2024

Country: Canada

Ticker: MG

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 559222401

Shares Voted: 28,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mary S. Chan	Mgmt	For	For	For
1B	Elect Director V. Peter Harder	Mgmt	For	For	For
1C	Elect Director Jan R. Hauser	Mgmt	For	For	For
1D	Elect Director Seetarama S. Kotagiri	Mgmt	For	For	For
1E	Elect Director Jay K. Kunkel	Mgmt	For	For	For
1F	Elect Director Robert F. MacLellan	Mgmt	For	For	For
1G	Elect Director Mary Lou Maher	Mgmt	For	For	For
1H	Elect Director William A. Ruh	Mgmt	For	For	For
1I	Elect Director Indira V. Samarasekera	Mgmt	For	For	For
1J	Elect Director Matthew Tsien	Mgmt	For	For	For
1K	Elect Director Thomas Weber	Mgmt	For	For	For
1L	Elect Director Lisa S. Westlake	Mgmt	For	For	For

Magna International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Deloitte LLP as Auditors and Authorize Audit Committee to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Manulife Financial Corp.

Meeting Date: 05/09/2024 **Country:** Canada **Ticker:** MFC
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 56501R106

Shares Voted: 194,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicole S. Arnaboldi	Mgmt	For	For	For
1.2	Elect Director Guy L.T. Bainbridge	Mgmt	For	For	For
1.3	Elect Director Susan F. Dabarno	Mgmt	For	For	For
1.4	Elect Director Julie E. Dickson	Mgmt	For	For	For
1.5	Elect Director J. Michael Durland	Mgmt	For	For	For
1.6	Elect Director Roy Gori	Mgmt	For	For	For
1.7	Elect Director Donald P. Kanak	Mgmt	For	For	For
1.8	Elect Director Vanessa Kanu	Mgmt	For	For	For
1.9	Elect Director Donald R. Lindsay	Mgmt	For	For	For
1.10	Elect Director Anna Manning	Mgmt	For	For	For
1.11	Elect Director C. James Prieur	Mgmt	For	For	For
1.12	Elect Director May Tan	Mgmt	For	For	For
1.13	Elect Director Leigh E. Turner	Mgmt	For	For	For
1.14	Elect Director John Wong	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

Power Corporation of Canada

Meeting Date: 05/09/2024 **Country:** Canada **Ticker:** POW
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: 739239101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Participating Preferred and Subordinate Voting Shares	Mgmt			
1.1	Elect Director Pierre Beaudoin	Mgmt	For	For	For
1.2	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.3	Elect Director Andre Desmarais	Mgmt	For	Against	Against
1.4	Elect Director Paul Desmarais, Jr.	Mgmt	For	Against	Against
1.5	Elect Director Gary A. Doer	Mgmt	For	For	For
1.6	Elect Director Segolene Gallienne-Frere	Mgmt	For	For	For
1.7	Elect Director Anthony R. Graham	Mgmt	For	Against	Against
1.8	Elect Director Sharon MacLeod	Mgmt	For	For	For
1.9	Elect Director Paula B. Madoff	Mgmt	For	For	For
1.10	Elect Director Isabelle Marcoux	Mgmt	For	For	For
1.11	Elect Director R. Jeffrey Orr	Mgmt	For	For	For
1.12	Elect Director T. Timothy Ryan, Jr.	Mgmt	For	For	For
1.13	Elect Director Siim A. Vanaselja	Mgmt	For	For	For
1.14	Elect Director Elizabeth D. Wilson	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
	Shareholder Proposals	Mgmt			
4	SP 1: Disclose the Corporation's Scope 1-3 Financed Emissions Annually	SH	Against	Against	Against
5	SP 2: Approve Incentive Compensation for All Employees Based on ESG Targets	SH	Against	Against	Against
6	SP 3: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	Against
7	SP 4: Disclose Language Fluency of Executives	SH	Against	Against	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against	Against

Sun Life Financial Inc.

Meeting Date: 05/09/2024

Country: Canada

Ticker: SLF

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 866796105

Sun Life Financial Inc.

Shares Voted: 62,737

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 Stephanie L. Coyles	Mgmt	For	For	For
1.3	Elect Director Ashok K. Gupta	Mgmt	For	For	For
1.4	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.5	Elect Director David H. Y. Ho	Mgmt	For	For	For
1.6	Elect Director Laurie G. Hylton	Mgmt	For	For	For
1.7	Elect Director Helen M. Mallovy Hicks	Mgmt	For	For	For
1.8	Elect Director Marie-Lucie Morin	Mgmt	For	For	For
1.9	Elect Director Joseph M. Natale	Mgmt	For	For	For
1.10	Elect Director Scott F. Powers	Mgmt	For	For	For
1.11	Elect Director Kevin D. Strain	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

TELUS Corporation

Meeting Date: 05/09/2024

Country: Canada

Ticker: T

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 87971M103

Shares Voted: 155,896

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

TELUS Corporation

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

WSP Global Inc.

Meeting Date: 05/09/2024 **Country:** Canada **Ticker:** WSP
Record Date: 03/25/2024 **Meeting Type:** Annual/Special
Primary Security ID: 92938W202

Shares Voted: 13,353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Louis-Philippe Carriere	Mgmt	For	For	For
1.2	Elect Director Christopher Cole	Mgmt	For	For	For
1.3	Elect Director Alexandre L'Heureux	Mgmt	For	For	For
1.4	Elect Director Birgit Norgaard	Mgmt	For	For	For
1.5	Elect Director Suzanne Rancourt	Mgmt	For	For	For
1.6	Elect Director Linda Smith-Galipeau	Mgmt	For	For	For
1.7	Elect Director Macky Tall	Mgmt	For	For	For
1.8	Elect Director Claude Tessier	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	Approve Increase in Maximum Number of Directors from Ten to Fifteen	Mgmt	For	For	For
5	Amend By-Laws	Mgmt	For	For	For

Pembina Pipeline Corporation

Meeting Date: 05/10/2024 **Country:** Canada **Ticker:** PPL
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 706327103

Pembina Pipeline Corporation

Shares Voted: 58,841

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Anne-Marie N. Ainsworth	Mgmt	For	For	For
1.2	Elect Director J. Scott Burrows	Mgmt	For	For	For
1.3	Elect Director Cynthia Carroll	Mgmt	For	For	For
1.4	Elect Director Ana Dutra	Mgmt	For	For	For
1.5	Elect Director Maureen E. Howe	Mgmt	For	For	For
1.6	Elect Director Gordon J. Kerr	Mgmt	For	For	For
1.7	Elect Director David M.B. LeGresley	Mgmt	For	For	For
1.8	Elect Director Andy J. Mah	Mgmt	For	For	For
1.9	Elect Director Leslie A. O'Donoghue	Mgmt	For	For	For
1.10	Elect Director Bruce D. Rubin	Mgmt	For	For	For
1.11	Elect Director Henry W. Sykes	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

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: 48,607

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
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

Wheaton Precious Metals Corp.

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

Constellation Software Inc.

Meeting Date: 05/13/2024 **Country:** Canada **Ticker:** CSU
Record Date: 04/03/2024 **Meeting Type:** Annual
Primary Security ID: 21037X100

Shares Voted: 2,081

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	Refer	Withhold
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	For	For
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	For	For
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	Withhold	Withhold
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

Waste Connections, Inc.

Meeting Date: 05/17/2024 **Country:** Canada **Ticker:** WCN
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 94106B101

Waste Connections, Inc.

Shares Voted: 27,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrea E. Bertone	Mgmt	For	Withhold	Withhold
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
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

Emera Incorporated

Meeting Date: 05/23/2024

Country: Canada

Ticker: EMA

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 290876101

Shares Voted: 30,497

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
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

Emera Incorporated

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

Gildan Activewear Inc.

Meeting Date: 05/28/2024 **Country:** Canada **Ticker:** GIL
Record Date: 04/23/2024 **Meeting Type:** Proxy Contest
Primary Security ID: 375916103

Shares Voted: 18,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (Blue Proxy Card)	Mgmt			
1	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	Withhold
	From the Combined List of Management & Dissident Nominees - Elect up to 12 Nominees	Mgmt			
2.1	Elect Management Nominee Timothy Hodgson	Mgmt	For	Refer	Withhold
2.2	Elect Management Nominee Lewis L. (Lee) Bird, III	Mgmt	For	Refer	Withhold
2.3	Elect Management Nominee Dhaval Buch	Mgmt	For	Refer	Withhold
2.4	Elect Management Nominee Marc Caira	Mgmt	For	Refer	Withhold
2.5	Elect Management Nominee Jane Craighead	Mgmt	For	Refer	Withhold
2.6	Elect Management Nominee Sharon Driscoll	Mgmt	For	Refer	Withhold
2.7	Elect Management Nominee Lynn Loewen	Mgmt	For	Refer	Withhold
2.8	Elect Management Nominee Anne Martin-Vachon	Mgmt	For	Refer	Withhold
2.9	Elect Management Nominee Vincent (Vince) J. Tyra	Mgmt	For	Refer	Withhold
2.10	Elect Management Nominee Les Viner	Mgmt	For	Refer	Withhold
2.11	Elect Dissident Nominee Karen Stuckey	SH	For	Refer	For
2.12	Elect Dissident Nominee J.P. Towner	SH	For	Refer	For
2.13	Elect Dissident Nominee Michael Kneeland	SH	Withhold	Refer	For
2.14	Elect Dissident Nominee Michener Chandlee	SH	Withhold	Refer	For
2.15	Elect Dissident Nominee Ghislain Houle	SH	Withhold	Refer	For
2.16	Elect Dissident Nominee Melanie Kau	SH	Withhold	Refer	For

Gildan Activewear Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.17	Elect Dissident Nominee Peter Lee	SH	Withhold	Refer	For
2.18	Elect Dissident Nominee Glenn J. Chamandy	SH	Withhold	Refer	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	For
	Shareholder Proposal	Mgmt			
4	Report on Human Rights Risk Infrastructure	SH	Against	Refer	Against
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
1	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	Do Not Vote
	From the Combined List of Management & Dissident Nominees - Elect up to 12 Nominees	Mgmt			
2.1	Elect Dissident Nominee Karen Stuckey	SH	For	Refer	Do Not Vote
2.2	Elect Dissident Nominee J.P. Towner	SH	For	Refer	Do Not Vote
2.3	Elect Dissident Nominee Michael Kneeland	SH	For	Refer	Do Not Vote
2.4	Elect Dissident Nominee Michener Chandlee	SH	For	Refer	Do Not Vote
2.5	Elect Dissident Nominee Ghislain Houle	SH	For	Refer	Do Not Vote
2.6	Elect Dissident Nominee Melanie Kau	SH	For	Refer	Do Not Vote
2.7	Elect Dissident Nominee Peter Lee	SH	For	Refer	Do Not Vote
2.8	Elect Dissident Nominee Glenn J. Chamandy	SH	For	Refer	Do Not Vote
2.9	Elect Management Nominee Timothy Hodgson	Mgmt	Withhold	Refer	Do Not Vote
2.10	Elect Management Nominee Lewis L. (Lee) Bird, III	Mgmt	Withhold	Refer	Do Not Vote
2.11	Elect Management Nominee Dhaval Buch	Mgmt	Withhold	Refer	Do Not Vote
2.12	Elect Management Nominee Marc Caira	Mgmt	Withhold	Refer	Do Not Vote
2.13	Elect Management Nominee Jane Craighead	Mgmt	Withhold	Refer	Do Not Vote
2.14	Elect Management Nominee Sharon Driscoll	Mgmt	Withhold	Refer	Do Not Vote
2.15	Elect Management Nominee Lynn Loewen	Mgmt	Withhold	Refer	Do Not Vote
2.16	Elect Management Nominee Anne Martin-Vachon	Mgmt	Withhold	Refer	Do Not Vote
2.17	Elect Management Nominee Vincent (Vince) J. Tyra	Mgmt	Withhold	Refer	Do Not Vote

Gildan Activewear Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.18	Elect Management Nominee Les Viner	Mgmt	Withhold	Refer	Do Not Vote
3	Advisory Vote on Executive Compensation Approach	Mgmt	None	Refer	Do Not Vote
4	Shareholder Proposal	Mgmt			
4	Report on Human Rights Risk Infrastructure	SH	None	Refer	Do Not Vote

Algonquin Power & Utilities Corp.

Meeting Date: 06/04/2024 **Country:** Canada **Ticker:** AQN
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: 015857105

Shares Voted: 72,910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2.1	Elect Director Melissa Stapleton Barnes	Mgmt	For	For	For
2.2	Elect Director Brett C. Carter	Mgmt	For	For	For
2.3	Elect Director Ameer Chande	Mgmt	For	For	For
2.4	Elect Director Daniel (Dan) S. Goldberg	Mgmt	For	For	For
2.5	Elect Director Christopher (Chris) G. Huskison	Mgmt	For	For	For
2.6	Elect Director D. Randall Laney	Mgmt	For	For	For
2.7	Elect Director David Levenson	Mgmt	For	For	For
2.8	Elect Director Christopher (Chris) F. Lopez	Mgmt	For	For	For
2.9	Elect Director Dilek Samil	Mgmt	For	For	For
3	Amend Share Unit Plan	Mgmt	For	For	For
4	Amend Employee Share Purchase Plan	Mgmt	For	For	For
5	Amend Deferred Share Unit Plan	Mgmt	For	For	For
6	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Shopify Inc.

Meeting Date: 06/04/2024 **Country:** Canada **Ticker:** SHOP
Record Date: 04/23/2024 **Meeting Type:** Annual/Special
Primary Security ID: 82509L107

Shopify Inc.

Shares Voted: 126,967

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Subordinate Voting and Multiple Voting Shares	Mgmt			
1A	Elect Director Tobias Lutke	Mgmt	For	For	For
1B	Elect Director Robert Ashe	Mgmt	For	Refer	Against
1C	Elect Director Gail Goodman	Mgmt	For	For	For
1D	Elect Director Colleen Johnston	Mgmt	For	For	For
1E	Elect Director Jeremy Levine	Mgmt	For	For	For
1F	Elect Director Prashanth Mahendra-Rajah	Mgmt	For	For	For
1G	Elect Director Lulu Cheng Meservey	Mgmt	For	For	For
1H	Elect Director Toby Shannan	Mgmt	For	For	For
1I	Elect Director Fidji Simo	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve the Unallocated Options under the Stock Option Plan	Mgmt	For	Against	Against
4	Approve the Third Amended and Restated Long Term Incentive Plan	Mgmt	For	Against	Against
5	Advisory Vote on Executive Compensation Approach	Mgmt	For	Refer	Against

TC Energy Corporation

Meeting Date: 06/04/2024

Country: Canada

Ticker: TRP

Record Date: 04/16/2024

Meeting Type: Annual/Special

Primary Security ID: 87807B107

Shares Voted: 109,194

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl F. Campbell	Mgmt	For	For	For
1.2	Elect Director Michael R. Culbert	Mgmt	For	For	For
1.3	Elect Director William D. Johnson	Mgmt	For	For	For
1.4	Elect Director Susan C. Jones	Mgmt	For	For	For
1.5	Elect Director John E. Lowe	Mgmt	For	For	For
1.6	Elect Director David MacNaughton	Mgmt	For	For	For
1.7	Elect Director Francois L. Poirier	Mgmt	For	For	For
1.8	Elect Director Una Power	Mgmt	For	For	For

TC Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Mary Pat Salomone	Mgmt	For	For	For
1.10	Elect Director Indira Samarasekera	Mgmt	For	For	For
1.11	Elect Director Siim A. Vanaselja	Mgmt	For	For	For
1.12	Elect Director Thierry Vandal	Mgmt	For	For	For
1.13	Elect Director Dheeraj "D" Verma	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Approve Spin-Off Agreement with South Bow Corporation	Mgmt	For	For	For
4	Approve Shareholder Rights Plan of South Bow Corporation	Mgmt	For	For	For
5	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
6	SP 1: Disclosure of Board's Independent Assessment From Failing to Obtain Free, Prior, and Informed Consent of TC Energy's Projects.	SH	Against	Against	Against

Hydro One Limited

Meeting Date: 06/05/2024

Country: Canada

Ticker: H

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 448811208

Shares Voted: 33,599

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
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Hydro One Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 15,746

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	Withhold	Withhold
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	Withhold	Withhold
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

Tourmaline Oil Corp.

Meeting Date: 06/05/2024 **Country:** Canada **Ticker:** TOU
Record Date: 04/19/2024 **Meeting Type:** Annual
Primary Security ID: 89156V106

Shares Voted: 34,714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael L. Rose	Mgmt	For	For	For

Tourmaline Oil Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Brian G. Robinson	Mgmt	For	For	For
1c	Elect Director Jill T. Angevine	Mgmt	For	For	For
1d	Elect Director William D. Armstrong	Mgmt	For	For	For
1e	Elect Director Lee A. Baker	Mgmt	For	For	For
1f	Elect Director Christopher E. Lee	Mgmt	For	For	For
1g	Elect Director Andrew B. MacDonald	Mgmt	For	For	For
1h	Elect Director Lucy M. Miller	Mgmt	For	For	For
1i	Elect Director Janet L. Weiss	Mgmt	For	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Restaurant Brands International Inc.

Meeting Date: 06/06/2024

Country: Canada

Ticker: QSR

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 76131D103

Shares Voted: 32,920

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

Restaurant Brands International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Supply Chain Water Risk Exposure	SH	Against	Against	For
7	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against
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	Against	Against
11	Require Independent Board Chairman	SH	Against	Against	Against

Brookfield Asset Management Ltd.

Meeting Date: 06/07/2024 **Country:** Canada **Ticker:** BAM
Record Date: 04/18/2024 **Meeting Type:** Annual
Primary Security ID: 113004105

Shares Voted: 36,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Class A Limited Voting Shareholders	Mgmt			
1.1	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.2	Elect Director Olivia (Liv) Garfield	Mgmt	For	For	For
1.3	Elect Director Nili Gilbert	Mgmt	For	For	For
1.4	Elect Director Allison Kirkby	Mgmt	For	For	For
1.5	Elect Director Diana Noble	Mgmt	For	For	For
1.6	Elect Director Satish Rai	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

Brookfield Corporation

Meeting Date: 06/07/2024 **Country:** Canada **Ticker:** BN
Record Date: 04/18/2024 **Meeting Type:** Annual/Special
Primary Security ID: 11271J107

Brookfield Corporation

Shares Voted: 150,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Class A Limited Voting Shares	Mgmt			
	Election of Directors (By Cumulative Voting)	Mgmt			
1.1	Elect Director M. Elyse Allan	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	For	For
1.3	Elect Director Janice Fukakusa	Mgmt	For	For	For
1.4	Elect Director Maureen Kempston Darkes	Mgmt	For	For	For
1.5	Elect Director Frank J. McKenna	Mgmt	For	For	For
1.6	Elect Director Hutham S. Olayan	Mgmt	For	For	For
1.7	Elect Director Diana L. Taylor	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 BNRE Escrowed Stock Plan	Mgmt	For	Against	Against

Canadian Apartment Properties Real Estate Investment Trust

Meeting Date: 06/10/2024

Country: Canada

Ticker: CAR.UN

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: 134921105

Shares Voted: 17,737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Trustee Lori-Ann Beausoleil	Mgmt	For	For	For
1.2	Elect Trustee Harold Burke	Mgmt	For	For	For
1.3	Elect Trustee Gina Parvaneh Cody	Mgmt	For	For	For
1.4	Elect Trustee Mark Kenney	Mgmt	For	For	For
1.5	Elect Trustee Gervais Levasseur	Mgmt	For	For	For
1.6	Elect Trustee Ken Silver	Mgmt	For	For	For
1.7	Elect Trustee Jennifer Stoddart	Mgmt	For	For	For
1.8	Elect Trustee Elaine Todres	Mgmt	For	For	For
1.9	Elect Trustee Rene Tremblay	Mgmt	For	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Trustees to Fix Their Remuneration	Mgmt	For	For	For

Canadian Apartment Properties Real Estate Investment Trust

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

Dollarama Inc.

Meeting Date: 06/12/2024

Country: Canada

Ticker: DOL

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: 25675T107

Shares Voted: 29,622

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
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



Date range covered : 07/01/2023 to 06/30/2024

INSTITUTION ACCOUNT(S): TANGERINE BALANCED - S&P 500

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: 982

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	Refer	Against
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	Against	Against
1j	Elect Director Robert Sands	Mgmt	For	Against	Against
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	Abstain	For
6	Report on Support for a Circular Economy for Packaging	SH	Against	Abstain	Against

Extra Space Storage Inc.

Meeting Date: 07/18/2023 **Country:** USA **Ticker:** EXR
Record Date: 05/23/2023 **Meeting Type:** Special
Primary Security ID: 30225T102

Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For

Extra Space Storage Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Adjourn Meeting	Mgmt	For	Against	Against

McKesson Corporation

Meeting Date: 07/21/2023 **Country:** USA **Ticker:** MCK
Record Date: 05/26/2023 **Meeting Type:** Annual
Primary Security ID: 58155Q103

Shares Voted: 819

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

Linde Plc

Meeting Date: 07/24/2023 **Country:** Ireland **Ticker:** LIN
Record Date: 04/27/2023 **Meeting Type:** Annual
Primary Security ID: G54950103

Shares Voted: 2,963

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	Refer	Against
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	Refer	Against
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
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

DXC Technology Company

Meeting Date: 07/25/2023

Country: USA

Ticker: DXC

Record Date: 05/26/2023

Meeting Type: Annual

Primary Security ID: 23355L106

Shares Voted: 1,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Barnes	Mgmt	For	For	For
1b	Elect Director Raul J. Fernandez	Mgmt	For	Refer	For
1c	Elect Director Anthony Gonzalez	Mgmt	For	For	For
1d	Elect Director David L. Herzog	Mgmt	For	For	For
1e	Elect Director Pinkie D. Mayfield	Mgmt	For	For	For
1f	Elect Director Karl Racine	Mgmt	For	For	For
1g	Elect Director Dawn Rogers	Mgmt	For	For	For
1h	Elect Director Michael J. Salvino	Mgmt	For	For	For
1i	Elect Director Carrie W. Teffner	Mgmt	For	For	For

DXC Technology Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Akihiko Washington	Mgmt	For	Refer	Against
1k	Elect Director Robert F. Woods	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

VF Corporation

Meeting Date: 07/25/2023 **Country:** USA **Ticker:** VFC
Record Date: 05/30/2023 **Meeting Type:** Annual
Primary Security ID: 918204108

Shares Voted: 2,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard T. Carucci	Mgmt	For	For	For
1b	Elect Director Alex Cho	Mgmt	For	For	For
1c	Elect Director Juliana L. Chugg	Mgmt	For	For	For
1d	Elect Director Benno Dorer	Mgmt	For	For	For
1e	Elect Director Mark S. Hoplamazian	Mgmt	For	For	For
1f	Elect Director Laura W. Lang	Mgmt	For	For	For
1g	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1h	Elect Director Clarence Otis, Jr.	Mgmt	For	Withhold	Withhold
1i	Elect Director Carol L. Roberts	Mgmt	For	For	For
1j	Elect Director Matthew J. Shattock	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

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: 587

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	Refer	Against
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	Refer	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
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

Ralph Lauren Corporation

Meeting Date: 08/03/2023

Country: USA

Ticker: RL

Record Date: 06/06/2023

Meeting Type: Annual

Primary Security ID: 751212101

Shares Voted: 228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda Findley	Mgmt	For	For	For
1.2	Elect Director Michael A. George	Mgmt	For	Refer	Withhold
1.3	Elect Director Hubert Joly	Mgmt	For	For	For
1.4	Elect Director Darren Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ralph Lauren Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Electronic Arts Inc.

Meeting Date: 08/10/2023 **Country:** USA **Ticker:** EA
Record Date: 06/16/2023 **Meeting Type:** Annual
Primary Security ID: 285512109

Shares Voted: 1,538

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

Qorvo, Inc.

Meeting Date: 08/15/2023 **Country:** USA **Ticker:** QRVO
Record Date: 06/20/2023 **Meeting Type:** Annual
Primary Security ID: 74736K101

Shares Voted: 625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph G. Quinsey	Mgmt	For	Refer	Against
1b	Elect Director Robert A. Bruggeworth	Mgmt	For	For	For

Qorvo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Judy Bruner	Mgmt	For	For	For
1d	Elect Director Jeffery R. Gardner	Mgmt	For	For	For
1e	Elect Director John R. Harding	Mgmt	For	For	For
1f	Elect Director David H. Y. Ho	Mgmt	For	For	For
1g	Elect Director Roderick D. Nelson	Mgmt	For	For	For
1h	Elect Director Walden C. Rhines	Mgmt	For	For	For
1i	Elect Director Susan L. Spradley	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

The J. M. Smucker Company

Meeting Date: 08/16/2023

Country: USA

Ticker: SJM

Record Date: 06/20/2023

Meeting Type: Annual

Primary Security ID: 832696405

Shares Voted: 624

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
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

Microchip Technology Incorporated

Meeting Date: 08/22/2023

Country: USA

Ticker: MCHP

Record Date: 06/23/2023

Meeting Type: Annual

Primary Security ID: 595017104

Shares Voted: 3,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Matthew W. Chapman	Mgmt	For	For	For
1.2	Elect Director Karlton D. Johnson	Mgmt	For	For	For
1.3	Elect Director Wade F. Meyercord	Mgmt	For	For	For
1.4	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1.5	Elect Director Robert A. Rango	Mgmt	For	For	For
1.6	Elect Director Karen M. Rapp	Mgmt	For	Refer	Against
1.7	Elect Director Steve Sanghi	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as 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
7	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Abstain	Against

Gen Digital Inc.

Meeting Date: 09/12/2023

Country: USA

Ticker: GEN

Record Date: 07/17/2023

Meeting Type: Annual

Primary Security ID: 668771108

Shares Voted: 3,333

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	For	For	For
1b	Elect Director Pavel Baudis	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	Against	Against
1d	Elect Director Frank E. Dangeard	Mgmt	For	For	For
1e	Elect Director Nora M. Denzel	Mgmt	For	For	For
1f	Elect Director Peter A. Feld	Mgmt	For	For	For
1g	Elect Director Emily Heath	Mgmt	For	For	For

Gen Digital Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Vincent Pilette	Mgmt	For	For	For
1i	Elect Director Sherrese M. Smith	Mgmt	For	For	For
1j	Elect Director Ondrej Vlcek	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

NIKE, Inc.

Meeting Date: 09/12/2023 **Country:** USA **Ticker:** NKE
Record Date: 07/12/2023 **Meeting Type:** Annual
Primary Security ID: 654106103

Shares Voted: 7,272

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For	For
1b	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1c	Elect Director John Rogers, Jr.	Mgmt	For	For	For
1d	Elect Director Robert Swan	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
5	Report on Median Gender/Racial Pay Gap	SH	Against	Abstain	Abstain
6	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	Abstain	Abstain

NetApp, Inc.

Meeting Date: 09/13/2023 **Country:** USA **Ticker:** NTAP
Record Date: 07/17/2023 **Meeting Type:** Annual
Primary Security ID: 64110D104

NetApp, Inc.

Shares Voted: 1,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
1c	Elect Director Gerald Held	Mgmt	For	For	For
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Carrie Palin	Mgmt	For	For	For
1h	Elect Director Scott F. Schenkel	Mgmt	For	For	For
1i	Elect Director George T. Shaheen	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
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
7	Amend Omnibus Stock Plan	Mgmt	For	For	For

Conagra Brands, Inc.

Meeting Date: 09/14/2023

Country: USA

Ticker: CAG

Record Date: 07/25/2023

Meeting Type: Annual

Primary Security ID: 205887102

Shares Voted: 2,832

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

Conagra Brands, Inc.

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

Darden Restaurants, Inc.

Meeting Date: 09/20/2023 **Country:** USA **Ticker:** DRI
Record Date: 07/26/2023 **Meeting Type:** Annual
Primary Security ID: 237194105

Shares Voted: 708

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	Refer	Withhold
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	Abstain	Against
6	Report on Risks Due to Restrictions on Reproductive Rights	SH	Against	Against	Against

FedEx Corporation

Meeting Date: 09/21/2023

Country: USA

Ticker: FDX

Record Date: 07/27/2023

Meeting Type: Annual

Primary Security ID: 31428X106

Shares Voted: 1,370

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1d	Elect Director Amy B. Lane	Mgmt	For	For	For
1e	Elect Director R. Brad Martin	Mgmt	For	For	For
1f	Elect Director Nancy A. Norton	Mgmt	For	For	For
1g	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1h	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1i	Elect Director Susan C. Schwab	Mgmt	For	For	For
1j	Elect Director Frederick W. Smith	Mgmt	For	For	For
1k	Elect Director David P. Steiner	Mgmt	For	For	For
1l	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1m	Elect Director Paul S. Walsh	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	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Just Transition	SH	Against	Abstain	Against
7	Adopt a Paid Sick Leave Policy	SH	Against	Abstain	Against
8	Report on Climate Risk in Retirement Plan Options	SH	Against	Abstain	Against

ONEOK, Inc.

Meeting Date: 09/21/2023

Country: USA

Ticker: OKE

Record Date: 07/24/2023

Meeting Type: Special

Primary Security ID: 682680103

Shares Voted: 2,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with the Merger	Mgmt	For	For	For

ONEOK, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Adjourn Meeting	Mgmt	For	Against	Against

Take-Two Interactive Software, Inc.

Meeting Date: 09/21/2023 **Country:** USA **Ticker:** TTWO
Record Date: 07/25/2023 **Meeting Type:** Annual
Primary Security ID: 874054109

Shares Voted: 933

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Strauss Zelnick	Mgmt	For	For	For
1b	Elect Director Michael Dornemann	Mgmt	For	For	For
1c	Elect Director J Moses	Mgmt	For	For	For
1d	Elect Director Michael Sheresky	Mgmt	For	For	For
1e	Elect Director LaVerne Srinivasan	Mgmt	For	For	For
1f	Elect Director Susan Tolson	Mgmt	For	For	For
1g	Elect Director Paul Viera	Mgmt	For	For	For
1h	Elect Director Roland Hernandez	Mgmt	For	For	For
1i	Elect Director William "Bing" Gordon	Mgmt	For	For	For
1j	Elect Director Ellen Siminoff	Mgmt	For	For	For
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	For	For
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: 3,441

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

General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	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: 851

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	Refer	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. Moddelmog	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

Lamb Weston Holdings, 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 KPMG LLP as Auditors	Mgmt	For	For	For

Bunge Limited

Meeting Date: 10/05/2023 **Country:** Bermuda **Ticker:** BG
Record Date: 08/03/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: G16962105

Shares Voted: 900

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 Viterra Limited	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	Against	Against

The Procter & Gamble Company

Meeting Date: 10/10/2023 **Country:** USA **Ticker:** PG
Record Date: 08/11/2023 **Meeting Type:** Annual
Primary Security ID: 742718109

Shares Voted: 13,761

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	For	For
1e	Elect Director Amy L. Chang	Mgmt	For	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	Against	For
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	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Patricia A. Woertz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	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	Abstain	Against
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	For	Against

Newmont Corporation

Meeting Date: 10/11/2023 **Country:** USA **Ticker:** NEM
Record Date: 09/01/2023 **Meeting Type:** Special
Primary Security ID: 651639106

Shares Voted: 4,650

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	Against	Against

Paychex, Inc.

Meeting Date: 10/12/2023 **Country:** USA **Ticker:** PAYX
Record Date: 08/14/2023 **Meeting Type:** Annual
Primary Security ID: 704326107

Shares Voted: 1,852

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

Paychex, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director B. Thomas Golisano	Mgmt	For	For	For
1g	Elect Director Pamela A. Joseph	Mgmt	For	Refer	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

Medtronic plc

Meeting Date: 10/19/2023 **Country:** Ireland **Ticker:** MDT
Record Date: 08/25/2023 **Meeting Type:** Annual
Primary Security ID: G5960L103

Shares Voted: 7,725

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

Medtronic plc

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

Seagate Technology Holdings plc

Meeting Date: 10/23/2023 **Country:** Ireland **Ticker:** STX
Record Date: 08/24/2023 **Meeting Type:** Annual
Primary Security ID: G7997R103

Shares Voted: 1,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shankar Arumugavelu	Mgmt	For	For	For
1b	Elect Director Prat S. Bhatt	Mgmt	For	For	For
1c	Elect Director Robert A. Bruggeworth	Mgmt	For	Against	Against
1d	Elect Director Judy Bruner	Mgmt	For	For	For
1e	Elect Director Michael R. Cannon	Mgmt	For	Refer	Against
1f	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1g	Elect Director Yolanda L. Conyers	Mgmt	For	For	For
1h	Elect Director Jay L. Geldmacher	Mgmt	For	Refer	Against
1i	Elect Director Dylan G. Haggart	Mgmt	For	For	For
1j	Elect Director William D. Mosley	Mgmt	For	For	For
1k	Elect Director Stephanie Tilenius	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 and Authorise Their Remuneration	Mgmt	For	For	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Cintas Corporation

Meeting Date: 10/24/2023 **Country:** USA **Ticker:** CTAS
Record Date: 08/28/2023 **Meeting Type:** Annual
Primary Security ID: 172908105

Cintas Corporation

Shares Voted: 511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald S. Adolph	Mgmt	For	Refer	Against
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	Refer	Against
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	Abstain	For
6	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	Abstain	Abstain

Parker-Hannifin Corporation

Meeting Date: 10/25/2023

Country: USA

Ticker: PH

Record Date: 09/01/2023

Meeting Type: Annual

Primary Security ID: 701094104

Shares Voted: 715

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee C. Banks	Mgmt	For	For	For
1b	Elect Director Jillian C. Evanko	Mgmt	For	For	For
1c	Elect Director Denise Russell Fleming	Mgmt	For	For	For
1d	Elect Director Lance M. Fritz	Mgmt	For	For	For
1e	Elect Director Linda A. Harty	Mgmt	For	For	For
1f	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1g	Elect Director Jennifer A. Parmentier	Mgmt	For	For	For

Parker-Hannifin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Joseph Scaminace	Mgmt	For	For	For
1i	Elect Director Ake Svensson	Mgmt	For	For	For
1j	Elect Director Laura K. Thompson	Mgmt	For	For	For
1k	Elect Director James R. Verrier	Mgmt	For	For	For
1l	Elect Director James L. Wainscott	Mgmt	For	For	For
1m	Elect Director Thomas L. 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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Bio-Techne Corporation

Meeting Date: 10/26/2023

Country: USA

Ticker: TECH

Record Date: 09/01/2023

Meeting Type: Annual

Primary Security ID: 09073M104

Shares Voted: 862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine	Mgmt	For	For	For
2a	Elect Director Robert V. Baumgartner	Mgmt	For	Refer	Against
2b	Elect Director Julie L. Bushman	Mgmt	For	Refer	For
2c	Elect Director John L. Higgins	Mgmt	For	For	For
2d	Elect Director Joseph D. Keegan	Mgmt	For	For	For
2e	Elect Director Charles R. Kummeth	Mgmt	For	For	For
2f	Elect Director Roeland Nusse	Mgmt	For	For	For
2g	Elect Director Alpna Seth	Mgmt	For	For	For
2h	Elect Director Randolph Steer	Mgmt	For	For	For
2i	Elect Director Rupert Vessey	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Ratify KPMG, LLP as Auditors	Mgmt	For	For	For

KLA Corporation

Meeting Date: 11/01/2023

Country: USA

Ticker: KLAC

Record Date: 09/08/2023

Meeting Type: Annual

Primary Security ID: 482480100

Shares Voted: 794

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	For	For
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
1.5	Elect Director Michael McMullen	Mgmt	For	For	For
1.6	Elect Director Gary Moore	Mgmt	For	For	For
1.7	Elect Director Marie Myers	Mgmt	For	For	For
1.8	Elect Director Victor Peng	Mgmt	For	For	For
1.9	Elect Director Robert Rango	Mgmt	For	For	For
1.10	Elect Director Richard 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For	For

Tapestry, Inc.

Meeting Date: 11/02/2023

Country: USA

Ticker: TPR

Record Date: 09/06/2023

Meeting Type: Annual

Primary Security ID: 876030107

Shares Voted: 1,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey (J.P.)	Mgmt	For	Against	Against
1b	Elect Director Darrell Cavens	Mgmt	For	For	For
1c	Elect Director Joanne Crevoiserat	Mgmt	For	For	For
1d	Elect Director Johanna (Hanneke) Faber	Mgmt	For	For	For
1e	Elect Director Anne Gates	Mgmt	For	For	For
1f	Elect Director Thomas Greco	Mgmt	For	For	For
1g	Elect Director Alan Lau	Mgmt	For	For	For

Tapestry, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Pamela Lifford	Mgmt	For	For	For
1i	Elect Director Annabelle Yu Long	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

Lam Research Corporation

Meeting Date: 11/07/2023 **Country:** USA **Ticker:** LRCX
Record Date: 09/08/2023 **Meeting Type:** Annual
Primary Security ID: 512807108

Shares Voted: 776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	For	For	For
1b	Elect Director Timothy M. Archer	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	Against	Against
1d	Elect Director Michael R. Cannon	Mgmt	For	Refer	Against
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Ho Kyu Kang	Mgmt	For	For	For
1g	Elect Director Bethany J. Mayer	Mgmt	For	Against	Against
1h	Elect Director Jyoti K. Mehra	Mgmt	For	For	For
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	Against	Against
1j	Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	For	For	For
1k	Elect Director Leslie F. Varon	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

Ancor plc

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

Shares Voted: 8,569

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	Refer	Against
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 CHES Depository 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: 2,380

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
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	Against

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	Against	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: 622

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. Duels	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
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

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

Jack Henry & Associates, Inc.

Shares Voted: 349

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	Refer	Withhold
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: 1,488

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
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

Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

News Corp

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** NWSA
Record Date: 09/21/2023 **Meeting Type:** Annual
Primary Security ID: 65249B109

Shares Voted: 734

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lachlan K. Murdoch	Mgmt	For	For	For
1b	Elect Director Robert J. Thomson	Mgmt	For	For	For
1c	Elect Director Kelly Ayotte	Mgmt	For	For	For
1d	Elect Director Jose Maria Aznar	Mgmt	For	For	For
1e	Elect Director Natalie Bancroft	Mgmt	For	For	For
1f	Elect Director Ana Paula Pessoa	Mgmt	For	For	For
1g	Elect Director Masroor Siddiqui	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

Oracle Corporation

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** ORCL
Record Date: 09/18/2023 **Meeting Type:** Annual
Primary Security ID: 68389X105

Shares Voted: 8,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	For	For
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michael J. Boskin	Mgmt	For	Refer	Withhold
1.4	Elect Director Safra A. Catz	Mgmt	For	For	For
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
1.6	Elect Director George H. Conrades	Mgmt	For	Refer	Withhold
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	For	For
1.8	Elect Director Rona A. Fairhead	Mgmt	For	For	For
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For	For
1.10	Elect Director Renee J. James	Mgmt	For	For	For
1.11	Elect Director Charles W. Moorman	Mgmt	For	For	For
1.12	Elect Director Leon E. Panetta	Mgmt	For	For	For
1.13	Elect Director William G. Parrett	Mgmt	For	For	For
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
1.15	Elect Director Vishal Sikka	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	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	Abstain	For
7	Require Independent Board Chair	SH	Against	Against	For

The Clorox Company

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** CLX
Record Date: 09/22/2023 **Meeting Type:** Annual
Primary Security ID: 189054109

Shares Voted: 691

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

The Clorox Company

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

Western Digital Corporation

Meeting Date: 11/15/2023 **Country:** USA **Ticker:** WDC
Record Date: 09/18/2023 **Meeting Type:** Annual
Primary Security ID: 958102105

Shares Voted: 1,852

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly E. Alexy	Mgmt	For	For	For
1b	Elect Director Thomas Caulfield	Mgmt	For	For	For
1c	Elect Director Martin I. Cole	Mgmt	For	For	For
1d	Elect Director Tunc Doluca	Mgmt	For	For	For
1e	Elect Director David V. Goeckeler	Mgmt	For	For	For
1f	Elect Director Matthew E. Massengill	Mgmt	For	For	For
1g	Elect Director Reed B. Rayman	Mgmt	For	For	For
1h	Elect Director Stephanie A. Streeter	Mgmt	For	For	For
1i	Elect Director Miyuki Suzuki	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	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

ResMed Inc.

Meeting Date: 11/16/2023 **Country:** USA **Ticker:** RMD
Record Date: 09/20/2023 **Meeting Type:** Annual
Primary Security ID: 761152107

Shares Voted: 861

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	Refer	Against
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

Fox Corporation

Meeting Date: 11/17/2023

Country: USA

Ticker: FOXA

Record Date: 09/19/2023

Meeting Type: Annual

Primary Security ID: 35137L105

Shares Voted: 754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lachlan K. Murdoch	Mgmt	For	For	For
1b	Elect Director Tony Abbott	Mgmt	For	For	For
1c	Elect Director William A. Burck	Mgmt	For	For	For
1d	Elect Director Chase Carey	Mgmt	For	For	For
1e	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1g	Elect Director Paul D. Ryan	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Sysco Corporation

Meeting Date: 11/17/2023

Country: USA

Ticker: SYY

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 871829107

Shares Voted: 2,887

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	Refer	Against
1j	Elect Director Edward D. Shirley	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	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	Against	Against

The Estee Lauder Companies Inc.

Meeting Date: 11/17/2023

Country: USA

Ticker: EL

Record Date: 09/18/2023

Meeting Type: Annual

Primary Security ID: 518439104

Shares Voted: 1,357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charlene Barshefsky	Mgmt	For	For	For
1b	Elect Director Angela Wei Dong	Mgmt	For	For	For
1c	Elect Director Fabrizio Freda	Mgmt	For	For	For
1d	Elect Director Gary M. Lauder	Mgmt	For	Withhold	Withhold
1e	Elect Director Jane Lauder	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Estee Lauder Companies 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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Campbell Soup Company

Meeting Date: 11/29/2023 **Country:** USA **Ticker:** CPB
Record Date: 10/02/2023 **Meeting Type:** Annual
Primary Security ID: 134429109

Shares Voted: 1,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1.2	Elect Director Howard M. Averill	Mgmt	For	For	For
1.3	Elect Director Mark A. Clouse	Mgmt	For	For	For
1.4	Elect Director Bennett Dorrance, Jr.	Mgmt	For	For	For
1.5	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	For	For	For
1.6	Elect Director Grant H. Hill	Mgmt	For	For	For
1.7	Elect Director Sarah Hofstetter	Mgmt	For	For	For
1.8	Elect Director Marc B. Lautenbach	Mgmt	For	For	For
1.9	Elect Director Mary Alice Dorrance Malone	Mgmt	For	For	For
1.10	Elect Director Keith R. McLoughlin	Mgmt	For	For	For
1.11	Elect Director Kurt T. Schmidt	Mgmt	For	For	For
1.12	Elect Director Archbold D. van Beuren	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	Report on 2025 Cage-Free Egg Goal	SH	Against	Against	Against
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Abstain	Against

Cisco Systems, Inc.

Meeting Date: 12/06/2023 **Country:** USA **Ticker:** CSCO
Record Date: 10/09/2023 **Meeting Type:** Annual
Primary Security ID: 17275R102

Cisco Systems, Inc.

Shares Voted: 21,466

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	Abstain	Abstain

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Record Date: 09/29/2023

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 39,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.02	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.03	Elect Director Teri L. List	Mgmt	For	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	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 and & Touche as Auditors	Mgmt	For	For	For
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
7	Report on Government Take Down Requests	SH	Against	Against	Against
8	Report on Risks of Weapons Development	SH	Against	Against	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Abstain	Against
10	Publish a Tax Transparency Report	SH	Against	Abstain	Against
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	Abstain	Against
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Abstain	Against
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Abstain	Against

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: 4,601

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	Against	Against
1.5	Elect Director Daniel J. Englander	Mgmt	For	Refer	Against

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	Refer	Against
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	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

Palo Alto Networks, Inc.

Meeting Date: 12/12/2023 **Country:** USA **Ticker:** PANW
Record Date: 10/16/2023 **Meeting Type:** Annual
Primary Security ID: 697435105

Shares Voted: 1,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nikesh Arora	Mgmt	For	For	For
1b	Elect Director Aparna Bawa	Mgmt	For	For	For
1c	Elect Director Carl Eschenbach	Mgmt	For	For	For
1d	Elect Director Lorraine Twohill	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	Against
4	Amend Omnibus Stock Plan	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: 202

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

FactSet Research Systems Inc.

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

Viatrix Inc.

Meeting Date: 12/15/2023 **Country:** USA **Ticker:** VTRS
Record Date: 10/19/2023 **Meeting Type:** Annual
Primary Security ID: 92556V106

Shares Voted: 6,343

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	Refer	Against
1C	Elect Director Elisha W. Finney	Mgmt	For	For	For
1D	Elect Director Leo Groothuis	Mgmt	For	For	For
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: 94

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. Mrkonjac, 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

D.R. Horton, Inc.

Meeting Date: 01/17/2024

Country: USA

Ticker: DHI

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: 23331A109

Shares Voted: 1,568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	Against	Against
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For
1d	Elect Director David V. Auld	Mgmt	For	Against	Against
1e	Elect Director Michael R. Buchanan	Mgmt	For	For	For
1f	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	Refer	Against
1g	Elect Director Maribess L. Miller	Mgmt	For	For	For
1h	Elect Director Paul J. Romanowski	Mgmt	For	For	For

D.R. Horton, Inc.

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

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: 2,301

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

Intuit Inc.

Meeting Date: 01/18/2024 **Country:** USA **Ticker:** INTU
Record Date: 11/20/2023 **Meeting Type:** Annual
Primary Security ID: 461202103

Intuit Inc.

Shares Voted: 1,451

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For
1k	Elect Director Eric S. Yuan	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	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Abstain	Against

Micron Technology, Inc.

Meeting Date: 01/18/2024

Country: USA

Ticker: MU

Record Date: 11/20/2023

Meeting Type: Annual

Primary Security ID: 595112103

Shares Voted: 5,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	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: 1,493

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	Against	Against
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	Against	Against
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 **Country:** USA **Ticker:** V
Record Date: 11/24/2023 **Meeting Type:** Annual
Primary Security ID: 92826C839

Shares Voted: 8,265

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	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Jacobs Solutions, Inc.

Meeting Date: 01/24/2024

Country: USA

Ticker: J

Record Date: 11/27/2023

Meeting Type: Annual

Primary Security ID: 46982L108

Shares Voted: 642

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

Jacobs Solutions, Inc.

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

Country: USA

Ticker: APD

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: 009158106

Shares Voted: 1,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonic 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
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	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Catalent, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: CTLT

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: 148806102

Shares Voted: 924

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Barber	Mgmt	For	For	For
1b	Elect Director Steven K. Barg	Mgmt	For	For	For
1c	Elect Director J. Martin Carroll	Mgmt	For	For	For
1d	Elect Director Rolf Classon	Mgmt	For	Refer	Against
1e	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1f	Elect Director John J. Greisch	Mgmt	For	For	For
1g	Elect Director Gregory T. Lucier	Mgmt	For	Refer	Against
1h	Elect Director Alessandro Maselli	Mgmt	For	For	For
1i	Elect Director Donald E. Morel, Jr.	Mgmt	For	For	For
1j	Elect Director Stephanie Okey	Mgmt	For	For	For
1k	Elect Director Michelle R. Ryan	Mgmt	For	For	For
1l	Elect Director Jack Stahl	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

Walgreens Boots Alliance, Inc.

Meeting Date: 01/25/2024

Country: USA

Ticker: WBA

Record Date: 11/27/2023

Meeting Type: Annual

Primary Security ID: 931427108

Shares Voted: 3,792

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

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Abstain	Against
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	Against	Against

WestRock Company

Meeting Date: 01/26/2024 **Country:** USA **Ticker:** WRK
Record Date: 12/04/2023 **Meeting Type:** Annual
Primary Security ID: 96145D105

Shares Voted: 1,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Colleen F. Arnold	Mgmt	For	For	For
1b	Elect Director Timothy J. Bernlohr	Mgmt	For	For	For
1c	Elect Director J. Powell Brown	Mgmt	For	For	For
1d	Elect Director Terrell K. Crews	Mgmt	For	For	For
1e	Elect Director Russell M. Currey	Mgmt	For	For	For
1f	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1g	Elect Director Gracia C. Martore	Mgmt	For	For	For
1h	Elect Director James E. Nevels	Mgmt	For	For	For
1i	Elect Director E. Jean Savage	Mgmt	For	For	For
1j	Elect Director David B. Sewell	Mgmt	For	For	For
1k	Elect Director Dmitri L. Stockton	Mgmt	For	For	For

WestRock Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Alan D. Wilson	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

Hormel Foods Corporation

Meeting Date: 01/30/2024

Country: USA

Ticker: HRL

Record Date: 12/01/2023

Meeting Type: Annual

Primary Security ID: 440452100

Shares Voted: 1,476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For	For
1b	Elect Director Gary C. Bhojwani	Mgmt	For	Refer	For
1c	Elect Director Stephen M. Lacy	Mgmt	For	Refer	Against
1d	Elect Director Elsa A. Murano	Mgmt	For	For	For
1e	Elect Director William A. Newlands	Mgmt	For	For	For
1f	Elect Director Christopher J. Policinski	Mgmt	For	For	For
1g	Elect Director Jose Luis Prado	Mgmt	For	For	For
1h	Elect Director Sally J. Smith	Mgmt	For	For	For
1i	Elect Director James P. Snee	Mgmt	For	For	For
1j	Elect Director Steven A. White	Mgmt	For	For	For
1k	Elect Director Raymond G. Young	Mgmt	For	For	For
1l	Elect Director Michael P. Zechmeister	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Accenture plc

Meeting Date: 01/31/2024

Country: Ireland

Ticker: ACN

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 3,235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Bruderemuller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For	For
1k	Elect Director Tracey T. Travis	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	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
8	Determine Price Range for Reissuance of Treasury Shares	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: 2,897

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

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director James S. Turley	Mgmt	For	Refer	Against
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

Franklin Resources, Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** BEN
Record Date: 12/11/2023 **Meeting Type:** Annual
Primary Security ID: 354613101

Shares Voted: 1,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	For	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	For	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	For	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	For	For
1f	Elect Director John Y. Kim	Mgmt	For	For	For
1g	Elect Director Karen M. King	Mgmt	For	For	For
1h	Elect Director Anthony J. Noto	Mgmt	For	For	For
1i	Elect Director John W. Thiel	Mgmt	For	For	For
1j	Elect Director Seth H. Waugh	Mgmt	For	Refer	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

Rockwell Automation, Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** ROK
Record Date: 12/11/2023 **Meeting Type:** Annual
Primary Security ID: 773903109

Rockwell Automation, Inc.

Shares Voted: 593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director Alice L. Jolla	Mgmt	For	For	For
A.2	Elect Director Lisa A. Payne	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	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: 783

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
1g	Elect Director Richard K. Gordon	Mgmt	For	Refer	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	For	For
1i	Elect Director Richard A. Sampson	Mgmt	For	Refer	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: 02/07/2024

Country: USA

Ticker: PXD

Record Date: 01/05/2024

Meeting Type: Special

Primary Security ID: 723787107

Pioneer Natural Resources Company

Shares Voted: 1,190

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	For	Against

Tyson Foods, Inc.

Meeting Date: 02/08/2024

Country: USA

Ticker: TSN

Record Date: 12/11/2023

Meeting Type: Annual

Primary Security ID: 902494103

Shares Voted: 1,509

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	For	For
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	For	For
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
1j	Elect Director Cheryl S. Miller	Mgmt	For	Refer	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	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Report on Climate Lobbying	SH	Against	Abstain	For
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	Abstain	For
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	SH	Against	Abstain	Against
6	Report on Opportunities to Support Circular Economy for Packaging	SH	Against	Abstain	For

Fair Isaac Corporation

Meeting Date: 02/14/2024

Country: USA

Ticker: FICO

Record Date: 12/18/2023

Meeting Type: Annual

Primary Security ID: 303250104

Shares Voted: 127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	Refer	Against
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	For	For
1c	Elect Director James D. Kirsner	Mgmt	For	For	For
1d	Elect Director William J. Lansing	Mgmt	For	For	For
1e	Elect Director Eva Manolis	Mgmt	For	For	For
1f	Elect Director Marc F. McMorris	Mgmt	For	For	For
1g	Elect Director Joanna Rees	Mgmt	For	Refer	Against
1h	Elect Director David A. Rey	Mgmt	For	For	For
1i	Elect Director H. Tayloe Stansbury	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

PTC Inc.

Meeting Date: 02/14/2024

Country: USA

Ticker: PTC

Record Date: 12/08/2023

Meeting Type: Annual

Primary Security ID: 69370C100

Shares Voted: 616

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	Refer	Withhold
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

PTC Inc.

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

Healthpeak Properties, Inc.

Meeting Date: 02/21/2024 **Country:** USA **Ticker:** PEAK
Record Date: 01/08/2024 **Meeting Type:** Special
Primary Security ID: 42250P103

Shares Voted: 2,914

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

Raymond James Financial, Inc.

Meeting Date: 02/22/2024 **Country:** USA **Ticker:** RJF
Record Date: 12/20/2023 **Meeting Type:** Annual
Primary Security ID: 754730109

Shares Voted: 957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	For	For
1b	Elect Director Robert M. Dutkowsky	Mgmt	For	For	For
1c	Elect Director Jeffrey N. Edwards	Mgmt	For	For	For
1d	Elect Director Benjamin C. Esty	Mgmt	For	For	For
1e	Elect Director Art A. Garcia	Mgmt	For	For	For
1f	Elect Director Anne Gates	Mgmt	For	Refer	For
1g	Elect Director Gordon L. Johnson	Mgmt	For	For	For
1h	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	For	For
1i	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1j	Elect Director Paul C. Reilly	Mgmt	For	For	For
1k	Elect Director Raj Seshadri	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

Apple Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: AAPL

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 74,357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Abstain	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	Abstain	Against
7	Report on Use of Artificial Intelligence	SH	Against	Abstain	Against
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Abstain	Against

Deere & Company

Meeting Date: 02/28/2024

Country: USA

Ticker: DE

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 244199105

Shares Voted: 1,366

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

Deere & Company

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

Nordson Corporation

Meeting Date: 03/05/2024

Country: USA

Ticker: NDSN

Record Date: 01/05/2024

Meeting Type: Annual

Primary Security ID: 655663102

Shares Voted: 270

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	Refer	Withhold
1.3	Elect Director Christopher L. Mapes	Mgmt	For	Withhold	Withhold
1.4	Elect Director Milton M. Morris	Mgmt	For	Refer	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

QUALCOMM Incorporated

Meeting Date: 03/05/2024

Country: USA

Ticker: QCOM

Record Date: 01/08/2024

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 5,635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	Against	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciquerra	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024

Country: USA

Ticker: AMAT

Record Date: 01/10/2024

Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 4,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	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	Abstain	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Abstain	Against

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: 1,237

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	Refer	Against
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

TransDigm Group Incorporated

Meeting Date: 03/07/2024 **Country:** USA **Ticker:** TDG
Record Date: 01/12/2024 **Meeting Type:** Annual
Primary Security ID: 893641100

TransDigm Group Incorporated

Shares Voted: 280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	Refer	Withhold
1.2	Elect Director Jane M. Cronin	Mgmt	For	For	For
1.3	Elect Director Michael Graff	Mgmt	For	For	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	For	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	For	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	Refer	Withhold
1.7	Elect Director Michele L. Santana	Mgmt	For	For	For
1.8	Elect Director Robert J. Small	Mgmt	For	For	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	For	For
1.10	Elect Director Jorge L. Valladares, 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	Against

Cencora, Inc.

Meeting Date: 03/12/2024

Country: USA

Ticker: COR

Record Date: 01/16/2024

Meeting Type: Annual

Primary Security ID: 03073E105

Shares Voted: 841

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

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend 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

Analog Devices, Inc.

Meeting Date: 03/13/2024 **Country:** USA **Ticker:** ADI
Record Date: 01/09/2024 **Meeting Type:** Annual
Primary Security ID: 032654105

Shares Voted: 2,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director James A. Champy	Mgmt	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For
1k	Elect Director Susie Wee	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	For	For

Johnson Controls International plc

Meeting Date: 03/13/2024 **Country:** Ireland **Ticker:** JCI
Record Date: 01/08/2024 **Meeting Type:** Annual
Primary Security ID: G51502105

Johnson Controls International plc

Shares Voted: 3,446

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Archer	Mgmt	For	For	For
1b	Elect Director Jean Blackwell	Mgmt	For	For	For
1c	Elect Director Pierre Cohade	Mgmt	For	For	For
1d	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1e	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1f	Elect Director Ayesha Khanna	Mgmt	For	For	For
1g	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	For	For
1h	Elect Director Simone Menne	Mgmt	For	For	For
1i	Elect Director George R. Oliver	Mgmt	For	For	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	For	For
1k	Elect Director Mark Vergnano	Mgmt	For	For	For
1l	Elect Director John D. Young	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	For	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: SBUX

Record Date: 01/05/2024

Meeting Type: Annual

Primary Security ID: 855244109

Shares Voted: 5,787

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

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Mellody Hobson	Mgmt	For	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	Refer	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	Abstain	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	Abstain	Against

TE Connectivity Ltd.

Meeting Date: 03/13/2024

Country: Switzerland

Ticker: TEL

Record Date: 02/22/2024

Meeting Type: Annual

Primary Security ID: H84989104

Shares Voted: 1,564

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1c	Elect Director Carol A. ("John") Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	Refer	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For	For
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	For	For
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Omnibus Stock Plan	Mgmt	For	For	For

Agilent Technologies, Inc.

Meeting Date: 03/14/2024 **Country:** USA **Ticker:** A
Record Date: 01/23/2024 **Meeting Type:** Annual
Primary Security ID: 00846U101

Shares Voted: 1,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	For	Refer	Against
1.2	Elect Director Koh Boon Hwee	Mgmt	For	Refer	For
1.3	Elect Director Michael R. McMullen	Mgmt	For	For	For
1.4	Elect Director Daniel K. Podolsky	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

F5, Inc.

Meeting Date: 03/14/2024 **Country:** USA **Ticker:** FFIV
Record Date: 01/08/2024 **Meeting Type:** Annual
Primary Security ID: 315616102

Shares Voted: 315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1c	Elect Director Michel Combes	Mgmt	For	For	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	Refer	For
1e	Elect Director Tami Erwin	Mgmt	For	For	For

F5, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Alan J. Higginson	Mgmt	For	For	For
1g	Elect Director Peter S. Klein	Mgmt	For	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1i	Elect Director Nikhil Mehta	Mgmt	For	For	For
1j	Elect Director Michael F. Montoya	Mgmt	For	For	For
1k	Elect Director Sripada Shivananda	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 Cooper Companies, Inc.

Meeting Date: 03/19/2024 **Country:** USA **Ticker:** COO
Record Date: 01/24/2024 **Meeting Type:** Annual
Primary Security ID: 216648501

Shares Voted: 250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	For	Refer	For
1.2	Elect Director William A. Kozy	Mgmt	For	For	For
1.3	Elect Director Lawrence E. Kurzius	Mgmt	For	Against	Against
1.4	Elect Director Cynthia L. Lucchese	Mgmt	For	For	For
1.5	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.6	Elect Director Maria Rivas	Mgmt	For	For	For
1.7	Elect Director Robert S. Weiss	Mgmt	For	For	For
1.8	Elect Director Albert G. White, III	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

Keysight Technologies, Inc.

Meeting Date: 03/21/2024 **Country:** USA **Ticker:** KEYS
Record Date: 01/22/2024 **Meeting Type:** Annual
Primary Security ID: 49338L103

Keysight Technologies, Inc.

Shares Voted: 889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	For	Refer	Against
1.2	Elect Director Ronald S. Nersesian	Mgmt	For	Against	Against
1.3	Elect Director Robert A. Rango	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Employee Stock Purchase Plan	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For

APA CORPORATION

Meeting Date: 03/27/2024

Country: USA

Ticker: APA

Record Date: 02/15/2024

Meeting Type: Special

Primary Security ID: 03743Q108

Shares Voted: 1,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	Against	Against

Juniper Networks, Inc.

Meeting Date: 04/02/2024

Country: USA

Ticker: JNPR

Record Date: 02/23/2024

Meeting Type: Special

Primary Security ID: 48203R104

Shares Voted: 1,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adjourn Meeting	Mgmt	For	Against	Against

Schlumberger N.V.

Meeting Date: 04/03/2024 **Country:** Curacao **Ticker:** SLB
Record Date: 02/07/2024 **Meeting Type:** Annual
Primary Security ID: 806857108

Shares Voted: 7,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Jim Hackett	Mgmt	For	For	For
1.5	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.6	Elect Director Samuel Leupold	Mgmt	For	For	For
1.7	Elect Director Tatiana Mitrova	Mgmt	For	For	For
1.8	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.9	Elect Director Vanitha Narayanan	Mgmt	For	Refer	For
1.10	Elect Director Jeff Sheets	Mgmt	For	For	For
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The Walt Disney Company

Meeting Date: 04/03/2024 **Country:** USA **Ticker:** DIS
Record Date: 02/05/2024 **Meeting Type:** Proxy Contest
Primary Security ID: 254687106

Shares Voted: 9,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	For	Refer	For
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	For	Refer	For
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	For	Refer	For
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	For	Refer	For
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	For	Refer	For
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	For	Refer	For
1G	Elect Management Nominee Director James P. Gorman	Mgmt	For	Refer	For
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	For	Refer	For
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	For	Refer	Withhold
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	For	Refer	For
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	For	Refer	Withhold
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	For	Refer	For
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Refer	Withhold
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Refer	Withhold
1O	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Refer	Withhold
1P	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Refer	Withhold
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Refer	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Refer	Against
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Refer	Against

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Charitable Contributions	SH	Against	Refer	Against
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Against	Refer	Against
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Refer	Against
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	For	Refer	Do Not Vote
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	For	Refer	Do Not Vote
	OPPOSED COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Refer	Do Not Vote
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Refer	Do Not Vote
	ACCEPTABLE COMPANY NOMINEES	Mgmt			
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	None	Refer	Do Not Vote
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	None	Refer	Do Not Vote
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	None	Refer	Do Not Vote
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	None	Refer	Do Not Vote
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	None	Refer	Do Not Vote
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	None	Refer	Do Not Vote
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	None	Refer	Do Not Vote
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	None	Refer	Do Not Vote
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	None	Refer	Do Not Vote
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	None	Refer	Do Not Vote
	BLACKWELLS NOMINEES	Mgmt			
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Withhold	Refer	Do Not Vote
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Withhold	Refer	Do Not Vote
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Withhold	Refer	Do Not Vote

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Refer	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	None	Refer	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Refer	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Refer	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Refer	Do Not Vote
8	Report on Charitable Contributions	SH	None	Refer	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	For	Refer	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	Against	Refer	Do Not Vote
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	For	Refer	Do Not Vote
1b	Elect Dissident Nominee Director Jessica Schell	SH	For	Refer	Do Not Vote
1c	Elect Dissident Nominee Director Leah Solivan	SH	For	Refer	Do Not Vote
	COMPANY NOMINEES	Mgmt			
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Withhold	Refer	Do Not Vote
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Withhold	Refer	Do Not Vote
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Withhold	Refer	Do Not Vote
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Withhold	Refer	Do Not Vote
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Withhold	Refer	Do Not Vote
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Withhold	Refer	Do Not Vote
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Withhold	Refer	Do Not Vote
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Withhold	Refer	Do Not Vote

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Withhold	Refer	Do Not Vote
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Withhold	Refer	Do Not Vote
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Withhold	Refer	Do Not Vote
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Withhold	Refer	Do Not Vote
	THE TRIAN GROUP NOMINEES	Mgmt			
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Withhold	Refer	Do Not Vote
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Withhold	Refer	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	Do Not Vote
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	None	Refer	Do Not Vote
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	None	Refer	Do Not Vote
7	Report on Gender-Based Compensation and Benefits Inequities	SH	None	Refer	Do Not Vote
8	Report on Charitable Contributions	SH	None	Refer	Do Not Vote
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	None	Refer	Do Not Vote
10	Advisory Vote on Board Size and Related Vacancies	SH	For	Refer	Do Not Vote

Carnival Corporation

Meeting Date: 04/05/2024

Country: Panama

Ticker: CCL

Record Date: 02/05/2024

Meeting Type: Annual

Primary Security ID: 143658300

Shares Voted: 5,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
4	Elect Nelda J. Connors as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
5	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
8	Re-elect Sara Mathew as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
11	Re-elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
12	Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
15	Appoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2023 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	For	For	For
18	Approve Issuance of Equity	Mgmt	For	For	For

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve Omnibus Stock Plan	Mgmt	For	For	For

A. O. Smith Corporation

Meeting Date: 04/09/2024 **Country:** USA **Ticker:** AOS
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 831865209

Shares Voted: 631

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Victoria M. Holt	Mgmt	For	Withhold	Withhold
1.2	Elect Director Ilham Kadri	Mgmt	For	Refer	Withhold
1.3	Elect Director Michael M. Larsen	Mgmt	For	For	For
1.4	Elect Director Christopher L. Mapes	Mgmt	For	Withhold	Withhold
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 Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	Abstain	Against

The Bank of New York Mellon Corporation

Meeting Date: 04/09/2024 **Country:** USA **Ticker:** BK
Record Date: 02/14/2024 **Meeting Type:** Annual
Primary Security ID: 064058100

Shares Voted: 3,858

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

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Hewlett Packard Enterprise Company

Meeting Date: 04/10/2024

Country: USA

Ticker: HPE

Record Date: 02/12/2024

Meeting Type: Annual

Primary Security ID: 42824C109

Shares Voted: 6,322

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	Mgmt	For	For	For
1b	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1c	Elect Director Regina E. Dugan	Mgmt	For	For	For
1d	Elect Director Jean M. Hobby	Mgmt	For	For	For
1e	Elect Director Raymond J. Lane	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Bethany J. Mayer	Mgmt	For	Against	For
1h	Elect Director Antonio F. Neri	Mgmt	For	For	For
1i	Elect Director Charles H. Noski	Mgmt	For	For	For
1j	Elect Director Raymond E. Ozzie	Mgmt	For	For	For
1k	Elect Director Gary M. Reiner	Mgmt	For	For	For
1l	Elect Director Patricia F. Russo	Mgmt	For	Against	For
2	Ratify Ernst & Young 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

Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Lennar Corporation

Meeting Date: 04/10/2024 **Country:** USA **Ticker:** LEN
Record Date: 02/14/2024 **Meeting Type:** Annual
Primary Security ID: 526057104

Shares Voted: 1,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	For	For
1b	Elect Director Theron (Tig) Gilliam	Mgmt	For	For	For
1c	Elect Director Sherrill W. Hudson	Mgmt	For	For	For
1d	Elect Director Jonathan M. Jaffe	Mgmt	For	For	For
1e	Elect Director Sidney Lapidus	Mgmt	For	Refer	Against
1f	Elect Director Teri P. McClure	Mgmt	For	Refer	Against
1g	Elect Director Stuart Miller	Mgmt	For	For	For
1h	Elect Director Armando Olivera	Mgmt	For	For	For
1i	Elect Director Dacona Smith	Mgmt	For	For	For
1j	Elect Director Jeffrey Sonnenfeld	Mgmt	For	Refer	For
1k	Elect Director Serena Wolfe	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 Limit the Liability of Officers	Mgmt	For	For	For
5	Report on Political Contributions	SH	Against	Abstain	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Abstain	Against
7	Report on Climate Change	SH	Against	Abstain	Against

Synopsys, Inc.

Meeting Date: 04/10/2024 **Country:** USA **Ticker:** SNPS
Record Date: 02/12/2024 **Meeting Type:** Annual
Primary Security ID: 871607107

Synopsys, Inc.

Shares Voted: 762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	For	For
1b	Elect Director Roy Vallee	Mgmt	For	For	For
1c	Elect Director Sassine Ghazi	Mgmt	For	For	For
1d	Elect Director Luis Borgen	Mgmt	For	For	For
1e	Elect Director Marc N. Casper	Mgmt	For	For	For
1f	Elect Director Janice D. Chaffin	Mgmt	For	Refer	Against
1g	Elect Director Bruce R. Chizen	Mgmt	For	Against	Against
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For
1i	Elect Director Robert G. Painter	Mgmt	For	For	For
1j	Elect Director Jeannine P. Sargent	Mgmt	For	For	For
1k	Elect Director John G. Schwarz	Mgmt	For	Refer	Against
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

Dow Inc.

Meeting Date: 04/11/2024

Country: USA

Ticker: DOW

Record Date: 02/15/2024

Meeting Type: Annual

Primary Security ID: 260557103

Shares Voted: 3,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fettig	Mgmt	For	Refer	For
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For	For

Dow Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Jill S. Wyant	Mgmt	For	For	For
1l	Elect Director Daniel W. Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against	Against
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	Abstain	Against

Fifth Third Bancorp

Meeting Date: 04/16/2024 **Country:** USA **Ticker:** FITB
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 316773100

Shares Voted: 3,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	Mgmt	For	For	For
1b	Elect Director B. Evan Bayh, III	Mgmt	For	For	For
1c	Elect Director Jorge L. Benitez	Mgmt	For	For	For
1d	Elect Director Katherine B. Blackburn	Mgmt	For	For	For
1e	Elect Director Emerson L. Brumback	Mgmt	For	For	For
1f	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1g	Elect Director C. Bryan Daniels	Mgmt	For	For	For
1h	Elect Director Laurent Desmangles	Mgmt	For	For	For
1i	Elect Director Mitchell S. Feiger	Mgmt	For	For	For
1j	Elect Director Thomas H. Harvey	Mgmt	For	For	For
1k	Elect Director Gary R. Heminger	Mgmt	For	For	For
1l	Elect Director Eileen A. Mallesch	Mgmt	For	For	For
1m	Elect Director Michael B. McCallister	Mgmt	For	Refer	For
1n	Elect Director Kathleen A. Rogers	Mgmt	For	For	For
1o	Elect Director Timothy N. Spence	Mgmt	For	For	For
1p	Elect Director Marsha C. 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

Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

IQVIA Holdings Inc.

Meeting Date: 04/16/2024 **Country:** USA **Ticker:** IQV
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 46266C105

Shares Voted: 915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ari Bousbib	Mgmt	For	For	For
1b	Elect Director Carol J. Burt	Mgmt	For	For	For
1c	Elect Director Colleen A. Goggins	Mgmt	For	For	For
1d	Elect Director John M. Leonard	Mgmt	For	For	For
1e	Elect Director Todd B. Sisitsky	Mgmt	For	Against	Against
1f	Elect Director Sheila A. Stamps	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Report on Political Contributions and Expenditures	SH	Against	Abstain	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

M&T Bank Corporation

Meeting Date: 04/16/2024 **Country:** USA **Ticker:** MTB
Record Date: 02/22/2024 **Meeting Type:** Annual
Primary Security ID: 55261F104

Shares Voted: 844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John P. Barnes	Mgmt	For	For	For
1.2	Elect Director Robert T. Brady	Mgmt	For	Refer	Against
1.3	Elect Director Carlton J. Charles	Mgmt	For	For	For
1.4	Elect Director Jane Chwick	Mgmt	For	For	For
1.5	Elect Director William F. Cruger, Jr.	Mgmt	For	For	For
1.6	Elect Director T. Jefferson Cunningham, III	Mgmt	For	For	For

M&T Bank Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Gary N. Geisel	Mgmt	For	For	For
1.8	Elect Director Leslie V. Godridge	Mgmt	For	For	For
1.9	Elect Director Rene F. Jones	Mgmt	For	For	For
1.10	Elect Director Richard H. Ledgett, Jr.	Mgmt	For	For	For
1.11	Elect Director Melinda R. Rich	Mgmt	For	For	For
1.12	Elect Director Robert E. Sadler, Jr.	Mgmt	For	For	For
1.13	Elect Director Denis J. Salamone	Mgmt	For	For	For
1.14	Elect Director Rudina Seseri	Mgmt	For	For	For
1.15	Elect Director Kirk W. Walters	Mgmt	For	For	For
1.16	Elect Director Herbert L. Washington	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

Moody's Corporation

Meeting Date: 04/16/2024 **Country:** USA **Ticker:** MCO
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 615369105

Shares Voted: 788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	Mgmt	For	For	For
1b	Elect Director Therese Esperdy	Mgmt	For	For	For
1c	Elect Director Robert Fauber	Mgmt	For	For	For
1d	Elect Director Vincent A. Forlenza	Mgmt	For	For	For
1e	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1f	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	Refer	For
1g	Elect Director Jose M. Minaya	Mgmt	For	For	For
1h	Elect Director Leslie F. Seidman	Mgmt	For	For	For
1i	Elect Director Zig Serafin	Mgmt	For	For	For
1j	Elect Director Bruce Van Saun	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	Provide Right to Call Special Meeting	Mgmt	For	For	For

Moody's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Northern Trust Corporation

Meeting Date: 04/16/2024 **Country:** USA **Ticker:** NTRS
Record Date: 02/26/2024 **Meeting Type:** Annual
Primary Security ID: 665859104

Shares Voted: 1,047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	For	Refer	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Dean M. Harrison	Mgmt	For	For	For
1d	Elect Director Jay L. Henderson	Mgmt	For	For	For
1e	Elect Director Marcy S. Klevorn	Mgmt	For	For	For
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	For	For	For
1g	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1h	Elect Director Martin P. Slark	Mgmt	For	For	For
1i	Elect Director David H. B. Smith, Jr.	Mgmt	For	For	For
1j	Elect Director Donald Thompson	Mgmt	For	For	For
1k	Elect Director Charles A. Tribbett, III	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 Risks of Misaligning Proxy Votes with Client Preferences	SH	Against	Abstain	Against

Public Service Enterprise Group Incorporated

Meeting Date: 04/16/2024 **Country:** USA **Ticker:** PEG
Record Date: 02/16/2024 **Meeting Type:** Annual
Primary Security ID: 744573106

Shares Voted: 2,420

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

Public Service Enterprise Group Incorporated

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

U.S. Bancorp

Meeting Date: 04/16/2024 **Country:** USA **Ticker:** USB
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 902973304

Shares Voted: 7,798

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Dorothy J. Bridges	Mgmt	For	For	For
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1d	Elect Director Andrew Cecere	Mgmt	For	For	For
1e	Elect Director Alan B. Colberg	Mgmt	For	For	For
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For
1g	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1h	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1i	Elect Director Richard P. McKenney	Mgmt	For	For	For

U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For
1k	Elect Director Loretta E. Reynolds	Mgmt	For	For	For
1l	Elect Director John P. Wiehoff	Mgmt	For	For	For
1m	Elect Director Scott W. Wine	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

Whirlpool Corporation

Meeting Date: 04/16/2024 **Country:** USA **Ticker:** WHR
Record Date: 02/16/2024 **Meeting Type:** Annual
Primary Security ID: 963320106

Shares Voted: 285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	Refer	Against
1b	Elect Director Marc R. Bitzer	Mgmt	For	For	For
1c	Elect Director Greg Creed	Mgmt	For	For	For
1d	Elect Director Diane M. Dietz	Mgmt	For	For	For
1e	Elect Director Gerri T. Elliott	Mgmt	For	For	For
1f	Elect Director Richard J. Kramer	Mgmt	For	For	For
1g	Elect Director Jennifer A. LaClair	Mgmt	For	For	For
1h	Elect Director John D. Liu	Mgmt	For	For	For
1i	Elect Director James M. Loree	Mgmt	For	For	For
1j	Elect Director Harish Manwani	Mgmt	For	For	For
1k	Elect Director Larry O. Spencer	Mgmt	For	For	For
1l	Elect Director Rudy Wilson	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

Adobe Inc.

Meeting Date: 04/17/2024 **Country:** USA **Ticker:** ADBE
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 00724F101

Shares Voted: 2,279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For	For
1b	Elect Director Amy Banse	Mgmt	For	Refer	For
1c	Elect Director Brett Biggs	Mgmt	For	For	For
1d	Elect Director Melanie Boulden	Mgmt	For	For	For
1e	Elect Director Frank Calderoni	Mgmt	For	For	For
1f	Elect Director Laura Desmond	Mgmt	For	For	For
1g	Elect Director Shantanu Narayen	Mgmt	For	For	For
1h	Elect Director Spencer Neumann	Mgmt	For	For	For
1i	Elect Director Kathleen Oberg	Mgmt	For	For	For
1j	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1k	Elect Director David Ricks	Mgmt	For	For	For
1l	Elect Director Daniel Rosensweig	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Abstain	Against

EQT Corporation

Meeting Date: 04/17/2024

Country: USA

Ticker: EQT

Record Date: 02/02/2024

Meeting Type: Annual

Primary Security ID: 26884L109

Shares Voted: 1,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lydia I. Beebe	Mgmt	For	For	For
1b	Elect Director Lee M. Canaan	Mgmt	For	For	For
1c	Elect Director Janet L. Carrig	Mgmt	For	For	For
1d	Elect Director Frank C. Hu	Mgmt	For	For	For
1e	Elect Director Kathryn J. Jackson	Mgmt	For	For	For
1f	Elect Director John F. McCartney	Mgmt	For	For	For

EQT Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director James T. McManus, II	Mgmt	For	For	For
1h	Elect Director Anita M. Powers	Mgmt	For	For	For
1i	Elect Director Daniel J. Rice, IV	Mgmt	For	For	For
1j	Elect Director Toby Z. Rice	Mgmt	For	For	For
1k	Elect Director Hallie A. Vanderhider	Mgmt	For	Refer	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

Huntington Bancshares Incorporated

Meeting Date: 04/17/2024

Country: USA

Ticker: HBAN

Record Date: 02/14/2024

Meeting Type: Annual

Primary Security ID: 446150104

Shares Voted: 7,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alanna Y. Cotton	Mgmt	For	For	For
1.2	Elect Director Ann B. (Tanny) Crane	Mgmt	For	For	For
1.3	Elect Director Rafael Andres Diaz-Granados	Mgmt	For	For	For
1.4	Elect Director Gina D. France	Mgmt	For	For	For
1.5	Elect Director J. Michael Hochschwender	Mgmt	For	For	For
1.6	Elect Director John C. (Chris) Inglis	Mgmt	For	For	For
1.7	Elect Director Richard H. King	Mgmt	For	For	For
1.8	Elect Director Katherine M. A. (Allie) Kline	Mgmt	For	For	For
1.9	Elect Director Richard W. Neu	Mgmt	For	For	For
1.10	Elect Director Kenneth J. Phelan	Mgmt	For	For	For
1.11	Elect Director David L. Porteous	Mgmt	For	For	For
1.12	Elect Director Teresa H. Shea	Mgmt	For	For	For
1.13	Elect Director Roger J. Sit	Mgmt	For	For	For
1.14	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.15	Elect Director Jeffrey L. Tate	Mgmt	For	For	For
1.16	Elect Director Gary Torgow	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

Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Regions Financial Corporation

Meeting Date: 04/17/2024 **Country:** USA **Ticker:** RF
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 7591EP100

Shares Voted: 4,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	For	For	For
1b	Elect Director Noopur Davis	Mgmt	For	For	For
1c	Elect Director Zhanna Golodryga	Mgmt	For	For	For
1d	Elect Director J. Thomas Hill	Mgmt	For	For	For
1e	Elect Director Joia M. Johnson	Mgmt	For	For	For
1f	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1g	Elect Director James T. Prokopanko	Mgmt	For	For	For
1h	Elect Director Alison S. Rand	Mgmt	For	For	For
1i	Elect Director William C. Rhodes, III	Mgmt	For	For	For
1j	Elect Director Lee J. Styslinger, III	Mgmt	For	For	For
1k	Elect Director Jose S. Suquet	Mgmt	For	For	For
1l	Elect Director John M. Turner, Jr.	Mgmt	For	For	For
1m	Elect Director Timothy Vines	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 Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

The Sherwin-Williams Company

Meeting Date: 04/17/2024 **Country:** USA **Ticker:** SHW
Record Date: 02/20/2024 **Meeting Type:** Annual
Primary Security ID: 824348106

The Sherwin-Williams Company

Shares Voted: 1,179

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 Arthur F. Anton	Mgmt	For	Against	Against
1c	Elect Director Jeff M. Fetting	Mgmt	For	For	For
1d	Elect Director John G. Morikis	Mgmt	For	For	For
1e	Elect Director Heidi G. Petz	Mgmt	For	For	For
1f	Elect Director Christine A. Poon	Mgmt	For	Against	Against
1g	Elect Director Aaron M. Powell	Mgmt	For	For	For
1h	Elect Director Marta R. Stewart	Mgmt	For	For	For
1i	Elect Director Michael H. Thaman	Mgmt	For	For	For
1j	Elect Director Matthew Thornton, III	Mgmt	For	For	For
1k	Elect Director Thomas L. Williams	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	For	For

Carrier Global Corporation

Meeting Date: 04/18/2024

Country: USA

Ticker: CARR

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 14448C104

Shares Voted: 4,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Susan N. Story	Mgmt	For	For	For
1g	Elect Director Michael A. Todman	Mgmt	For	For	For
1h	Elect Director Maximilian (Max) Viessmann	Mgmt	For	For	For
1i	Elect Director Virginia M. Wilson	Mgmt	For	For	For
1j	Elect Director Beth A. Wozniak	Mgmt	For	For	For

Carrier Global Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Abstain	Against

CF Industries Holdings, Inc.

Meeting Date: 04/18/2024 **Country:** USA **Ticker:** CF
Record Date: 02/23/2024 **Meeting Type:** Annual
Primary Security ID: 125269100

Shares Voted: 970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Javed Ahmed	Mgmt	For	For	For
1b	Elect Director Robert C. Arzbaecher	Mgmt	For	For	For
1c	Elect Director Christopher D. Bohn	Mgmt	For	For	For
1d	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1e	Elect Director John W. Eaves	Mgmt	For	For	For
1f	Elect Director Susan A. Ellerbusch	Mgmt	For	For	For
1g	Elect Director Stephen J. Hagge	Mgmt	For	For	For
1h	Elect Director Jesus Madrazo Yris	Mgmt	For	For	For
1i	Elect Director Anne P. Noonan	Mgmt	For	For	For
1j	Elect Director Michael J. Toelle	Mgmt	For	For	For
1k	Elect Director Theresa E. Wagler	Mgmt	For	For	For
1l	Elect Director Celso L. White	Mgmt	For	For	For
1m	Elect Director W. Anthony Will	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

Humana Inc.

Meeting Date: 04/18/2024 **Country:** USA **Ticker:** HUM
Record Date: 02/29/2024 **Meeting Type:** Annual
Primary Security ID: 444859102

Humana Inc.

Shares Voted: 610

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	Refer	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	Against

PPG Industries, Inc.

Meeting Date: 04/18/2024

Country: USA

Ticker: PPG

Record Date: 02/16/2024

Meeting Type: Annual

Primary Security ID: 693506107

Shares Voted: 1,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael W. Lamach	Mgmt	For	For	For
1.2	Elect Director Martin H. Richenhagen	Mgmt	For	Refer	For
1.3	Elect Director Christopher N. Roberts, III	Mgmt	For	For	For
1.4	Elect Director Catherine R. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Provide Right to Call Special Meeting	Mgmt	For	For	For

PPG Industries, Inc.

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	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

L3Harris Technologies, Inc.

Meeting Date: 04/19/2024 **Country:** USA **Ticker:** LHX
Record Date: 02/23/2024 **Meeting Type:** Annual
Primary Security ID: 502431109

Shares Voted: 961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1b	Elect Director Peter W. Chiarelli	Mgmt	For	For	For
1c	Elect Director Thomas A. Dattilo	Mgmt	For	Against	For
1d	Elect Director Roger B. Fradin	Mgmt	For	For	For
1e	Elect Director Joanna L. Geraghty	Mgmt	For	For	For
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1g	Elect Director Harry B. Harris, Jr.	Mgmt	For	For	For
1h	Elect Director Lewis Hay, III	Mgmt	For	For	For
1i	Elect Director Christopher E. Kubasik	Mgmt	For	For	For
1j	Elect Director Rita S. Lane	Mgmt	For	For	For
1k	Elect Director Robert B. Millard	Mgmt	For	For	For
1l	Elect Director Edward A. Rice, Jr.	Mgmt	For	For	For
1m	Elect Director William H. Swanson	Mgmt	For	For	For
1n	Elect Director Christina L. Zamarro	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against

Broadcom Inc.

Meeting Date: 04/22/2024

Country: USA

Ticker: AVGO

Record Date: 02/22/2024

Meeting Type: Annual

Primary Security ID: 11135F101

Shares Voted: 2,191

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	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	Refer	For

HP Inc.

Meeting Date: 04/22/2024

Country: USA

Ticker: HPQ

Record Date: 02/22/2024

Meeting Type: Annual

Primary Security ID: 40434L105

Shares Voted: 4,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Aida M. Alvarez	Mgmt	For	For	For
1b	Elect Director Robert R. Bennett	Mgmt	For	For	For
1c	Elect Director Chip Bergh	Mgmt	For	For	For
1d	Elect Director Bruce Broussard	Mgmt	For	For	For
1e	Elect Director Stacy Brown-Philpot	Mgmt	For	For	For
1f	Elect Director Stephanie A. Burns	Mgmt	For	For	For
1g	Elect Director Mary Anne Citrino	Mgmt	For	For	For
1h	Elect Director Richard L. Clemmer	Mgmt	For	For	For
1i	Elect Director Enrique Lores	Mgmt	For	For	For
1j	Elect Director David Meline	Mgmt	For	For	For
1k	Elect Director Judith "Jami" Miscik	Mgmt	For	For	For

HP Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Kim K.W. Rucker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

American Electric Power Company, Inc.

Meeting Date: 04/23/2024

Country: USA

Ticker: AEP

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 025537101

Shares Voted: 2,613

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	For	For
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 Thaer	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Bio-Rad Laboratories, Inc.

Meeting Date: 04/23/2024

Country: USA

Ticker: BIO

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 090572207

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Melinda Litherland	Mgmt	For	Refer	For
1.2	Elect Director Arnold A. Pinkston	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 04/23/2024

Country: USA

Ticker: CHTR

Record Date: 02/23/2024

Meeting Type: Annual

Primary Security ID: 16119P108

Shares Voted: 508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	Mgmt	For	For	For
1b	Elect Director W. Lance Conn	Mgmt	For	Refer	For
1c	Elect Director Kim C. Goodman	Mgmt	For	For	For
1d	Elect Director Gregory B. Maffei	Mgmt	For	For	For
1e	Elect Director John D. Markley, Jr.	Mgmt	For	Refer	Against
1f	Elect Director David C. Merritt	Mgmt	For	For	For
1g	Elect Director James E. Meyer	Mgmt	For	For	For
1h	Elect Director Steven A. Miron	Mgmt	For	For	For
1i	Elect Director Balan Nair	Mgmt	For	For	For
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	For
1k	Elect Director Mauricio Ramos	Mgmt	For	For	For
1l	Elect Director Carolyn J. Slaski	Mgmt	For	For	For
1m	Elect Director Christopher L. Winfrey	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against	For

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Political Contributions and Expenditures	SH	Against	Against	For

Comerica Incorporated

Meeting Date: 04/23/2024 **Country:** USA **Ticker:** CMA
Record Date: 02/23/2024 **Meeting Type:** Annual
Primary Security ID: 200340107

Shares Voted: 670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arthur G. Angulo	Mgmt	For	For	For
1.2	Elect Director Nancy Avila	Mgmt	For	For	For
1.3	Elect Director Roger A. Cregg	Mgmt	For	For	For
1.4	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1.5	Elect Director M. Alan Gardner	Mgmt	For	For	For
1.6	Elect Director Derek J. Kerr	Mgmt	For	For	For
1.7	Elect Director Richard G. Lindner	Mgmt	For	For	For
1.8	Elect Director Jennifer H. Sampson	Mgmt	For	For	For
1.9	Elect Director Barbara R. Smith	Mgmt	For	For	For
1.10	Elect Director Robert S. Taubman	Mgmt	For	For	For
1.11	Elect Director Nina G. Vaca	Mgmt	For	For	For
1.12	Elect Director Michael G. Van De Ven	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

MSCI Inc.

Meeting Date: 04/23/2024 **Country:** USA **Ticker:** MSCI
Record Date: 02/29/2024 **Meeting Type:** Annual
Primary Security ID: 55354G100

Shares Voted: 394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	For	For	For
1b	Elect Director Robert G. Ashe	Mgmt	For	For	For

MSCI Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Chirantan "CJ" Desai	Mgmt	For	For	For
1d	Elect Director Wayne Edmunds	Mgmt	For	For	For
1e	Elect Director Robin Matlock	Mgmt	For	For	For
1f	Elect Director Jacques P. Perold	Mgmt	For	For	For
1g	Elect Director C.D. Baer Pettit	Mgmt	For	For	For
1h	Elect Director Sandy C. Rattray	Mgmt	For	For	For
1i	Elect Director Linda H. Riefler	Mgmt	For	Refer	For
1j	Elect Director Marcus L. Smith	Mgmt	For	For	For
1k	Elect Director Rajat Taneja	Mgmt	For	For	For
1l	Elect Director Paula Volent	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 "Chinese Military-Industry Companies" in Company Indices	SH	Against	Against	Against

Rewity, Inc.

Meeting Date: 04/23/2024 **Country:** USA **Ticker:** RVTY
Record Date: 02/26/2024 **Meeting Type:** Annual
Primary Security ID: 714046109

Shares Voted: 619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Barrett	Mgmt	For	For	For
1b	Elect Director Samuel R. Chapin	Mgmt	For	For	For
1c	Elect Director Michael A. Klobuchar	Mgmt	For	For	For
1d	Elect Director Michelle McMurry-Heath	Mgmt	For	For	For
1e	Elect Director Alexis P. Michas	Mgmt	For	For	For
1f	Elect Director Prahlad R. Singh	Mgmt	For	For	For
1g	Elect Director Sophie V. Vandebroek	Mgmt	For	For	For
1h	Elect Director Michel Vounatsos	Mgmt	For	For	For
1i	Elect Director Frank Witney	Mgmt	For	For	For
1j	Elect Director Pascale Witz	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

Revvity, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adopt Simple Majority Vote	SH	Against	For	For

Rollins, Inc.

Meeting Date: 04/23/2024 **Country:** USA **Ticker:** ROL
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 775711104

Shares Voted: 1,338

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary W. Rollins	Mgmt	For	Withhold	Withhold
1.2	Elect Director P. Russell Hardin	Mgmt	For	Refer	Withhold
1.3	Elect Director Dale E. Jones	Mgmt	For	For	For
1.4	Elect Director Pamela R. Rollins	Mgmt	For	Withhold	Withhold
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Truist Financial Corporation

Meeting Date: 04/23/2024 **Country:** USA **Ticker:** TFC
Record Date: 02/15/2024 **Meeting Type:** Annual
Primary Security ID: 89832Q109

Shares Voted: 6,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	For
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
1d	Elect Director Dallas S. Clement	Mgmt	For	For	For
1e	Elect Director Patrick C. Graney, III	Mgmt	For	For	For
1f	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1g	Elect Director Donna S. Morea	Mgmt	For	For	For
1h	Elect Director Charles A. Patton	Mgmt	For	For	For
1i	Elect Director William H. Rogers, Jr	Mgmt	For	For	For
1j	Elect Director Thomas E. Skains	Mgmt	For	For	For
1k	Elect Director Laurence Stein	Mgmt	For	For	For
1l	Elect Director Bruce L. Tanner	Mgmt	For	For	For
1m	Elect Director Steven C. Voorhees	Mgmt	For	Refer	For

Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

West Pharmaceutical Services, Inc.

Meeting Date: 04/23/2024 **Country:** USA **Ticker:** WST
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: 955306105

Shares Voted: 368

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	For	For
1b	Elect Director William F. Feehery	Mgmt	For	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For	For
1e	Elect Director Thomas W. Hofmann	Mgmt	For	For	For
1f	Elect Director Molly E. Joseph	Mgmt	For	For	For
1g	Elect Director Deborah L. V. Keller	Mgmt	For	Refer	Against
1h	Elect Director Myla P. Lai-Goldman	Mgmt	For	For	For
1i	Elect Director Stephen H. Lockhart	Mgmt	For	For	For
1j	Elect Director Douglas A. Michels	Mgmt	For	For	For
1k	Elect Director Paolo Pucci	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Eliminate Supermajority Transaction Requirement	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Ameriprise Financial, Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: AMP

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 03076C106

Shares Voted: 512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	For	For	For
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	For	For	For
1c	Elect Director Dianne Neal Blixt	Mgmt	For	For	For
1d	Elect Director Amy DiGeso	Mgmt	For	Refer	For
1e	Elect Director Christopher J. Williams	Mgmt	For	For	For
1f	Elect Director Armando Pimentel, Jr.	Mgmt	For	For	For
1g	Elect Director Brian T. Shea	Mgmt	For	For	For
1h	Elect Director W. Edward Walter, III	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Allow the Exculpation of Officers	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

Aptiv PLC

Meeting Date: 04/24/2024

Country: Jersey

Ticker: APTV

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: G6095L109

Shares Voted: 1,424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	For	For
1b	Elect Director Nancy E. Cooper	Mgmt	For	For	For
1c	Elect Director Joseph L. (Jay) Hooley	Mgmt	For	For	For
1d	Elect Director Vasumati P. (Vasu) Jakkal	Mgmt	For	For	For
1e	Elect Director Merit E. Janow	Mgmt	For	For	For
1f	Elect Director Sean O. Mahoney	Mgmt	For	For	For
1g	Elect Director Paul M. Meister	Mgmt	For	For	For
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
1i	Elect Director Colin J. Parris	Mgmt	For	For	For
1j	Elect Director Ana G. Pinczuk	Mgmt	For	For	For

Aptiv PLC

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

Ball Corporation

Meeting Date: 04/24/2024 **Country:** USA **Ticker:** BALL
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 058498106

Shares Voted: 1,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Bryant	Mgmt	For	For	For
1b	Elect Director Michael J. Cave	Mgmt	For	For	For
1c	Elect Director Daniel W. Fisher	Mgmt	For	For	For
1d	Elect Director Pedro Henrique Mariani	Mgmt	For	For	For
1e	Elect Director Cathy D. Ross	Mgmt	For	For	For
1f	Elect Director Betty J. Sapp	Mgmt	For	For	For
1g	Elect Director Stuart A. Taylor, II	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Bank of America Corporation

Meeting Date: 04/24/2024 **Country:** USA **Ticker:** BAC
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 060505104

Shares Voted: 34,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Clayton S. Rose	Mgmt	For	For	For
1k	Elect Director Michael D. White	Mgmt	For	For	For
1l	Elect Director Thomas D. Woods	Mgmt	For	For	For
1m	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
6	Report on Climate Lobbying	SH	Against	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Against	Against
8	Provide Right to Act by Written Consent	SH	Against	Against	Against
9	Require Independent Board Chair	SH	Against	Against	Against
10	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

BorgWarner Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: BWA

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 099724106

Shares Voted: 1,244

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Sara A. Greenstein	Mgmt	For	For	For
1B	Elect Director Michael S. Hanley	Mgmt	For	For	For
1C	Elect Director Frederic B. Lissalde	Mgmt	For	For	For
1D	Elect Director Shaun E. McAlmont	Mgmt	For	For	For
1E	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
1F	Elect Director Alexis P. Michas	Mgmt	For	For	For

BorgWarner Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1G	Elect Director Sailaja K. Shankar	Mgmt	For	For	For
1H	Elect Director Hau N. Thai-Tang	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

Eaton Corporation plc

Meeting Date: 04/24/2024 **Country:** Ireland **Ticker:** ETN
Record Date: 02/26/2024 **Meeting Type:** Annual
Primary Security ID: G29183103

Shares Voted: 1,999

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Silvio Napoli	Mgmt	For	For	For
1c	Elect Director Gregory R. Page	Mgmt	For	Against	Against
1d	Elect Director Sandra Pianalto	Mgmt	For	For	For
1e	Elect Director Robert V. Pragada	Mgmt	For	For	For
1f	Elect Director Lori J. Ryerkerk	Mgmt	For	Refer	Against
1g	Elect Director Gerald B. Smith	Mgmt	For	For	For
1h	Elect Director Dorothy C. Thompson	Mgmt	For	For	For
1i	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	For	For	For

Marathon Petroleum Corporation

Meeting Date: 04/24/2024 **Country:** USA **Ticker:** MPC
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 56585A102

Marathon Petroleum Corporation

Shares Voted: 1,896

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Alkhayyal	Mgmt	For	For	For
1b	Elect Director Jonathan Z. Cohen	Mgmt	For	For	For
1c	Elect Director Michael J. Hennigan	Mgmt	For	For	For
1d	Elect Director Frank M. Semple	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	Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	For	For	For
6	Declassify the Board of Directors	Mgmt	For	For	For
7	Eliminate Supermajority Voting Provisions	Mgmt	For	Refer	For
8	Adopt Simple Majority Vote	SH	Against	Refer	Against

Newmont Corporation

Meeting Date: 04/24/2024

Country: USA

Ticker: NEM

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 651639106

Shares Voted: 5,764

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

Newmont Corporation

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

Teledyne Technologies Incorporated

Meeting Date: 04/24/2024 **Country:** USA **Ticker:** TDY
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 879360105

Shares Voted: 238

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	Refer	Against
1.3	Elect Director Vincent J. Morales	Mgmt	For	For	For
1.4	Elect Director Wesley W. von Schack	Mgmt	For	Refer	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	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

Textron Inc.

Meeting Date: 04/24/2024 **Country:** USA **Ticker:** TXT
Record Date: 02/26/2024 **Meeting Type:** Annual
Primary Security ID: 883203101

Shares Voted: 982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard F. Ambrose	Mgmt	For	For	For
1b	Elect Director Kathleen M. Bader	Mgmt	For	For	For
1c	Elect Director R. Kerry Clark	Mgmt	For	For	For
1d	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1e	Elect Director Michael X. Garrett	Mgmt	For	For	For
1f	Elect Director Deborah Lee James	Mgmt	For	For	For

Textron Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Thomas A. Kennedy	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director James L. Ziemer	Mgmt	For	For	For
1j	Elect Director Maria T. Zuber	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

The Cigna Group

Meeting Date: 04/24/2024 **Country:** USA **Ticker:** CI
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 125523100

Shares Voted: 1,463

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
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

The Goldman Sachs Group, Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: GS

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 38141G104

Shares Voted: 1,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	For	For
1b	Elect Director Mark Flaherty	Mgmt	For	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	For	For
1d	Elect Director Kevin Johnson	Mgmt	For	For	For
1e	Elect Director Ellen Kullman	Mgmt	For	For	For
1f	Elect Director Lakshmi Mittal	Mgmt	For	For	For
1g	Elect Director Thomas Montag	Mgmt	For	For	For
1h	Elect Director Peter Oppenheimer	Mgmt	For	For	For
1i	Elect Director David Solomon	Mgmt	For	For	For
1j	Elect Director Jan Tighe	Mgmt	For	For	For
1k	Elect Director David Viniar	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	Require Independent Board Chair	SH	Against	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	Against	Against
6	Report on Efforts to Prevent Discrimination	SH	Against	Against	Against
7	Issue Environmental Justice Report	SH	Against	Against	Against
8	Report on Clean Energy Supply Financing Ratio	SH	Against	Against	Against
9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	Against	Against
10	Restrict spending on climate change-related analysis or actions	SH	Against	Against	Against
11	Report on Pay Equity	SH	Against	Against	Against
12	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH			

The PNC Financial Services Group, Inc.

Meeting Date: 04/24/2024

Country: USA

Ticker: PNC

Record Date: 02/02/2024

Meeting Type: Annual

Primary Security ID: 693475105

The PNC Financial Services Group, Inc.

Shares Voted: 1,997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director William S. Demchak	Mgmt	For	For	For
1e	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1f	Elect Director Richard J. Harshman	Mgmt	For	For	For
1g	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1h	Elect Director Renu Khator	Mgmt	For	For	For
1i	Elect Director Linda R. Medler	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1l	Elect Director Bryan S. Salesky	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 Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Risk Management and Implementation of Human Rights Statement	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: 220

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

W.W. Grainger, Inc.

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

Avery Dennison Corporation

Meeting Date: 04/25/2024

Country: USA

Ticker: AVY

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 053611109

Shares Voted: 404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	For	For	For
1b	Elect Director Mitchell R. Butier	Mgmt	For	For	For
1c	Elect Director Ken C. Hicks	Mgmt	For	For	For
1d	Elect Director Andres A. Lopez	Mgmt	For	For	For
1e	Elect Director Maria Fernanda Mejia	Mgmt	For	For	For
1f	Elect Director Francesca Reverberi	Mgmt	For	For	For
1g	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1h	Elect Director Deon M. Stander	Mgmt	For	For	For
1i	Elect Director Martha N. Sullivan	Mgmt	For	For	For
1j	Elect Director William R. Wagner	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Provide Right to Call Special Meeting	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Citizens Financial Group, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: CFG

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 174610105

Shares Voted: 2,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	Mgmt	For	For	For
1.2	Elect Director Lee Alexander	Mgmt	For	For	For
1.3	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1.4	Elect Director Christine M. Cumming	Mgmt	For	For	For
1.5	Elect Director Kevin J. Cummings	Mgmt	For	For	For
1.6	Elect Director William P. Hankowsky	Mgmt	For	For	For
1.7	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1.8	Elect Director Robert G. Leary	Mgmt	For	For	For
1.9	Elect Director Terrance J. Lillis	Mgmt	For	For	For
1.10	Elect Director Michele N. Siekerka	Mgmt	For	For	For
1.11	Elect Director Christopher J. Swift	Mgmt	For	For	For
1.12	Elect Director Wendy A. Watson	Mgmt	For	For	For
1.13	Elect Director Marita Zuraitis	Mgmt	For	For	For
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Domino's Pizza, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: DPZ

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 25754A201

Shares Voted: 176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Brandon	Mgmt	For	For	For
1.2	Elect Director C. Andrew Ballard	Mgmt	For	For	For
1.3	Elect Director Andrew B. Balson	Mgmt	For	For	For

Domino's Pizza, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Corie S. Barry	Mgmt	For	For	For
1.5	Elect Director Diana F. Cantor	Mgmt	For	For	For
1.6	Elect Director Richard L. Federico	Mgmt	For	For	For
1.7	Elect Director James A. Goldman	Mgmt	For	For	For
1.8	Elect Director Patricia E. Lopez	Mgmt	For	For	For
1.9	Elect Director Russell J. Weiner	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	None	For	For

Edison International

Meeting Date: 04/25/2024 **Country:** USA **Ticker:** EIX
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 281020107

Shares Voted: 1,904

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	Against	Against

Fastenal Company

Meeting Date: 04/25/2024

Country: USA

Ticker: FAST

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 311900104

Shares Voted: 2,893

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	Refer	Against
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
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	Refer	For
5	Adopt Simple Majority Vote	SH	Against	Refer	Against

Global Payments Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: GPN

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 37940X102

Shares Voted: 1,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	For	For	For
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	For	For	For
1c	Elect Director Cameron M. Bready	Mgmt	For	For	For
1d	Elect Director John G. Bruno	Mgmt	For	For	For
1e	Elect Director Joia M. Johnson	Mgmt	For	For	For
1f	Elect Director Kirsten Kliphouse	Mgmt	For	For	For

Global Payments Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Ruth Ann Marshall	Mgmt	For	For	For
1h	Elect Director Connie D. McDaniel	Mgmt	For	For	For
1i	Elect Director Joseph H. Osnoos	Mgmt	For	For	For
1j	Elect Director William B. Plummer	Mgmt	For	For	For
1k	Elect Director John T. Turner	Mgmt	For	For	For
1l	Elect Director M. Troy Woods	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 Political Contributions and Expenditures	SH	Against	Against	Against

Globe Life Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: GL

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 37959E102

Shares Voted: 431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda L. Addison	Mgmt	For	For	For
1.2	Elect Director Marilyn A. Alexander	Mgmt	For	For	For
1.3	Elect Director Cheryl D. Alston	Mgmt	For	For	For
1.4	Elect Director Mark A. Blinn	Mgmt	For	For	For
1.5	Elect Director James P. Brannen	Mgmt	For	For	For
1.6	Elect Director Alice S. Cho	Mgmt	For	For	For
1.7	Elect Director J. Matthew Darden	Mgmt	For	For	For
1.8	Elect Director Steven P. Johnson	Mgmt	For	For	For
1.9	Elect Director David A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Frank M. Svoboda	Mgmt	For	For	For
1.11	Elect Director Mary E. Thigpen	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

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: 987

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	Against	Against
6	Report on Patient Feedback Regarding Quality Care	SH	Against	Against	Against
7	Report on Maternal Health Outcomes	SH	Against	Against	Against

Healthpeak Properties, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: DOC

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 42250P103

Shares Voted: 2,914

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	Mgmt	For	For	For
1b	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
1c	Elect Director John T. Thomas	Mgmt	For	For	For
1d	Elect Director Brian G. Cartwright	Mgmt	For	For	For
1e	Elect Director James B. Connor	Mgmt	For	For	For

Healthpeak Properties, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director R. Kent Griffin, Jr.	Mgmt	For	For	For
1g	Elect Director Pamela J. Kessler	Mgmt	For	For	For
1h	Elect Director Sara G. Lewis	Mgmt	For	For	For
1i	Elect Director Ava E. Lias-Booker	Mgmt	For	For	For
1j	Elect Director Tommy G. Thompson	Mgmt	For	For	For
1k	Elect Director Richard A. Weiss	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

Intuitive Surgical, Inc.

Meeting Date: 04/25/2024 **Country:** USA **Ticker:** ISRG
Record Date: 02/29/2024 **Meeting Type:** Annual
Primary Security ID: 46120E602

Shares Voted: 1,749

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	Refer	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For	For
1c	Elect Director Lewis Chew	Mgmt	For	For	For
1d	Elect Director Gary S. Guthart	Mgmt	For	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For	For
1g	Elect Director Amy L. Ladd	Mgmt	For	For	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Report on Gender/Racial Pay Gap	SH	Against	Against	Against

J.B. Hunt Transport Services, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: JBHT

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: 445658107

Shares Voted: 411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesca M. Edwardson	Mgmt	For	For	For
1.2	Elect Director Sharilyn S. Gasaway	Mgmt	For	For	For
1.3	Elect Director Thad (John B., III) Hill	Mgmt	For	Refer	Against
1.4	Elect Director Bryan Hunt	Mgmt	For	Against	Against
1.5	Elect Director Persio Lisboa	Mgmt	For	For	For
1.6	Elect Director Patrick Ottensmeyer	Mgmt	For	For	For
1.7	Elect Director John N. Roberts, III	Mgmt	For	For	For
1.8	Elect Director James L. Robo	Mgmt	For	For	For
1.9	Elect Director Shelley Simpson	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Johnson & Johnson

Meeting Date: 04/25/2024

Country: USA

Ticker: JNJ

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 12,050

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
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

Johnson & Johnson

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

NRG Energy, Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: NRG

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 629377508

Shares Voted: 1,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	For	Refer	Against
1b	Elect Director Antonio Carrillo	Mgmt	For	For	For
1c	Elect Director Matthew Carter, Jr.	Mgmt	For	For	For
1d	Elect Director Lawrence S. Coben	Mgmt	For	For	For
1e	Elect Director Heather Cox	Mgmt	For	For	For
1f	Elect Director Elisabeth B. Donohue	Mgmt	For	For	For
1g	Elect Director Marwan Fawaz	Mgmt	For	For	For
1h	Elect Director Kevin T. Howell	Mgmt	For	For	For
1i	Elect Director Paul W. Hobby	Mgmt	For	For	For
1j	Elect Director Alex Pourbaix	Mgmt	For	For	For
1k	Elect Director Alexandra Pruner	Mgmt	For	For	For
1l	Elect Director Anne C. Schaumburg	Mgmt	For	For	For
1m	Elect Director Marcie C. Zlotnik	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/25/2024

Country: USA

Ticker: PFE

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 28,131

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	Refer	For
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	Against	Against
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	Against	Against
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH			
8	Report on Corporate Contributions	SH	Against	Against	Against

Snap-on Incorporated

Meeting Date: 04/25/2024

Country: USA

Ticker: SNA

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 833034101

Shares Voted: 263

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David C. Adams	Mgmt	For	Against	Against
1.2	Elect Director Karen L. Daniel	Mgmt	For	Against	Against

Snap-on Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.4	Elect Director James P. Holden	Mgmt	For	For	For
1.5	Elect Director Nathan J. Jones	Mgmt	For	For	For
1.6	Elect Director Henry W. Kneuppel	Mgmt	For	For	For
1.7	Elect Director W. Dudley Lehman	Mgmt	For	Against	Against
1.8	Elect Director Nicholas T. Pinchuk	Mgmt	For	For	For
1.9	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1.10	Elect Director Donald J. Stebbins	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

Texas Instruments Incorporated

Meeting Date: 04/25/2024 **Country:** USA **Ticker:** TXN
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: 882508104

Shares Voted: 4,523

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 Todd M. Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
1e	Elect Director Martin S. Craighead	Mgmt	For	Refer	For
1f	Elect Director Reginald DesRoches	Mgmt	For	For	For
1g	Elect Director Curtis C. Farmer	Mgmt	For	For	For
1h	Elect Director Jean M. Hobby	Mgmt	For	For	For
1i	Elect Director Haviv Ilan	Mgmt	For	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For	For
1k	Elect Director Pamela H. Patsley	Mgmt	For	For	For
1l	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1m	Elect Director Richard K. Templeton	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 Ernst & Young LLP as Auditors	Mgmt	For	For	For

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Against	Against	Against

The AES Corporation

Meeting Date: 04/25/2024 **Country:** USA **Ticker:** AES
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 00130H105

Shares Voted: 3,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerard M. Anderson	Mgmt	For	For	For
1.2	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1.3	Elect Director Janet G. Davidson	Mgmt	For	For	For
1.4	Elect Director Andres R. Gluski	Mgmt	For	For	For
1.5	Elect Director Holly K. Koepfel	Mgmt	For	For	For
1.6	Elect Director Julia M. Laulis	Mgmt	For	For	For
1.7	Elect Director Alain Monie	Mgmt	For	For	For
1.8	Elect Director John B. Morse, Jr.	Mgmt	For	For	For
1.9	Elect Director Moises Naim	Mgmt	For	For	For
1.10	Elect Director Teresa M. Sebastian	Mgmt	For	For	For
1.11	Elect Director Maura Shaughnessy	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

Abbott Laboratories

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** ABT
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: 002824100

Shares Voted: 8,673

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

Abbott Laboratories

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

CenterPoint Energy, Inc.

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** CNP
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 15189T107

Shares Voted: 3,114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	Mgmt	For	Refer	Against
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

CenterPoint Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against

Corteva, Inc.

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** CTVA
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 22052L104

Shares Voted: 3,505

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

Dayforce, Inc.

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** DAY
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 15677J108

Dayforce, Inc.

Shares Voted: 763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brent B. Bickett	Mgmt	For	For	For
1b	Elect Director Ronald F. Clarke	Mgmt	For	For	For
1c	Elect Director Deborah A. Farrington	Mgmt	For	For	For
1d	Elect Director Thomas M. Hagerty	Mgmt	For	For	For
1e	Elect Director Linda P. Mantia	Mgmt	For	For	For
1f	Elect Director David D. Ossip	Mgmt	For	For	For
1g	Elect Director Ganesh B. Rao	Mgmt	For	For	For
1h	Elect Director Andrea S. Rosen	Mgmt	For	For	For
1i	Elect Director Gerald C. Throop	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

Diamondback Energy, Inc.

Meeting Date: 04/26/2024

Country: USA

Ticker: FANG

Record Date: 03/22/2024

Meeting Type: Special

Primary Security ID: 25278X109

Shares Voted: 871

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

Kellanova

Meeting Date: 04/26/2024

Country: USA

Ticker: K

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 487836108

Shares Voted: 1,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carter Cast	Mgmt	For	For	For
1b	Elect Director Zack Gund	Mgmt	For	For	For

Kellanova

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Donald Knauss	Mgmt	For	Refer	For
1d	Elect Director Mike Schlotman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against
7	Report on Risks Associated with Pesticide Use in Supply Chain	SH	Against	Against	Against
8	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Leidos Holdings, Inc.

Meeting Date: 04/26/2024

Country: USA

Ticker: LDOS

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 525327102

Shares Voted: 697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bell	Mgmt	For	For	For
1b	Elect Director Gregory R. Dahlberg	Mgmt	For	For	For
1c	Elect Director David G. Fubini	Mgmt	For	For	For
1d	Elect Director Noel B. Geer	Mgmt	For	For	For
1e	Elect Director Robert C. Kovarik, Jr.	Mgmt	For	For	For
1f	Elect Director Harry M. J. Kraemer, Jr.	Mgmt	For	For	For
1g	Elect Director Gary S. May	Mgmt	For	For	For
1h	Elect Director Surya N. Mohapatra	Mgmt	For	For	For
1i	Elect Director Nancy A. Norton	Mgmt	For	For	For
1j	Elect Director Patrick M. Shanahan	Mgmt	For	For	For
1k	Elect Director Robert S. Shapard	Mgmt	For	Refer	For
1l	Elect Director Susan M. Stalnecker	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

Leidos Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	Against	Against

Stanley Black & Decker, Inc.

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** SWK
Record Date: 02/26/2024 **Meeting Type:** Annual
Primary Security ID: 854502101

Shares Voted: 770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald Allan, Jr.	Mgmt	For	For	For
1b	Elect Director Andrea J. Ayers	Mgmt	For	For	For
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
1d	Elect Director Debra A. Crew	Mgmt	For	For	For
1e	Elect Director Michael D. Hankin	Mgmt	For	For	For
1f	Elect Director Robert J. Manning	Mgmt	For	For	For
1g	Elect Director Adrian V. Mitchell	Mgmt	For	For	For
1h	Elect Director Jane M. Palmieri	Mgmt	For	For	For
1i	Elect Director Mojdeh Poul	Mgmt	For	For	For
1j	Elect Director Irving Tan *Withdrawn Resolution*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Zions Bancorporation, N.A.

Meeting Date: 04/26/2024 **Country:** USA **Ticker:** ZION
Record Date: 02/22/2024 **Meeting Type:** Annual
Primary Security ID: 989701107

Shares Voted: 787

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Maria Contreras-Sweet	Mgmt	For	For	For
1B	Elect Director Gary L. Crittenden	Mgmt	For	For	For
1C	Elect Director Suren K. Gupta	Mgmt	For	For	For

Zions Bancorporation, N.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Claire A. Huang	Mgmt	For	For	For
1E	Elect Director Vivian S. Lee	Mgmt	For	For	For
1F	Elect Director Scott J. McLean	Mgmt	For	For	For
1G	Elect Director Edward F. Murphy	Mgmt	For	For	For
1H	Elect Director Stephen D. Quinn	Mgmt	For	For	For
1I	Elect Director Harris H. Simmons	Mgmt	For	For	For
1J	Elect Director Aaron B. Skonnard	Mgmt	For	For	For
1K	Elect Director Barbara A. Yastine	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	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Genuine Parts Company

Meeting Date: 04/29/2024

Country: USA

Ticker: GPC

Record Date: 02/21/2024

Meeting Type: Annual

Primary Security ID: 372460105

Shares Voted: 708

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	Refer	For
1.6	Elect Director John R. Holder	Mgmt	For	For	For
1.7	Elect Director Donna W. Hyland	Mgmt	For	Refer	Withhold
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

Genuine Parts Company

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

Paycom Software, Inc.

Meeting Date: 04/29/2024 **Country:** USA **Ticker:** PAYC
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 70432V102

Shares Voted: 235

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Levenson	Mgmt	For	Refer	Against
1.2	Elect Director Frederick C. Peters, II	Mgmt	For	Refer	For
1.3	Elect Director Felicia Williams	Mgmt	For	Refer	For
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against

Citigroup Inc.

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** C
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 172967424

Shares Voted: 9,607

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1i	Elect Director Renee J. James	Mgmt	For	For	For

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Gary M. Reiner	Mgmt	For	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For	For
1l	Elect Director James S. Turley	Mgmt	For	For	For
1m	Elect Director Casper W. von Koskull	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	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	Against	Against
7	Amend Director Election Resignation Bylaw *Withdrawn Resolution*	SH			
8	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
10	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Against	Against

Constellation Energy Corporation

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** CEG
Record Date: 03/06/2024 **Meeting Type:** Annual
Primary Security ID: 21037T109

Shares Voted: 1,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1.2	Elect Director Charles L. Harrington	Mgmt	For	Refer	For
1.3	Elect Director Dhiaa M. Jamil	Mgmt	For	For	For
1.4	Elect Director Nneka Rimmer	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

Exelon Corporation

Meeting Date: 04/30/2024

Country: USA

Ticker: EXC

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 30161N101

Shares Voted: 4,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director 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	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	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	Against

FMC Corporation

Meeting Date: 04/30/2024

Country: USA

Ticker: FMC

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 302491303

Shares Voted: 657

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pierre Brondeau	Mgmt	For	For	For
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
1c	Elect Director Carol Anthony ("John") Davidson	Mgmt	For	For	For
1d	Elect Director Mark Douglas	Mgmt	For	For	For
1e	Elect Director Kathy L. Fortmann	Mgmt	For	For	For
1f	Elect Director C. Scott Greer	Mgmt	For	For	For
1g	Elect Director K'Lynne Johnson	Mgmt	For	Refer	For

FMC Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
1i	Elect Director Margareth Ovrum	Mgmt	For	For	For
1j	Elect Director Robert C. Pallash	Mgmt	For	For	For
1k	Elect Director Patricia Verduin	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	Adopt Simple Majority Vote	SH	For	For	For

International Business Machines Corporation

Meeting Date: 04/30/2024

Country: USA

Ticker: IBM

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 459200101

Shares Voted: 4,555

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	Refer	Against
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	Against	Against
5	Report on Risks Related to Operations in China	SH	Against	Against	Against

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Provide Right to Act by Written Consent	SH	Against	Against	Against
7	Report on Climate Lobbying	SH	Against	Against	Against
8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	SH	Against	Against	Against

PACCAR Inc

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** PCAR
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 693718108

Shares Voted: 2,615

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	Refer	Against
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	Refer	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	Against	Against

The Williams Companies, Inc.

Meeting Date: 04/30/2024

Country: USA

Ticker: WMB

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: 969457100

Shares Voted: 6,063

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	Refer	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			

VICI Properties Inc.

Meeting Date: 04/30/2024

Country: USA

Ticker: VICI

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 925652109

Shares Voted: 4,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Abrahamson	Mgmt	For	For	For
1b	Elect Director Diana F. Cantor	Mgmt	For	For	For
1c	Elect Director Monica H. Douglas	Mgmt	For	For	For
1d	Elect Director Elizabeth I. Holland	Mgmt	For	For	For
1e	Elect Director Craig Macnab	Mgmt	For	Refer	For

VICI Properties Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Edward B. Pitoniak	Mgmt	For	For	For
1g	Elect Director Michael D. Rumbolz	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

Wells Fargo & Company

Meeting Date: 04/30/2024 **Country:** USA **Ticker:** WFC
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 949746101

Shares Voted: 18,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director CeCelia G. Morken	Mgmt	For	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	For	For
1j	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	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	Opt Out of Section 203 of the Delaware General Corporation Law	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend the Local Directors Provision	Mgmt	For	For	For
6	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	Against	Against

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	Against	Against
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	Against	Against
9	Issue Audited Report on Climate Transition Policies	SH	Against	Against	Against
10	Report on Climate Lobbying	SH	Against	Against	Against
11	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against	Against
12	Report on Lobbying Payments and Policy	SH	Against	Against	Against
13	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Coterra Energy Inc.

Meeting Date: 05/01/2024 **Country:** USA **Ticker:** CTRA
Record Date: 03/07/2024 **Meeting Type:** Annual
Primary Security ID: 127097103

Shares Voted: 3,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	For	For
1.2	Elect Director Robert S. Boswell	Mgmt	For	For	For
1.3	Elect Director Amanda M. Brock	Mgmt	For	For	For
1.4	Elect Director Dan O. Dinges	Mgmt	For	For	For
1.5	Elect Director Paul N. Eckley	Mgmt	For	For	For
1.6	Elect Director Hans Helmerich	Mgmt	For	For	For
1.7	Elect Director Thomas E. Jorden	Mgmt	For	For	For
1.8	Elect Director Lisa A. Stewart	Mgmt	For	For	For
1.9	Elect Director Frances M. Vallejo	Mgmt	For	For	For
1.10	Elect Director Marcus A. Watts	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation and to Make Certain Non-substantive Updates	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

Eversource Energy

Meeting Date: 05/01/2024

Country: USA

Ticker: ES

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 30040W108

Shares Voted: 1,773

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	For	Refer	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

Federal Realty Investment Trust

Meeting Date: 05/01/2024

Country: USA

Ticker: FRT

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 313745101

Shares Voted: 294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David W. Faeder	Mgmt	For	For	For
1.2	Elect Director Elizabeth I. Holland	Mgmt	For	For	For
1.3	Elect Director Nicole Y. Lamb-Hale	Mgmt	For	For	For
1.4	Elect Director Thomas A. McEachin	Mgmt	For	For	For
1.5	Elect Director Anthony P. Nader, III	Mgmt	For	For	For
1.6	Elect Director Gail P. Steinel	Mgmt	For	For	For
1.7	Elect Director Donald C. Wood	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton, LLP as Auditors	Mgmt	For	For	For

Federal Realty Investment Trust

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Other Business	Mgmt	For	Against	Against

General Dynamics Corporation

Meeting Date: 05/01/2024 **Country:** USA **Ticker:** GD
Record Date: 03/06/2024 **Meeting Type:** Annual
Primary Security ID: 369550108

Shares Voted: 1,135

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Clarke	Mgmt	For	For	For
1b	Elect Director Rudy F. deLeon	Mgmt	For	For	For
1c	Elect Director Cecil D. Haney	Mgmt	For	Against	Against
1d	Elect Director Charles W. Hooper	Mgmt	For	For	For
1e	Elect Director Mark M. Malcolm	Mgmt	For	For	For
1f	Elect Director James N. Mattis	Mgmt	For	For	For
1g	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1h	Elect Director C. Howard Nye	Mgmt	For	For	For
1i	Elect Director Catherine B. Reynolds	Mgmt	For	For	For
1j	Elect Director Laura J. Schumacher	Mgmt	For	For	For
1k	Elect Director Robert K. Steel	Mgmt	For	For	For
1l	Elect Director John G. Stratton	Mgmt	For	For	For
1m	Elect Director Peter A. Wall	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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Huntington Ingalls Industries, Inc.

Meeting Date: 05/01/2024 **Country:** USA **Ticker:** HII
Record Date: 03/07/2024 **Meeting Type:** Annual
Primary Security ID: 446413106

Shares Voted: 196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Augustus L. Collins	Mgmt	For	For	For

Huntington Ingalls Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Leo P. Denault	Mgmt	For	For	For
1.3	Elect Director Kirkland H. Donald	Mgmt	For	Refer	For
1.4	Elect Director Craig S. Faller	Mgmt	For	For	For
1.5	Elect Director Victoria D. Harker	Mgmt	For	For	For
1.6	Elect Director Frank R. Jimenez	Mgmt	For	For	For
1.7	Elect Director Christopher D. Kastner	Mgmt	For	For	For
1.8	Elect Director Anastasia D. Kelly	Mgmt	For	For	For
1.9	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1.10	Elect Director Stephanie L. O'Sullivan	Mgmt	For	For	For
1.11	Elect Director Thomas C. Schievelbein	Mgmt	For	For	For
1.12	Elect Director John K. Welch	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
5	Publish Climate Transition Plan and Science-Based GHG Reduction Targets	SH	Against	Against	Against

International Flavors & Fragrances Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: IFF

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 459506101

Shares Voted: 1,282

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	For
1b	Elect Director Mark J. Costa	Mgmt	For	For	For
1c	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
1d	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1e	Elect Director John F. Ferraro	Mgmt	For	For	For
1f	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1g	Elect Director Christina Gold	Mgmt	For	For	For
1h	Elect Director Gary Hu	Mgmt	For	For	For
1i	Elect Director Kevin O'Byrne	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For

International Flavors & Fragrances Inc.

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

MGM Resorts International

Meeting Date: 05/01/2024 **Country:** USA **Ticker:** MGM
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 552953101

Shares Voted: 1,410

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barry Diller	Mgmt	For	For	For
1b	Elect Director Alexis M. Herman	Mgmt	For	For	For
1c	Elect Director William J. Hornbuckle	Mgmt	For	For	For
1d	Elect Director Mary Chris Jammet	Mgmt	For	For	For
1e	Elect Director Joey Levin	Mgmt	For	For	For
1f	Elect Director Rose McKinney-James	Mgmt	For	For	For
1g	Elect Director Keith A. Meister	Mgmt	For	For	For
1h	Elect Director Paul Salem	Mgmt	For	For	For
1i	Elect Director Jan G. Swartz	Mgmt	For	For	For
1j	Elect Director Daniel J. Taylor	Mgmt	For	For	For
1k	Elect Director Ben Winston	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
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Molina Healthcare, Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: MOH

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 60855R100

Shares Voted: 297

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	Against	Against
1f	Elect Director Richard M. Schapiro	Mgmt	For	For	For
1g	Elect Director Dale B. Wolf	Mgmt	For	Refer	Against
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	For	For

PepsiCo, Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: PEP

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 6,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For

PepsiCo, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
9	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	Against	Against
10	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
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	Against	Against

Pool Corporation

Meeting Date: 05/01/2024

Country: USA

Ticker: POOL

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 73278L105

Shares Voted: 194

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	For	For
1b	Elect Director Martha "Marty" S. Gervasi	Mgmt	For	Refer	Against
1c	Elect Director James "Jim" D. Hope	Mgmt	For	For	For
1d	Elect Director Debra S. Oler	Mgmt	For	For	For
1e	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For

Pool Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Carlos A. Sabater	Mgmt	For	For	For
1g	Elect Director John E. Stokely	Mgmt	For	For	Against
1h	Elect Director David G. Whalen	Mgmt	For	Refer	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

Regency Centers Corporation

Meeting Date: 05/01/2024

Country: USA

Ticker: REG

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 758849103

Shares Voted: 863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	Mgmt	For	For	For
1b	Elect Director Bryce Blair	Mgmt	For	For	For
1c	Elect Director C. Ronald Blankenship	Mgmt	For	For	For
1d	Elect Director Kristin A. Campbell	Mgmt	For	For	For
1e	Elect Director Deirdre J. Evens	Mgmt	For	For	For
1f	Elect Director Thomas W. Furphy	Mgmt	For	For	For
1g	Elect Director Karin M. Klein	Mgmt	For	For	For
1h	Elect Director Peter D. Linneman	Mgmt	For	For	For
1i	Elect Director David P. O'Connor	Mgmt	For	For	For
1j	Elect Director Lisa Palmer	Mgmt	For	For	For
1k	Elect Director James H. Simmons, III	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

S&P Global Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: SPGI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 1,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	For
1.4	Elect Director William D. Green	Mgmt	For	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	Refer	For
1.8	Elect Director Ian P. Livingston	Mgmt	For	For	For
1.9	Elect Director Maria R. Morris	Mgmt	For	For	For
1.10	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1.11	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
1.12	Elect Director Gregory Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Deferred Compensation Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

The Coca-Cola Company

Meeting Date: 05/01/2024

Country: USA

Ticker: KO

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 191216100

Shares Voted: 19,370

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	For	For
1.9	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.10	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Against	Against	Against

Boston Scientific Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: BSX

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 101137107

Shares Voted: 7,308

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

Cadence Design Systems, Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: CDNS

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 127387108

Shares Voted: 1,366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	For	For	For
1.2	Elect Director Ita Brennan	Mgmt	For	Refer	For
1.3	Elect Director Lewis Chew	Mgmt	For	For	For
1.4	Elect Director Anirudh Devgan	Mgmt	For	For	For
1.5	Elect Director ML Krakauer	Mgmt	For	For	For
1.6	Elect Director Julia Liuson	Mgmt	For	For	For
1.7	Elect Director James D. Plummer	Mgmt	For	For	For
1.8	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	For	For	For
1.9	Elect Director Young K. Sohn	Mgmt	For	For	For
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
4	Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Mgmt	For	Against	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Capital One Financial Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: COF

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 14040H105

Shares Voted: 1,876

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	Mgmt	For	For	For
1b	Elect Director Ime Archibong	Mgmt	For	For	For
1c	Elect Director Christine Detrick	Mgmt	For	For	For
1d	Elect Director Ann Fritz Hackett	Mgmt	For	For	For
1e	Elect Director Suni P. Harford	Mgmt	For	For	For

Capital One Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Peter Thomas Killalea	Mgmt	For	For	For
1g	Elect Director Cornelis Petrus Adrianus Joseph ("Eli") Leenaars	Mgmt	For	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1i	Elect Director Peter E. Raskind	Mgmt	For	For	For
1j	Elect Director Eileen Serra	Mgmt	For	For	For
1k	Elect Director Mayo A. Shattuck, III	Mgmt	For	For	For
1l	Elect Director Craig Anthony Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	SH	Against	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
7	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against

Church & Dwight Co., Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: CHD

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 171340102

Shares Voted: 1,218

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	Against	Against

Corning Incorporated

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** GLW
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 219350105

Shares Voted: 3,777

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 Stephanie A. Burns	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert F. Cummings, Jr.	Mgmt	For	For	For
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1f	Elect Director Thomas D. French	Mgmt	For	For	For
1g	Elect Director Deborah A. Henretta	Mgmt	For	For	For
1h	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1i	Elect Director Kurt M. Landgraf	Mgmt	For	For	For
1j	Elect Director Kevin J. Martin	Mgmt	For	For	For
1k	Elect Director Deborah D. Rieman	Mgmt	For	For	For
1l	Elect Director Hansel E. Tookes, II	Mgmt	For	Refer	Against
1m	Elect Director Wendell P. Weeks	Mgmt	For	For	For
1n	Elect Director Mark S. Wrighton	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

DTE Energy Company

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** DTE
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 233331107

DTE Energy Company

Shares Voted: 1,050

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	Refer	Withhold
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	Refer	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	Against	Against

Eastman Chemical Company

Meeting Date: 05/02/2024

Country: USA

Ticker: EMN

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 277432100

Shares Voted: 542

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1.2	Elect Director Brett D. Begemann	Mgmt	For	For	For
1.3	Elect Director Eric L. Butler	Mgmt	For	For	For
1.4	Elect Director Mark J. Costa	Mgmt	For	For	For
1.5	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1.6	Elect Director Julie F. Holder	Mgmt	For	For	For
1.7	Elect Director Renee J. Hornbaker	Mgmt	For	For	For
1.8	Elect Director Kim Ann Mink	Mgmt	For	For	For

Eastman Chemical Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director James J. O'Brien	Mgmt	For	Refer	For
1.10	Elect Director David W. Raisbeck	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

Ecolab Inc.

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** ECL
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 278865100

Shares Voted: 1,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	For	For
1b	Elect Director Shari L. Ballard	Mgmt	For	For	For
1c	Elect Director Christophe Beck	Mgmt	For	For	For
1d	Elect Director Eric M. Green	Mgmt	For	For	For
1e	Elect Director Arthur J. Higgins	Mgmt	For	For	For
1f	Elect Director Michael Larson	Mgmt	For	For	For
1g	Elect Director David W. MacLennan	Mgmt	For	For	For
1h	Elect Director Tracy B. McKibben	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Victoria J. Reich	Mgmt	For	For	For
1k	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
1l	Elect Director John J. Zillmer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

Equifax Inc.

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** EFX
Record Date: 03/01/2024 **Meeting Type:** Annual
Primary Security ID: 294429105

Shares Voted: 623

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For	For
1b	Elect Director Mark L. Feidler	Mgmt	For	For	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	For	For
1d	Elect Director G. Thomas Hough	Mgmt	For	For	For
1e	Elect Director Robert D. Marcus	Mgmt	For	For	For
1f	Elect Director Scott A. McGregor	Mgmt	For	For	For
1g	Elect Director John A. McKinley	Mgmt	For	For	For
1h	Elect Director Melissa D. Smith	Mgmt	For	For	For
1i	Elect Director Audrey Boone Tillman	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

Kimberly-Clark Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: KMB

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 494368103

Shares Voted: 1,688

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

Kimberly-Clark Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Lockheed Martin Corporation

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** LMT
Record Date: 02/26/2024 **Meeting Type:** Annual
Primary Security ID: 539830109

Shares Voted: 1,103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Burritt	Mgmt	For	Refer	For
1.2	Elect Director Bruce A. Carlson	Mgmt	For	For	For
1.3	Elect Director John M. Donovan	Mgmt	For	For	For
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	For
1.5	Elect Director Thomas J. Falk	Mgmt	For	For	For
1.6	Elect Director Ilene S. Gordon	Mgmt	For	For	For
1.7	Elect Director Vicki A. Hollub	Mgmt	For	For	For
1.8	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1.9	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.10	Elect Director James D. Taiclet	Mgmt	For	For	For
1.11	Elect Director Patricia E. Yarrington	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 Alignment of Political Activities with Company's Human Rights Policy	SH	Against	Against	Against
5	Report on Reducing Full Value Chain GHG Emissions Aligned with Paris Agreement Goal	SH	Against	Against	Against
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
7	Adopt Director Election Resignation Bylaw - Withdrawn Resolution	SH			

Occidental Petroleum Corporation

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** OXY
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 674599105

Occidental Petroleum Corporation

Shares Voted: 3,302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
1b	Elect Director Andrew F. Gould	Mgmt	For	For	For
1c	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1d	Elect Director Vicki Hollub	Mgmt	For	For	For
1e	Elect Director William R. Klesse	Mgmt	For	For	For
1f	Elect Director Jack B. Moore	Mgmt	For	For	For
1g	Elect Director Claire O'Neill	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director Kenneth B. Robinson	Mgmt	For	For	For
1j	Elect Director Robert M. Shearer	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	Against	Against

RTX Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: RTX

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 75513E101

Shares Voted: 7,185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1b	Elect Director Christopher T. Calio	Mgmt	For	For	For
1c	Elect Director Leanne G. Caret	Mgmt	For	For	For
1d	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For	For
1e	Elect Director Gregory J. Hayes	Mgmt	For	For	For
1f	Elect Director George R. Oliver	Mgmt	For	For	For
1g	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
1h	Elect Director Ellen M. Pawlikowski	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Fredric G. Reynolds	Mgmt	For	For	For
1k	Elect Director Brian C. Rogers	Mgmt	For	For	For

RTX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For	For
1m	Elect Director Robert O. Work	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against	Against
6	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	Against	Against
7	Report on Human Rights Impact Assessment	SH	Against	Against	Against

The Kraft Heinz Company

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** KHC
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 500754106

Shares Voted: 3,970

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	Refer	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	Against	Against
5	Phase out Purchasing of Pork from Suppliers Using Gestation Stalls	SH	Against	Against	Against

The Kraft Heinz Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Risks Arising From Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

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: 3,634

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	For	For
1h	Elect Director William Johnson	Mgmt	For	For	For
1i	Elect Director Franck Moison	Mgmt	For	For	For
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	For	For
1l	Elect Director Kevin Warsh	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 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	Against	Against

Wynn Resorts, Limited

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** WYNN
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 983134107

Wynn Resorts, Limited

Shares Voted: 470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Betsy S. Atkins	Mgmt	For	For	For
1.2	Elect Director Paul Liu	Mgmt	For	For	For
1.3	Elect Director Darnell O. Strom	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

AbbVie Inc.

Meeting Date: 05/03/2024

Country: USA

Ticker: ABBV

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 00287Y109

Shares Voted: 8,801

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	Refer	For
6	Adopt Simple Majority Vote	SH	Against	Refer	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against

CMS Energy Corporation

Meeting Date: 05/03/2024

Country: USA

Ticker: CMS

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 125896100

CMS Energy Corporation

Shares Voted: 1,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Barfield	Mgmt	For	For	For
1b	Elect Director Deborah H. Butler	Mgmt	For	For	For
1c	Elect Director Kurt L. Darrow	Mgmt	For	For	For
1d	Elect Director Ralph Izzo	Mgmt	For	For	For
1e	Elect Director Garrick J. Rochow	Mgmt	For	For	For
1f	Elect Director John G. Russell	Mgmt	For	For	For
1g	Elect Director Suzanne F. Shank	Mgmt	For	For	For
1h	Elect Director Myrna M. Soto	Mgmt	For	For	For
1i	Elect Director John G. Szniewajs	Mgmt	For	For	For
1j	Elect Director Ronald J. Tanski	Mgmt	For	For	For
1k	Elect Director Laura H. 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	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Dover Corporation

Meeting Date: 05/03/2024

Country: USA

Ticker: DOV

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 260003108

Shares Voted: 706

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For
1c	Elect Director Kristiane C. Graham	Mgmt	For	For	For
1d	Elect Director Marc A. Howze	Mgmt	For	For	For
1e	Elect Director Michael F. Johnston	Mgmt	For	For	For
1f	Elect Director Michael Manley	Mgmt	For	For	For
1g	Elect Director Danita K. Ostling	Mgmt	For	For	For
1h	Elect Director Eric A. Spiegel	Mgmt	For	For	For
1i	Elect Director Richard J. Tobin	Mgmt	For	For	For
1j	Elect Director Keith E. Wandell	Mgmt	For	For	For

Dover Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Entergy Corporation

Meeting Date: 05/03/2024 **Country:** USA **Ticker:** ETR
Record Date: 03/07/2024 **Meeting Type:** Annual
Primary Security ID: 29364G103

Shares Voted: 1,079

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
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 **Country:** USA **Ticker:** ITW
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 452308109

Illinois Tool Works Inc.

Shares Voted: 1,374

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	Refer	Against
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	Against	Against

Teleflex Incorporated

Meeting Date: 05/03/2024

Country: USA

Ticker: TFX

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 879369106

Shares Voted: 215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Candace H. Duncan	Mgmt	For	For	For
1b	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1c	Elect Director Liam J. Kelly	Mgmt	For	For	For
1d	Elect Director Stephen K. Klasko	Mgmt	For	For	For
1e	Elect Director Stuart A. Randle	Mgmt	For	Refer	Against
1f	Elect Director Jaewon Ryu	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Teleflex Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

Berkshire Hathaway Inc.

Meeting Date: 05/04/2024 **Country:** USA **Ticker:** BRK.B
Record Date: 03/06/2024 **Meeting Type:** Annual
Primary Security ID: 084670702

Shares Voted: 9,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For
1.2	Elect Director Gregory E. Abel	Mgmt	For	Withhold	Withhold
1.3	Elect Director Howard G. Buffett	Mgmt	For	Withhold	Withhold
1.4	Elect Director Susan A. Buffett	Mgmt	For	Withhold	Withhold
1.5	Elect Director Stephen B. Burke	Mgmt	For	For	Withhold
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	For	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	Refer	Withhold
1.10	Elect Director Ajit Jain	Mgmt	For	Withhold	Withhold
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	For	Withhold
1.12	Elect Director Ronald L. Olson	Mgmt	For	Withhold	Withhold
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	Against	For
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	Against	For
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	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

Cincinnati Financial Corporation

Meeting Date: 05/04/2024

Country: USA

Ticker: CINF

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 172062101

Shares Voted: 792

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

Aflac Incorporated

Meeting Date: 05/06/2024

Country: USA

Ticker: AFL

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: 001055102

Shares Voted: 2,673

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

Aflac Incorporated

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

American Express Company

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** AXP
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 025816109

Shares Voted: 2,878

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1b	Elect Director John J. Brennan	Mgmt	For	For	For
1c	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1l	Elect Director Christopher D. Young	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
6	Report on Climate Lobbying	SH	Against	Against	Against

American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against

Eli Lilly and Company

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** LLY
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: 532457108

Shares Voted: 3,980

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	Against	Against
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against	Against
9	Adopt a Comprehensive Human Rights Policy	SH	Against	Against	Against

IDEXX Laboratories, Inc.

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** IDXX
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 45168D104

Shares Voted: 413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Irene Chang Britt	Mgmt	For	For	For
1b	Elect Director Bruce L. Clafin	Mgmt	For	For	For
1c	Elect Director Asha S. Collins	Mgmt	For	For	For

IDEXX Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Sam Samad	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	Adopt Simple Majority Vote	SH	None	For	For

Moderna, Inc.

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** MRNA
Record Date: 03/07/2024 **Meeting Type:** Annual
Primary Security ID: 60770K107

Shares Voted: 1,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Langer	Mgmt	For	For	For
1b	Elect Director Elizabeth Nabel	Mgmt	For	Refer	For
1c	Elect Director Elizabeth Tallett	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	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

PulteGroup, Inc.

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** PHM
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 745867101

Shares Voted: 1,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kristen Actis-Grande	Mgmt	For	For	For
1b	Elect Director Brian P. Anderson	Mgmt	For	For	For
1c	Elect Director Bryce Blair	Mgmt	For	Refer	For
1d	Elect Director Thomas J. Folliard	Mgmt	For	Refer	For
1e	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1f	Elect Director Andre J. Hawaux	Mgmt	For	For	For

PulteGroup, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director J. Phillip Holloman	Mgmt	For	For	For
1h	Elect Director Ryan R. Marshall	Mgmt	For	For	For
1i	Elect Director John R. Peshkin	Mgmt	For	For	For
1j	Elect Director Scott F. Powers	Mgmt	For	For	For
1k	Elect Director Lila Snyder	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	Eliminate Supermajority Vote Requirements	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: 750

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	For	For
1.4	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.5	Elect Director M. Diane Koken	Mgmt	For	For	For
1.6	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1.7	Elect Director Robert M. Malcolm	Mgmt	For	For	For
1.8	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1.9	Elect Director Anthony J. Palmer	Mgmt	For	For	For
1.10	Elect Director Juan R. Perez	Mgmt	For	For	For
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	Against	Against
5	Report on Support for a Circular Economy for Packaging	SH	Against	Against	Against

Uber Technologies, Inc.

Meeting Date: 05/06/2024

Country: USA

Ticker: UBER

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 90353T100

Shares Voted: 10,231

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	For	For
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Turqi Alnowaiser	Mgmt	For	For	For
1d	Elect Director Ursula Burns	Mgmt	For	For	For
1e	Elect Director Robert Eckert	Mgmt	For	Refer	For
1f	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1g	Elect Director Dara Khosrowshahi	Mgmt	For	For	For
1h	Elect Director Wan Ling Martello	Mgmt	For	For	For
1i	Elect Director John Thain	Mgmt	For	For	For
1j	Elect Director David I. Trujillo	Mgmt	For	Against	Against
1k	Elect Director Alexander Wynaendts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	Against	Against

Albemarle Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: ALB

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 012653101

Shares Voted: 590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Lauren Brlas	Mgmt	For	For	For
1b	Elect Director Ralf H. Cramer	Mgmt	For	For	For
1c	Elect Director J. Kent Masters, Jr.	Mgmt	For	For	For
1d	Elect Director Glenda J. Minor	Mgmt	For	For	For
1e	Elect Director James J. O'Brien	Mgmt	For	For	For
1f	Elect Director Diarmuid B. O'Connell	Mgmt	For	For	For

Albemarle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Dean L. Seavers	Mgmt	For	For	For
1h	Elect Director Gerald A. Steiner	Mgmt	For	For	For
1i	Elect Director Holly A. Van Deursen	Mgmt	For	For	For
1j	Elect Director Alejandro D. Wolff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Increase Authorized Common Stock	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

AMETEK, Inc.

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** AME
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 031100100

Shares Voted: 1,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tod E. Carpenter	Mgmt	For	For	For
1b	Elect Director Karleen M. Oberton	Mgmt	For	For	For
1c	Elect Director Suzanne L. Stefany	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

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: 1,076

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

Arthur J. Gallagher & Co.

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

Baxter International Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: BAX

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 071813109

Shares Voted: 2,571

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1b	Elect Director William A. Ampofo, II	Mgmt	For	For	For
1c	Elect Director Patricia B. Morrison	Mgmt	For	For	For
1d	Elect Director Stephen N. Oesterle	Mgmt	For	For	For
1e	Elect Director Stephen H. Rusckowski	Mgmt	For	For	For
1f	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1g	Elect Director Brent Shafer	Mgmt	For	For	For
1h	Elect Director Cathy R. Smith	Mgmt	For	For	For
1i	Elect Director Amy A. Wendell	Mgmt	For	For	For
1j	Elect Director David S. Wilkes	Mgmt	For	For	For
1k	Elect Director Peter M. Wilver	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Bristol-Myers Squibb Company

Meeting Date: 05/07/2024

Country: USA

Ticker: BMY

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 110122108

Shares Voted: 10,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	Refer	Against
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
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Danaher Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: DHR

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 235851102

Shares Voted: 3,274

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	Against	Against
1d	Elect Director Teri List	Mgmt	For	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	Against	Against

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Steven M. Rales	Mgmt	For	Against	Against
1h	Elect Director Pardis C. Sabeti	Mgmt	For	Against	Against
1i	Elect Director A. Shane Sanders	Mgmt	For	For	For
1j	Elect Director John T. Schwieters	Mgmt	For	Refer	Against
1k	Elect Director Alan G. Spoon	Mgmt	For	Refer	Against
1l	Elect Director Raymond C. Stevens	Mgmt	For	For	For
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	Against	Against
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Dominion Energy, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: D

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 25746U109

Shares Voted: 4,226

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	For	For
1K	Elect Director Vanessa Allen Sutherland	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Require Independent Board Chair	SH	Against	Against	Against
6	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against

Edwards Lifesciences Corporation

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** EW
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 28176E108

Shares Voted: 3,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For	For
1.2	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.3	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.4	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.5	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.6	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.8	Elect Director Bernard J. Zovighian	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Evergy, Inc.

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** EVRG
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 30034W106

Shares Voted: 1,122

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Campbell	Mgmt	For	For	For
1b	Elect Director B. Anthony Isaac	Mgmt	For	For	For
1c	Elect Director Paul M. Keglevic	Mgmt	For	For	For
1d	Elect Director Mary L. Landrieu	Mgmt	For	For	For
1e	Elect Director Sandra A.J. Lawrence	Mgmt	For	Refer	For

Evergy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Ann D. Murtlow	Mgmt	For	For	For
1g	Elect Director Sandra J. Price	Mgmt	For	For	For
1h	Elect Director James Scarola	Mgmt	For	For	For
1i	Elect Director Neal A. Sharma	Mgmt	For	For	For
1j	Elect Director C. John Wilder	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

Expeditors International of Washington, Inc.

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** EXPD
Record Date: 03/12/2024 **Meeting Type:** Annual
Primary Security ID: 302130109

Shares Voted: 747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	Mgmt	For	For	For
1.2	Elect Director Robert "Bob" P. Carlile	Mgmt	For	For	For
1.3	Elect Director James "Jim" M. DuBois	Mgmt	For	For	For
1.4	Elect Director Mark A. Emmert	Mgmt	For	For	For
1.5	Elect Director Diane H. Gulyas	Mgmt	For	For	For
1.6	Elect Director Jeffrey S. Musser	Mgmt	For	For	For
1.7	Elect Director Brandon S. Pedersen	Mgmt	For	For	For
1.8	Elect Director Liane J. Pelletier	Mgmt	For	Refer	For
1.9	Elect Director Olivia D. Polius	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against

General Electric Company

Meeting Date: 05/07/2024

Country: USA

Ticker: GE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 369604301

Shares Voted: 5,412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1e	Elect Director Thomas Enders	Mgmt	For	For	For
1f	Elect Director Edward Garden	Mgmt	For	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For	For
1h	Elect Director Thomas W. Horton	Mgmt	For	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For	For
1j	Elect Director Darren McDew	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	Against	Against
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Hubbell Incorporated

Meeting Date: 05/07/2024

Country: USA

Ticker: HUBB

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 443510607

Shares Voted: 269

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	For	For	For
1.2	Elect Director Carlos M. Cardoso	Mgmt	For	For	For
1.3	Elect Director Debra L. Dial	Mgmt	For	For	For
1.4	Elect Director Anthony J. Guzzi	Mgmt	For	Refer	Withhold
1.5	Elect Director Rhett A. Hernandez	Mgmt	For	For	For
1.6	Elect Director Neal J. Keating	Mgmt	For	For	For
1.7	Elect Director Bonnie C. Lind	Mgmt	For	For	For

Hubbell Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director John F. Malloy	Mgmt	For	For	For
1.9	Elect Director Jennifer M. Pollino	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

IDEX Corporation

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** IEX
Record Date: 03/12/2024 **Meeting Type:** Annual
Primary Security ID: 45167R104

Shares Voted: 380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	For	For
1b	Elect Director Lakecia N. Gunter	Mgmt	For	For	For
1c	Elect Director L. Paris Watts-Stanfield	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	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	Against	Against

Intel Corporation

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** INTC
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 458140100

Shares Voted: 21,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1d	Elect Director Alyssa H. Henry	Mgmt	For	For	For
1e	Elect Director Omar Ishrak	Mgmt	For	For	For

Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Barbara G. Novick	Mgmt	For	For	For
1i	Elect Director Gregory D. Smith	Mgmt	For	For	For
1j	Elect Director Stacy J. Smith	Mgmt	For	For	For
1k	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For
1m	Elect Director Frank D. Yeary	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 Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
5	Report on Opposing State Abortion Regulation	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Kimco Realty Corporation

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** KIM
Record Date: 03/12/2024 **Meeting Type:** Annual
Primary Security ID: 49446R109

Shares Voted: 3,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Milton Cooper	Mgmt	For	For	For
1b	Elect Director Philip E. Coviello	Mgmt	For	For	For
1c	Elect Director Conor C. Flynn	Mgmt	For	For	For
1d	Elect Director Frank Lourenso	Mgmt	For	Against	Against
1e	Elect Director Henry Moniz	Mgmt	For	For	For
1f	Elect Director Mary Hogan Preusse	Mgmt	For	Refer	Against
1g	Elect Director Valerie Richardson	Mgmt	For	For	For
1h	Elect Director Richard B. Saltzman	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Increase Authorized Common Stock	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

LKQ Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: LKQ

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 501889208

Shares Voted: 1,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	For	For	For
1b	Elect Director Meg A. Divitto	Mgmt	For	For	For
1c	Elect Director Justin L. Jude	Mgmt	For	For	For
1d	Elect Director Blythe J. McGarvie	Mgmt	For	For	For
1e	Elect Director John W. Mendel	Mgmt	For	For	For
1f	Elect Director Jody G. Miller	Mgmt	For	Refer	Against
1g	Elect Director Guhan Subramanian	Mgmt	For	For	For
1h	Elect Director Xavier Urbain	Mgmt	For	For	For
1i	Elect Director Dominick Zarcone	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

NVR, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: NVR

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 62944T105

Shares Voted: 16

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul C. Saville	Mgmt	For	For	For
1b	Elect Director C. E. Andrews	Mgmt	For	For	For
1c	Elect Director Sallie B. Bailey	Mgmt	For	For	For
1d	Elect Director Thomas D. Eckert	Mgmt	For	For	For
1e	Elect Director Alfred E. Festa	Mgmt	For	Refer	Against
1f	Elect Director Alexandra A. Jung	Mgmt	For	For	For
1g	Elect Director Mel Martinez	Mgmt	For	For	For
1h	Elect Director David A. Preiser	Mgmt	For	For	For
1i	Elect Director W. Grady Rosier	Mgmt	For	For	For

NVR, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Susan Williamson Ross	Mgmt	For	Refer	Against
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	Against	Against
5	Report on Political Contributions	SH	Against	Against	Against

Omnicom Group Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: OMC

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 681919106

Shares Voted: 997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Wren	Mgmt	For	For	For
1.2	Elect Director Mary C. Choksi	Mgmt	For	For	For
1.3	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	For	For
1.4	Elect Director Mark D. Gerstein	Mgmt	For	For	For
1.5	Elect Director Ronnie S. Hawkins	Mgmt	For	For	For
1.6	Elect Director Deborah J. Kissire	Mgmt	For	For	For
1.7	Elect Director Gracia C. Martore	Mgmt	For	For	For
1.8	Elect Director Patricia Salas Pineda	Mgmt	For	For	For
1.9	Elect Director Linda Johnson Rice	Mgmt	For	For	For
1.10	Elect Director Cassandra Santos	Mgmt	For	For	For
1.11	Elect Director Valerie M. Williams	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

Pentair plc

Meeting Date: 05/07/2024

Country: Ireland

Ticker: PNR

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: G7S00T104

Shares Voted: 792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	Mgmt	For	For	For
1b	Elect Director Melissa Barra	Mgmt	For	For	For
1c	Elect Director Tracey C. Doi	Mgmt	For	For	For
1d	Elect Director T. Michael Glenn	Mgmt	For	Refer	Against
1e	Elect Director Theodore L. Harris	Mgmt	For	For	For
1f	Elect Director David A. Jones	Mgmt	For	For	For
1g	Elect Director Gregory E. Knight	Mgmt	For	For	For
1h	Elect Director Michael T. Speetzen	Mgmt	For	For	For
1i	Elect Director John L. Stauch	Mgmt	For	For	For
1j	Elect Director Billie I. Williamson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	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 Preemption Rights Under Irish Law	Mgmt	For	For	For
6	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Public Storage

Meeting Date: 05/07/2024 Country: USA Ticker: PSA
 Record Date: 03/05/2024 Meeting Type: Annual
 Primary Security ID: 74460D109

Shares Voted: 791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For
1c	Elect Director Shankh S. Mitra	Mgmt	For	For	For
1d	Elect Director Rebecca Owen	Mgmt	For	For	For
1e	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1f	Elect Director Avedick B. Poladian	Mgmt	For	For	For

Public Storage

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John Reyes	Mgmt	For	For	For
1h	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1i	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1j	Elect Director Ronald P. Spogli	Mgmt	For	Refer	For
1k	Elect Director Paul S. Williams	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

T. Rowe Price Group, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: TROW

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 74144T108

Shares Voted: 1,111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	Mgmt	For	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For	For
1c	Elect Director William P. Donnelly	Mgmt	For	For	For
1d	Elect Director Dina Dublon	Mgmt	For	For	For
1e	Elect Director Robert F. MacLellan	Mgmt	For	For	For
1f	Elect Director Eileen P. Rominger	Mgmt	For	For	For
1g	Elect Director Robert W. Sharps	Mgmt	For	For	For
1h	Elect Director Cynthia F. Smith	Mgmt	For	For	For
1i	Elect Director Robert J. Stevens	Mgmt	For	For	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
1k	Elect Director Alan D. 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

Advanced Micro Devices, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: AMD

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 007903107

Advanced Micro Devices, Inc.

Shares Voted: 8,064

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Elizabeth W. Vanderslice	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	Against	Against

Brown & Brown, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: BRO

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 115236101

Shares Voted: 1,195

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	For	For
1.2	Elect Director J. Powell Brown	Mgmt	For	For	For
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	Refer	Withhold
1.4	Elect Director James C. Hays	Mgmt	For	For	For
1.5	Elect Director Theodore J. Hoepner	Mgmt	For	For	For
1.6	Elect Director James S. Hunt	Mgmt	For	For	For
1.7	Elect Director Toni Jennings	Mgmt	For	For	For
1.8	Elect Director Paul J. Krump	Mgmt	For	For	For
1.9	Elect Director Timothy R.M. Main	Mgmt	For	For	For
1.10	Elect Director Bronislaw E. Masojada	Mgmt	For	For	For
1.11	Elect Director Jaymin B. Patel	Mgmt	For	For	For
1.12	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	Refer	Withhold

Brown & Brown, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.13	Elect Director Wendell S. Reilly	Mgmt	For	For	For
1.14	Elect Director Kathleen A. Savio	Mgmt	For	For	For
1.15	Elect Director Chilton D. Varner	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

Charles River Laboratories International, Inc.

Meeting Date: 05/08/2024 **Country:** USA **Ticker:** CRL
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 159864107

Shares Voted: 255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	For	For	For
1.2	Elect Director Nancy C. Andrews	Mgmt	For	For	For
1.3	Elect Director Robert Bertolini	Mgmt	For	For	For
1.4	Elect Director Reshema Kemps-Polanco	Mgmt	For	For	For
1.5	Elect Director Deborah T. Kochevar	Mgmt	For	For	For
1.6	Elect Director George Llado, Sr.	Mgmt	For	For	For
1.7	Elect Director Martin W. Mackay	Mgmt	For	For	For
1.8	Elect Director George E. Massaro	Mgmt	For	For	For
1.9	Elect Director Craig B. Thompson	Mgmt	For	For	For
1.10	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.11	Elect Director Virginia M. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLC as Auditors	Mgmt	For	For	For
4	Report on Imported Nonhuman Primates	SH	Against	Against	Against

CSX Corporation

Meeting Date: 05/08/2024 **Country:** USA **Ticker:** CSX
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 126408103

Shares Voted: 9,856

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

First Solar, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: FSLR

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 336433107

Shares Voted: 530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	For	For	For
1.2	Elect Director Anita Marangoly George	Mgmt	For	For	For
1.3	Elect Director Molly E. Joseph	Mgmt	For	For	For
1.4	Elect Director Lisa A. Kro	Mgmt	For	For	For
1.5	Elect Director William J. Post	Mgmt	For	For	For
1.6	Elect Director Venkata "Murthy" Renduchintala	Mgmt	For	For	For
1.7	Elect Director Paul H. Stebbins	Mgmt	For	For	For
1.8	Elect Director Michael T. Sweeney	Mgmt	For	For	For
1.9	Elect Director Mark R. Widmar	Mgmt	For	For	For

First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Norman L. Wright	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	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	Against

Gilead Sciences, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: GILD

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 375558103

Shares Voted: 6,226

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 Welters	Mgmt	For	Refer	Against
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	Against	Against

Kinder Morgan, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: KMI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 49456B101

Shares Voted: 9,721

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	Against	Against
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	Refer	Against
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	Against	Against

Packaging Corporation of America

Meeting Date: 05/08/2024

Country: USA

Ticker: PKG

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 695156109

Shares Voted: 449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
1.2	Elect Director Duane C. Farrington	Mgmt	For	For	For
1.3	Elect Director Karen E. Gowland	Mgmt	For	For	For
1.4	Elect Director Donna A. Harman	Mgmt	For	For	For

Packaging Corporation of America

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Mark W. Kowlzan	Mgmt	For	For	For
1.6	Elect Director Robert C. Lyons	Mgmt	For	For	For
1.7	Elect Director Thomas P. Maurer	Mgmt	For	For	For
1.8	Elect Director Samuel M. Menco	Mgmt	For	Against	Against
1.9	Elect Director Roger B. Porter	Mgmt	For	Refer	Against
1.10	Elect Director Thomas S. Souleles	Mgmt	For	For	For
1.11	Elect Director Paul T. Stecko	Mgmt	For	For	For
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	Amend Director Election Resignation Bylaw	SH	Against	Against	Against

Philip Morris International Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: PM

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 718172109

Shares Voted: 7,742

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bonin Bough	Mgmt	For	For	For
1b	Elect Director Andre Calantzopoulos	Mgmt	For	For	For
1c	Elect Director Michel Combes	Mgmt	For	For	For
1d	Elect Director Juan Jose Daboub	Mgmt	For	For	For
1e	Elect Director Werner Geissler	Mgmt	For	For	For
1f	Elect Director Victoria Harker	Mgmt	For	For	For
1g	Elect Director Lisa A. Hook	Mgmt	For	For	For
1h	Elect Director Kalpana Morparia	Mgmt	For	For	For
1i	Elect Director Jacek Olczak	Mgmt	For	For	For
1j	Elect Director Robert B. Polet	Mgmt	For	For	For
1k	Elect Director Dessi Temperley	Mgmt	For	For	For
1l	Elect Director Shlomo Yanai	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For

Simon Property Group, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: SPG

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 828806109

Shares Voted: 1,642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	For	For
1B	Elect Director Larry C. Glasscock	Mgmt	For	For	For
1C	Elect Director Allan Hubbard	Mgmt	For	For	For
1D	Elect Director Nina P. Jones	Mgmt	For	For	For
1E	Elect Director Reuben S. Leibowitz	Mgmt	For	Against	Against
1F	Elect Director Randall J. Lewis	Mgmt	For	For	For
1G	Elect Director Gary M. Rodkin	Mgmt	For	For	For
1H	Elect Director Peggy Fang Roe	Mgmt	For	For	For
1I	Elect Director Stefan M. Selig	Mgmt	For	For	For
1J	Elect Director Daniel C. Smith	Mgmt	For	For	For
1K	Elect Director Marta R. Stewart	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

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: 1,297

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	For	For
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

Ameren Corporation

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

Arch Capital Group Ltd.

Meeting Date: 05/09/2024 **Country:** Bermuda **Ticker:** ACGL
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: G0450A105

Shares Voted: 1,876

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	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

Arch Capital Group Ltd.

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

C.H. Robinson Worldwide, Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** CHRW
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 12541W209

Shares Voted: 536

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. Barber, Jr.	Mgmt	For	For	For
1b	Elect Director David P. Bozeman	Mgmt	For	For	For
1c	Elect Director Kermit R. Crawford	Mgmt	For	Refer	For
1d	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1e	Elect Director Mark A. Goodburn	Mgmt	For	For	For
1f	Elect Director Mary J. Steele Guilfoile	Mgmt	For	Refer	Against
1g	Elect Director Jodee A. Kozlak	Mgmt	For	For	For
1h	Elect Director Henry J. Maier	Mgmt	For	For	For
1i	Elect Director Michael H. McGarry	Mgmt	For	For	For
1j	Elect Director Paige K. Robbins	Mgmt	For	For	For
1k	Elect Director Paula C. Tolliver	Mgmt	For	For	For
1l	Elect Director Henry W. "Jay" Winship	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

CME Group Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: CME

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 12572Q105

Shares Voted: 1,791

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	Refer	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	Refer	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
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	Refer	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Discover Financial Services

Meeting Date: 05/09/2024

Country: USA

Ticker: DFS

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 254709108

Shares Voted: 1,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Candace H. Duncan	Mgmt	For	For	For
1.2	Elect Director Joseph F. Eazor	Mgmt	For	For	For
1.3	Elect Director Kathy L. Lonowski	Mgmt	For	For	For

Discover Financial Services

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Thomas G. Maheras	Mgmt	For	For	For
1.5	Elect Director Daniela O'Leary-Gill	Mgmt	For	For	For
1.6	Elect Director John B. Owen	Mgmt	For	For	For
1.7	Elect Director David L. Rawlinson, II	Mgmt	For	For	For
1.8	Elect Director Michael G. Rhodes *Withdrawn Resolution*	Mgmt			
1.9	Elect Director J. Michael Shepherd	Mgmt	For	For	For
1.10	Elect Director Beverley A. Sibbles	Mgmt	For	For	For
1.11	Elect Director Jennifer L. Wong	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

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: 3,815

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

Duke Energy Corporation.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against
6	Report on Financial Statement Assumption and Climate Change	SH	Against	Against	Against

Ford Motor Company

Meeting Date: 05/09/2024

Country: USA

Ticker: F

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 345370860

Shares Voted: 19,739

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	For	For	For
1b	Elect Director Alexandra Ford English	Mgmt	For	Against	Against
1c	Elect Director James D. Farley, Jr.	Mgmt	For	For	For
1d	Elect Director Henry Ford, III	Mgmt	For	Against	Against
1e	Elect Director William Clay Ford, Jr.	Mgmt	For	Against	Against
1f	Elect Director William W. Helman, IV	Mgmt	For	For	For
1g	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	Against	Against
1h	Elect Director William E. Kennard	Mgmt	For	For	For
1i	Elect Director John C. May	Mgmt	For	For	For
1j	Elect Director Beth E. Mooney	Mgmt	For	For	For
1k	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1l	Elect Director John L. Thornton	Mgmt	For	For	For
1m	Elect Director John B. Veihmeyer	Mgmt	For	For	For
1n	Elect Director John S. Weinberg	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 Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Reliance on Child Labor in Supply Chain	SH	Against	Against	Against

Ford Motor Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Sustainable Sourcing Policies	SH	Against	Against	Against

KeyCorp

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** KEY
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 493267108

Shares Voted: 4,668

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1.2	Elect Director H. James Dallas	Mgmt	For	For	For
1.3	Elect Director Elizabeth R. Gile	Mgmt	For	For	For
1.4	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.5	Elect Director Christopher M. Gorman	Mgmt	For	For	For
1.6	Elect Director Robin N. Hayes	Mgmt	For	For	For
1.7	Elect Director Carlton L. Highsmith	Mgmt	For	For	For
1.8	Elect Director Richard J. Hipple	Mgmt	For	For	For
1.9	Elect Director Devina A. Rankin	Mgmt	For	For	For
1.10	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1.11	Elect Director Richard J. Tobin	Mgmt	For	For	For
1.12	Elect Director Todd J. Vasos	Mgmt	For	For	For
1.13	Elect Director David K. Wilson	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	Against	Against

Las Vegas Sands Corp.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** LVS
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 517834107

Shares Voted: 1,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	Mgmt	For	For	For

Las Vegas Sands Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Patrick Dumont	Mgmt	For	Withhold	Withhold
1.3	Elect Director Irwin Chafetz	Mgmt	For	Withhold	Withhold
1.4	Elect Director Micheline Chau	Mgmt	For	Refer	Withhold
1.5	Elect Director Charles D. Forman	Mgmt	For	Withhold	Withhold
1.6	Elect Director Lewis Kramer	Mgmt	For	Refer	Withhold
1.7	Elect Director Alain Li	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	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Mettler-Toledo International Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** MTD
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 592688105

Shares Voted: 106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roland Diggelmann	Mgmt	For	For	For
1.2	Elect Director Domitille Doat-Le Bigot	Mgmt	For	For	For
1.3	Elect Director Elisha W. Finney	Mgmt	For	For	For
1.4	Elect Director Richard Francis	Mgmt	For	For	For
1.5	Elect Director Michael A. Kelly	Mgmt	For	For	For
1.6	Elect Director Thomas P. Salice	Mgmt	For	Refer	For
1.7	Elect Director Wolfgang Wienand	Mgmt	For	For	For
1.8	Elect Director Ingrid Zhang	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

Norfolk Southern Corporation

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** NSC
Record Date: 03/04/2024 **Meeting Type:** Proxy Contest
Primary Security ID: 655844108

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	Refer	For
1b	Elect Management Nominee Director Philip S. Davidson	Mgmt	For	Refer	For
1c	Elect Management Nominee Director Francesca A. DeBiase	Mgmt	For	Refer	For
1d	Elect Management Nominee Director Marcela E. Donadio	Mgmt	For	Refer	For
1e	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Mgmt	For	Refer	For
1f	Elect Management Nominee Director John C. Huffard, Jr.	Mgmt	For	Refer	For
1g	Elect Management Nominee Director Christopher T. Jones	Mgmt	For	Refer	For
1h	Elect Management Nominee Director Thomas C. Kelleher	Mgmt	For	Refer	For
1i	Elect Management Nominee Director Amy E. Miles	Mgmt	For	Refer	For
1j	Elect Management Nominee Director Claude Mongeau	Mgmt	For	Refer	For
1k	Elect Management Nominee Director Jennifer F. Scanlon	Mgmt	For	Refer	For
1l	Elect Management Nominee Director Alan H. Shaw	Mgmt	For	Refer	For
1m	Elect Management Nominee Director John R. Thompson	Mgmt	For	Refer	For
1n	Elect Dissident Nominee Director Betsy Atkins	SH	Withhold	Refer	Withhold
1o	Elect Dissident Nominee Director James Barber, Jr.	SH	Withhold	Refer	Withhold
1p	Elect Dissident Nominee Director William Clyburn, Jr.	SH	Withhold	Refer	Withhold
1q	Elect Dissident Nominee Director Sameh Fahmy	SH	Withhold	Refer	Withhold
1r	Elect Dissident Nominee Director John Kasich	SH	Withhold	Refer	Withhold
1s	Elect Dissident Nominee Director Gilbert Lamphere	SH	Withhold	Refer	Withhold
1t	Elect Dissident Nominee Director Allison Landry	SH	Withhold	Refer	Withhold
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Norfolk Southern Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Lobbying Payments and Policy	SH	Against	Refer	Against
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25, 2023	SH	Against	Refer	Against
	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	Refer	Do Not Vote
1b	Elect Dissident Nominee Director James Barber, Jr.	SH	For	Refer	Do Not Vote
1c	Elect Dissident Nominee Director William Clyburn, Jr.	SH	For	Refer	Do Not Vote
1d	Elect Dissident Nominee Director Sameh Fahmy	SH	For	Refer	Do Not Vote
1e	Elect Dissident Nominee Director John Kasich	SH	For	Refer	Do Not Vote
1f	Elect Dissident Nominee Director Gilbert Lamphere	SH	For	Refer	Do Not Vote
1g	Elect Dissident Nominee Director Allison Landry	SH	For	Refer	Do Not Vote
1h	Elect Management Nominee Director Mary Kathryn "Heidi" Heitkamp	Mgmt	Withhold	Refer	Do Not Vote
1i	Elect Management Nominee Director John C. Huffard, Jr.	Mgmt	Withhold	Refer	Do Not Vote
1j	Elect Management Nominee Director Claude Mongeau	Mgmt	Withhold	Refer	Do Not Vote
1k	Elect Management Nominee Director Amy E. Miles	Mgmt	Withhold	Refer	Do Not Vote
1l	Elect Management Nominee Director Jennifer F. Scanlon	Mgmt	Withhold	Refer	Do Not Vote
1m	Elect Management Nominee Director Alan H. Shaw	Mgmt	Withhold	Refer	Do Not Vote
1n	Elect Management Nominee Director John R. Thompson	Mgmt	Withhold	Refer	Do Not Vote
1o	Elect Management Nominee Director Richard H. Anderson	Mgmt	None	Refer	Do Not Vote
1p	Elect Management Nominee Director Philip S. Davidson	Mgmt	None	Refer	Do Not Vote
1q	Elect Management Nominee Director Francesca A. DeBiase	Mgmt	None	Refer	Do Not Vote
1r	Elect Management Nominee Director Marcela E. Donadio	Mgmt	None	Refer	Do Not Vote
1s	Elect Management Nominee Director Christopher T. Jones	Mgmt	None	Refer	Do Not Vote

Norfolk Southern Corporation

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

Nucor Corporation

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** NUE
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 670346105

Shares Voted: 1,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	Mgmt	For	For	For
1.2	Elect Director Patrick J. Dempsey	Mgmt	For	For	For
1.3	Elect Director Nicholas C. Gangestad	Mgmt	For	For	For
1.4	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1.5	Elect Director Laurette T. Koellner	Mgmt	For	For	For
1.6	Elect Director Michael W. Lamach	Mgmt	For	For	For
1.7	Elect Director Leon J. Topalian	Mgmt	For	For	For
1.8	Elect Director Nadja Y. West	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

Prologis, Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** PLD
Record Date: 03/12/2024 **Meeting Type:** Annual
Primary Security ID: 74340W103

Shares Voted: 4,613

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
1c	Elect Director James B. Connor	Mgmt	For	For	For
1d	Elect Director George L. Fotiades	Mgmt	For	For	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	Refer	Against
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For	For	For
1h	Elect Director Avid Modjtabai	Mgmt	For	For	For
1i	Elect Director David P. O'Connor	Mgmt	For	For	For
1j	Elect Director Olivier Piani	Mgmt	For	For	For
1k	Elect Director Carl B. Webb	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	Reduce Supermajority Vote Requirement to Amend Charter	Mgmt	For	Refer	For
5	Reduce Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	Refer	For
6	Adopt Simple Majority Vote	SH	Against	Refer	Against

Sempra

Meeting Date: 05/09/2024

Country: USA

Ticker: SRE

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 816851109

Shares Voted: 3,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andres Conesa	Mgmt	For	Refer	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	Against	Against
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

Sempra

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	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	Against	Against

Steel Dynamics, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: STLD

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 858119100

Shares Voted: 754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mark D. Millett	Mgmt	For	For	For
1B	Elect Director Sheree L. Bargabos	Mgmt	For	For	For
1C	Elect Director Kenneth W. Cornew	Mgmt	For	Refer	For
1D	Elect Director Traci M. Dolan	Mgmt	For	For	For
1E	Elect Director Jennifer L. Hamann	Mgmt	For	For	For
1F	Elect Director James C. Marcuccilli	Mgmt	For	Against	For
1G	Elect Director Bradley S. Seaman	Mgmt	For	For	For
1H	Elect Director Gabriel L. Shaheen	Mgmt	For	For	For
1I	Elect Director Luis M. Sierra	Mgmt	For	For	For
1J	Elect Director Richard P. Teets, Jr.	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	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting	SH	Against	Against	Against

Stryker Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: SYK

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 863667101

Stryker Corporation

Shares Voted: 1,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	Mgmt	For	For	For
1b	Elect Director Giovanni Caforio	Mgmt	For	For	For
1c	Elect Director Allan C. Golston	Mgmt	For	For	For
1d	Elect Director Kevin A. Lobo	Mgmt	For	For	For
1e	Elect Director Sherilyn S. McCoy	Mgmt	For	Refer	Against
1f	Elect Director Rachel Ruggeri	Mgmt	For	For	For
1g	Elect Director Andrew K. Silvernail	Mgmt	For	For	For
1h	Elect Director Lisa M. Skeete Tatum	Mgmt	For	For	For
1i	Elect Director Ronda E. Stryker	Mgmt	For	For	For
1j	Elect Director Rajeev Suri	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Political Contributions and Expenditures	SH	Against	Against	Against

Teradyne, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: TER

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 880770102

Shares Voted: 778

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Herweck	Mgmt	For	Refer	Against
1b	Elect Director Mercedes Johnson	Mgmt	For	For	For
1c	Elect Director Ernest E. Maddock	Mgmt	For	For	For
1d	Elect Director Marilyn Matz	Mgmt	For	For	For
1e	Elect Director Gregory S. Smith	Mgmt	For	For	For
1f	Elect Director Ford Tamer	Mgmt	For	For	For
1g	Elect Director Paul J. Tufano	Mgmt	For	For	For
1h	Elect Director Bridget van Kralingen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

Teradyne, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	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: 535

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

Tyler Technologies, Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** TYL
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 902252105

Shares Voted: 212

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn A. Carter	Mgmt	For	Refer	Withhold
1.2	Elect Director Margot L. Carter	Mgmt	For	For	For
1.3	Elect Director Brenda A. Cline	Mgmt	For	For	For
1.4	Elect Director Ronnie D. Hawkins, Jr.	Mgmt	For	For	For
1.5	Elect Director John S. Marr, Jr.	Mgmt	For	For	For
1.6	Elect Director H. Lynn Moore, Jr.	Mgmt	For	For	For

Tyler Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Daniel M. Pope	Mgmt	For	For	For
1.8	Elect Director Andrew D. Teed	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	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: 3,020

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
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

United Rentals, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: URI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 911363109

Shares Voted: 339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc A. Bruno	Mgmt	For	For	For
1b	Elect Director Larry D. De Shon	Mgmt	For	For	For
1c	Elect Director Matthew J. Flannery	Mgmt	For	For	For
1d	Elect Director Bobby J. Griffin	Mgmt	For	For	For
1e	Elect Director Kim Harris Jones	Mgmt	For	For	For
1f	Elect Director Terri L. Kelly	Mgmt	For	For	For
1g	Elect Director Michael J. Kneeland	Mgmt	For	For	For
1h	Elect Director Francisco J. Lopez-Balboa	Mgmt	For	For	For
1i	Elect Director Gracia C. Martore	Mgmt	For	For	For
1j	Elect Director Shiv Singh	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 Permit the Exculpation of Officers	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	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: 20,964

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

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
6	Amend Clawback Policy	SH	Against	Against	Against
7	Require Independent Board Chair	SH	Against	Against	Against
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	Against	Against
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against	Against

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: 1,519

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	For	For
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

WEC Energy Group, Inc.

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

Zebra Technologies Corporation

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** ZBRA
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 989207105

Shares Voted: 252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Satish Dhanasekaran	Mgmt	For	For	For
1b	Elect Director Ross W. Manire	Mgmt	For	For	For
1c	Elect Director Kenneth B. Miller	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Akamai Technologies, Inc.

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** AKAM
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 00971T101

Shares Voted: 770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	For	For	For
1.2	Elect Director Marianne Brown	Mgmt	For	For	For
1.3	Elect Director Monte Ford	Mgmt	For	For	For
1.4	Elect Director Dan Hesse	Mgmt	For	For	For
1.5	Elect Director Tom Killalea	Mgmt	For	For	For
1.6	Elect Director Tom Leighton	Mgmt	For	For	For
1.7	Elect Director Jonathan Miller	Mgmt	For	For	For

Akamai Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Madhu Ranganathan	Mgmt	For	For	For
1.9	Elect Director Ben Verwaayen	Mgmt	For	For	For
1.10	Elect Director Bill Wagner	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	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	Against	Against
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For

Axon Enterprise, Inc.

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** AXON
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 05464C101

Shares Voted: 355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Erika Ayers Badan	Mgmt	For	For	For
1B	Elect Director Adriane Brown	Mgmt	For	Refer	For
1C	Elect Director Julie Anne Cullivan	Mgmt	For	For	For
1D	Elect Director Michael Gamreiter	Mgmt	For	Refer	For
1E	Elect Director Caitlin E. Kalinowski	Mgmt	For	For	For
1F	Elect Director Matthew R. McBrady	Mgmt	For	For	For
1G	Elect Director Hadi Partovi	Mgmt	For	Refer	For
1H	Elect Director Graham Smith	Mgmt	For	For	For
1I	Elect Director Patrick W. Smith	Mgmt	For	For	For
1J	Elect Director Jeri Williams	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Approve Share Plan Grant to CEO Patrick W. Smith	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Camden Property Trust

Meeting Date: 05/10/2024

Country: USA

Ticker: CPT

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 133131102

Shares Voted: 489

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard J. Campo	Mgmt	For	For	For
1b	Elect Director Javier E. Benito	Mgmt	For	For	For
1c	Elect Director Heather J. Brunner	Mgmt	For	For	For
1d	Elect Director Mark D. Gibson	Mgmt	For	For	For
1e	Elect Director Scott S. Ingraham	Mgmt	For	Against	Against
1f	Elect Director Renu Khator	Mgmt	For	For	For
1g	Elect Director D. Keith Oden	Mgmt	For	For	For
1h	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	For	For
1i	Elect Director Steven A. Webster	Mgmt	For	Against	Against
1j	Elect Director Kelvin R. Westbrook	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

Colgate-Palmolive Company

Meeting Date: 05/10/2024

Country: USA

Ticker: CL

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 194162103

Shares Voted: 4,097

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

Colgate-Palmolive Company

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

Marriott International, Inc.

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** MAR
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 571903202

Shares Voted: 1,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	For	For	For
1b	Elect Director Isabella D. Goren	Mgmt	For	For	For
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	Against	Against
1d	Elect Director Frederick A. Henderson	Mgmt	For	For	For
1e	Elect Director Lauren R. Hobart	Mgmt	For	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For	For
1g	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
1h	Elect Director David S. Marriott	Mgmt	For	Against	Against
1i	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1j	Elect Director Grant F. Reid	Mgmt	For	For	For
1k	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1l	Elect Director Susan C. Schwab	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
5	Report on Pay Equity	SH	Against	Against	Against

Masco Corporation

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** MAS
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 574599106

Masco Corporation

Shares Voted: 1,066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark R. Alexander	Mgmt	For	For	For
1b	Elect Director Marie A. Ffolkes	Mgmt	For	Refer	Against
1c	Elect Director John C. Plant	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	None	For	For

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: 2,910

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

The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Vulcan Materials Company

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** VMC
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 929160109

Shares Voted: 648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Fanning	Mgmt	For	For	For
1b	Elect Director J. Thomas Hill	Mgmt	For	For	For
1c	Elect Director Cynthia L. Hostetler	Mgmt	For	For	For
1d	Elect Director Richard T. O'Brien	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

Western Digital Corporation

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** WDC
Record Date: 03/22/2024 **Meeting Type:** Special
Primary Security ID: 958102105

Shares Voted: 1,612

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
3	Amend Charter to Remove Pass-Through Voting Provision	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	Against	Against

Weyerhaeuser Company

Meeting Date: 05/10/2024

Country: USA

Ticker: WY

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 962166104

Shares Voted: 3,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	For	For
1b	Elect Director Rick R. Holley	Mgmt	For	For	For
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For	For
1e	Elect Director Al Monaco	Mgmt	For	For	For
1f	Elect Director James C. O'Rourke	Mgmt	For	For	For
1g	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
1h	Elect Director Lawrence A. Selzer	Mgmt	For	For	For
1i	Elect Director Devin W. Stockfish	Mgmt	For	For	For
1j	Elect Director Kim Williams	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

Zimmer Biomet Holdings, Inc.

Meeting Date: 05/10/2024

Country: USA

Ticker: ZBH

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 98956P102

Shares Voted: 1,065

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

Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Baker Hughes Company

Meeting Date: 05/13/2024 **Country:** USA **Ticker:** BKR
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 05722G100

Shares Voted: 4,962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For	For
1.2	Elect Director Abdulaziz M. Al Gudaimi	Mgmt	For	For	For
1.3	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1.4	Elect Director Cynthia B. Carroll	Mgmt	For	For	For
1.5	Elect Director Michael R. Dumais	Mgmt	For	For	For
1.6	Elect Director Lynn L. Elsenhans	Mgmt	For	Against	For
1.7	Elect Director John G. Rice	Mgmt	For	For	For
1.8	Elect Director Lorenzo Simonelli	Mgmt	For	For	For
1.9	Elect Director Mohsen M. Sohi	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 Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For	For

Celanese Corporation

Meeting Date: 05/13/2024 **Country:** USA **Ticker:** CE
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 150870103

Celanese Corporation

Shares Voted: 476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward G. Galante	Mgmt	For	Refer	Against
1b	Elect Director Timothy Go	Mgmt	For	For	For
1c	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1d	Elect Director David F. Hoffmeister	Mgmt	For	For	For
1e	Elect Director Jay V. Ihlenfeld	Mgmt	For	For	For
1f	Elect Director Deborah J. Kissire	Mgmt	For	For	For
1g	Elect Director Michael Koenig	Mgmt	For	For	For
1h	Elect Director Ganesh Moorthy	Mgmt	For	For	For
1i	Elect Director Kim K.W. Rucker	Mgmt	For	Refer	Against
1j	Elect Director Lori J. Ryerkerk	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

International Paper Company

Meeting Date: 05/13/2024

Country: USA

Ticker: IP

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 460146103

Shares Voted: 1,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher M. Connor	Mgmt	For	For	For
1b	Elect Director Ahmet C. Dorduncu	Mgmt	For	For	For
1c	Elect Director Ilene S. Gordon	Mgmt	For	Refer	For
1d	Elect Director Anders Gustafsson	Mgmt	For	For	For
1e	Elect Director Jacqueline C. Hinman	Mgmt	For	Refer	Against
1f	Elect Director Clinton A. Lewis, Jr.	Mgmt	For	For	For
1g	Elect Director Kathryn D. Sullivan	Mgmt	For	For	For
1h	Elect Director Mark S. Sutton	Mgmt	For	For	For
1i	Elect Director Anton V. Vincent	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

International Paper 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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on the Company's LGBTQ+ Equity and Inclusion Efforts	SH	Against	Against	Against

NiSource Inc.

Meeting Date: 05/13/2024 **Country:** USA **Ticker:** NI
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 65473P105

Shares Voted: 1,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	Mgmt	For	For	For
1b	Elect Director Sondra L. Barbour	Mgmt	For	For	For
1c	Elect Director Theodore H. Bunting, Jr.	Mgmt	For	For	For
1d	Elect Director Eric L. Butler	Mgmt	For	Refer	For
1e	Elect Director Deborah A. Henretta	Mgmt	For	For	For
1f	Elect Director Deborah A. P. Hersman	Mgmt	For	For	For
1g	Elect Director Michael E. Jesanis	Mgmt	For	For	For
1h	Elect Director William D. Johnson	Mgmt	For	For	For
1i	Elect Director Kevin T. Kabat	Mgmt	For	For	For
1j	Elect Director Cassandra S. Lee	Mgmt	For	For	For
1k	Elect Director John McAvoy	Mgmt	For	For	For
1l	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	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

3M Company

Meeting Date: 05/14/2024

Country: USA

Ticker: MMM

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 88579Y101

Shares Voted: 2,746

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	Refer	Against
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
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	Refer	For
4	Adopt Share Retention Policy For Senior Executives	SH	Against	Against	Against

Alexandria Real Estate Equities, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: ARE

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 015271109

Shares Voted: 792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel S. Marcus	Mgmt	For	For	For
1b	Elect Director Steven R. Hash	Mgmt	For	Refer	Against
1c	Elect Director James P. Cain	Mgmt	For	Refer	Against
1d	Elect Director Cynthia L. Feldmann	Mgmt	For	For	For
1e	Elect Director Maria C. Freire	Mgmt	For	For	For
1f	Elect Director Richard H. Klein	Mgmt	For	For	For

Alexandria Real Estate Equities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Sheila K. McGrath	Mgmt	For	For	For
1h	Elect Director Michael A. Woronoff	Mgmt	For	For	For
2	Amend 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

Atmus Filtration Technologies, Inc.

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** ATMU
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 04956D107

Shares Voted: 589

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gretchen R. Haggerty	Mgmt	For	For	For
1b	Elect Director Jane A. Leipold	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

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: 2,651

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

Centene Corporation

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

ConocoPhillips

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** COP
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 20825C104

Shares Voted: 5,927

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For	For
1b	Elect Director Gay Huey Evans	Mgmt	For	For	For
1c	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1d	Elect Director Ryan M. Lance	Mgmt	For	For	For
1e	Elect Director Timothy A. Leach	Mgmt	For	For	For
1f	Elect Director William H. McRaven	Mgmt	For	For	For
1g	Elect Director Sharmila Mulligan	Mgmt	For	For	For
1h	Elect Director Eric D. Mullins	Mgmt	For	For	For
1i	Elect Director Arjun N. Murti	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	Refer	Against
1k	Elect Director David T. Seaton	Mgmt	For	For	For
1l	Elect Director R.A. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement	SH	For	For	For
5	Revisit Pay Incentives for GHG Emission Reductions	SH	Against	Against	Against

Cummins Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: CMI

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 231021106

Shares Voted: 659

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

Essex Property Trust, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: ESS

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 297178105

Shares Voted: 323

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John V. Arabia	Mgmt	For	For	For
1b	Elect Director Keith R. Guericke	Mgmt	For	For	For
1c	Elect Director Anne B. Gust	Mgmt	For	For	For
1d	Elect Director Maria R. Hawthorne	Mgmt	For	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For
1f	Elect Director Mary Kasaris	Mgmt	For	For	For

Essex Property Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Angela L. Kleiman	Mgmt	For	For	For
1h	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1i	Elect Director George M. Marcus	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

Honeywell International Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: HON

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 438516106

Shares Voted: 3,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Duncan B. Angove	Mgmt	For	For	For
1c	Elect Director William S. Ayer	Mgmt	For	For	For
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	Against	Against

Laboratory Corporation of America Holdings

Meeting Date: 05/14/2024

Country: USA

Ticker: LH

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 504922105

Laboratory Corporation of America Holdings

Shares Voted: 416

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
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	Against	Against

Loews Corporation

Meeting Date: 05/14/2024

Country: USA

Ticker: L

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 540424108

Shares Voted: 858

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Ann E. Berman	Mgmt	For	Against	Against
1B	Elect Director Charles D. Davidson	Mgmt	For	For	For
1C	Elect Director Charles M. Diker	Mgmt	For	Against	Against
1D	Elect Director Paul J. Fribourg	Mgmt	For	Refer	Against
1E	Elect Director Walter L. Harris	Mgmt	For	Against	Against
1F	Elect Director Jonathan C. Locker	Mgmt	For	For	For
1G	Elect Director Susan P. Peters	Mgmt	For	For	For

Loews Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1H	Elect Director Andrew H. Tisch	Mgmt	For	For	For
1I	Elect Director James S. Tisch	Mgmt	For	For	For
1J	Elect Director Jonathan M. Tisch	Mgmt	For	For	For
1K	Elect Director Anthony Welters	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

Motorola Solutions, Inc.

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** MSI
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 620076307

Shares Voted: 830

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

Prudential Financial, Inc.

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** PRU
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 744320102

Prudential Financial, Inc.

Shares Voted: 1,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For	For
1.2	Elect Director Robert M. Falzon	Mgmt	For	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.6	Elect Director Kathleen A. Murphy	Mgmt	For	For	For
1.7	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.8	Elect Director Christine A. Poon	Mgmt	For	For	For
1.9	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	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	Refer	For
4	Require Independent Board Chair	SH	Against	Against	Against

Skyworks Solutions, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: SWKS

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 83088M102

Shares Voted: 772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan S. Batey	Mgmt	For	For	For
1b	Elect Director Kevin L. Beebe	Mgmt	For	Refer	For
1c	Elect Director Liam K. Griffin	Mgmt	For	For	For
1d	Elect Director Eric J. Guerin	Mgmt	For	For	For
1e	Elect Director Christine King	Mgmt	For	For	For
1f	Elect Director Suzanne E. McBride	Mgmt	For	For	For
1g	Elect Director David P. McGlade	Mgmt	For	For	For
1h	Elect Director Robert A. Schriesheim	Mgmt	For	For	For
1i	Elect Director Maryann Turcke	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

Skyworks Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement to Approve Mergers, Consolidations or Dispositions of Substantial Assets	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement to Amend Charter Provisions Governing Directors	Mgmt	For	For	For
7	Eliminate Supermajority Vote Requirement to Amend Charter Provision Governing Action by Stockholders	Mgmt	For	For	For
8	Amend Omnibus Stock Plan	Mgmt	For	For	For
9	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
10	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
11	Adopt GHG Emissions Reduction Targets and Climate Transition Plan Aligned with the Paris Agreement Goal	SH	Against	Against	Against

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: 1,324

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
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

The Allstate Corporation

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

Ventas, Inc.

Meeting Date: 05/14/2024 **Country:** USA **Ticker:** VTR
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 92276F100

Shares Voted: 2,047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	For	For	For
1b	Elect Director Theodore R. Bigman	Mgmt	For	For	For
1c	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1d	Elect Director Michael J. Embler	Mgmt	For	For	For
1e	Elect Director Matthew J. Lustig	Mgmt	For	For	For
1f	Elect Director Roxanne M. Martino	Mgmt	For	For	For
1g	Elect Director Marguerite M. Nader	Mgmt	For	For	For
1h	Elect Director Sean P. Nolan	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Joe V. Rodriguez, Jr.	Mgmt	For	For	For
1k	Elect Director Sumit Roy	Mgmt	For	For	For
1l	Elect Director Maurice S. Smith	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

Waste Management, Inc.

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

Waste Management, Inc.

Shares Voted: 1,830

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 International Group, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: AIG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 026874784

Shares Voted: 3,530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	For	For	For
1b	Elect Director James Cole, Jr.	Mgmt	For	For	For
1c	Elect Director James (Jimmy) Dunne, III	Mgmt	For	For	For
1d	Elect Director John (Chris) Inglis	Mgmt	For	For	For
1e	Elect Director Linda A. Mills	Mgmt	For	For	For
1f	Elect Director Diana M. Murphy	Mgmt	For	For	For
1g	Elect Director Peter R. Porrino	Mgmt	For	For	For
1h	Elect Director John G. Rice	Mgmt	For	For	For
1i	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
1j	Elect Director Peter Zaffino	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against

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

Shares Voted: 972

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

BlackRock, Inc.

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** BLK
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 09247X101

Shares Voted: 696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	For	For	For
1b	Elect Director Laurence D. Fink	Mgmt	For	For	For
1c	Elect Director William E. Ford	Mgmt	For	For	For

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Fabrizio Freda	Mgmt	For	For	For
1e	Elect Director Murry S. Gerber	Mgmt	For	For	For
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1g	Elect Director Robert S. Kapito	Mgmt	For	For	For
1h	Elect Director Cheryl D. Mills	Mgmt	For	For	For
1i	Elect Director Amin H. Nasser	Mgmt	For	For	For
1j	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1k	Elect Director Kristin C. Peck	Mgmt	For	For	For
1l	Elect Director Charles H. Robbins	Mgmt	For	For	For
1m	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For
1n	Elect Director Hans E. Vestberg	Mgmt	For	For	For
1o	Elect Director Susan L. Wagner	Mgmt	For	For	For
1p	Elect Director Mark Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	SH	Against	Against	Against

Bunge Global SA

Meeting Date: 05/15/2024 **Country:** Switzerland **Ticker:** BG
Record Date: 04/25/2024 **Meeting Type:** Annual
Primary Security ID: H11356104

Shares Voted: 715

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 Treatment of Net Loss	Mgmt	For	For	For
3	Approve Dividends of USD 2.72 per Share from Capital Contribution Reserves	Mgmt	For	For	For

Bunge Global SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	For	For
5b	Elect Director Sheila Bair	Mgmt	For	For	For
5c	Elect Director Carol Browner	Mgmt	For	For	For
5d	Elect Director Gregory Heckman	Mgmt	For	For	For
5e	Elect Director Bernardo Hees	Mgmt	For	For	For
5f	Elect Director Michael Kobori	Mgmt	For	For	For
5g	Elect Director Monica McGurk	Mgmt	For	For	For
5h	Elect Director Kenneth Simril	Mgmt	For	For	For
5i	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
5j	Elect Director Mark Zenuk	Mgmt	For	For	For
5k	Elect Director Adrian Isman	Mgmt	For	For	For
5l	Elect Director Anne Jensen	Mgmt	For	For	For
5m	Elect Director Christopher Mahoney	Mgmt	For	For	For
5n	Elect Director Markus Walt	Mgmt	For	For	For
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	For	For
7a	Reelect Bernardo Hees as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7c	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Approve Omnibus Stock Plan	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
10a	Approve Remuneration of Directors in the Amount of USD 5.1 million	Mgmt	For	For	For
10b	Approve Remuneration of Executive Committee in the Amount of USD 37.5 million for Fiscal Year 2025	Mgmt	For	For	For
10c	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Non-Financial Report	Mgmt	For	For	For
12	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
13	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	Mgmt	For	For	For
A	Other Business	Mgmt	For	Against	Against

Elevance Health, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: ELV

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 036752103

Shares Voted: 1,175

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

Enphase Energy, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: ENPH

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 29355A107

Shares Voted: 684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Badrinarayanan Kothandaraman	Mgmt	For	Refer	For
1.2	Elect Director Joseph Malchow	Mgmt	For	Refer	Withhold
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

Everest Group, Ltd.

Meeting Date: 05/15/2024

Country: Bermuda

Ticker: EG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: G3223R108

Shares Voted: 214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	For	For	For

Everest Group, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Juan C. Andrade	Mgmt	For	For	For
1.3	Elect Director William F. Galtney, Jr.	Mgmt	For	For	For
1.4	Elect Director John A. Graf	Mgmt	For	For	For
1.5	Elect Director Meryl Hartzband	Mgmt	For	For	For
1.6	Elect Director Gerri Losquadro	Mgmt	For	For	For
1.7	Elect Director Hazel McNeilage	Mgmt	For	For	For
1.8	Elect Director Roger M. Singer	Mgmt	For	For	For
1.9	Elect Director Joseph V. Taranto	Mgmt	For	For	For
2	Approve KPMG 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

Fiserv, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: FI

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 337738108

Shares Voted: 3,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For
1.2	Elect Director Henrique de Castro	Mgmt	For	For	For
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.4	Elect Director Lance M. Fritz	Mgmt	For	For	For
1.5	Elect Director Ajei S. Gopal	Mgmt	For	For	For
1.6	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.7	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.8	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.9	Elect Director Kevin M. Warren	Mgmt	For	For	For
1.10	Elect Director Charlotte B. Yarkoni	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

Halliburton Company

Meeting Date: 05/15/2024

Country: USA

Ticker: HAL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 406216101

Shares Voted: 4,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Earl M. Cummings	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Robert A. Malone	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1j	Elect Director Maurice S. Smith	Mgmt	For	For	For
1k	Elect Director Janet L. Weiss	Mgmt	For	For	For
1l	Elect Director Tobi M. Edwards Young	Mgmt	For	Refer	Against
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

Hess Corporation

Meeting Date: 05/15/2024

Country: USA

Ticker: HES

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 42809H107

Shares Voted: 1,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence J. Checki	Mgmt	For	For	For
1b	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	For	For
1c	Elect Director Lisa Glatch	Mgmt	For	For	For
1d	Elect Director John B. Hess	Mgmt	For	For	For
1e	Elect Director Edith E. Holiday	Mgmt	For	Refer	For
1f	Elect Director Marc S. Lipschultz	Mgmt	For	For	For
1g	Elect Director Raymond J. McGuire	Mgmt	For	For	For

Hess Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director David McManus	Mgmt	For	For	For
1i	Elect Director Kevin O. Meyers	Mgmt	For	For	For
1j	Elect Director Karyn F. Ovelmen	Mgmt	For	For	For
1k	Elect Director James H. Quigley	Mgmt	For	For	For
1l	Elect Director William G. Schrader	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Hilton Worldwide Holdings Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: HLT

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 43300A203

Shares Voted: 1,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For
1d	Elect Director Chris Carr	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For
1g	Elect Director Judith A. McHale	Mgmt	For	For	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For
1i	Elect Director Douglas M. Steenland	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

Host Hotels & Resorts, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: HST

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 44107P104

Host Hotels & Resorts, Inc.

Shares Voted: 3,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	For	For	For
1.2	Elect Director Herman E. Bulls	Mgmt	For	For	For
1.3	Elect Director Diana M. Laing	Mgmt	For	For	For
1.4	Elect Director Richard E. Marriott	Mgmt	For	For	For
1.5	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1.6	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1.7	Elect Director James F. Risoleo	Mgmt	For	For	For
1.8	Elect Director Gordon H. Smith	Mgmt	For	For	For
1.9	Elect Director A. William Stein	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	Approve Omnibus Stock Plan	Mgmt	For	For	For

Invitation Homes, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: INVH

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 46187W107

Shares Voted: 2,899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	Mgmt	For	For	For
1.2	Elect Director Dallas B. Tanner	Mgmt	For	For	For
1.3	Elect Director Jana Cohen Barbe	Mgmt	For	For	For
1.4	Elect Director Richard D. Bronson	Mgmt	For	For	For
1.5	Elect Director Jeffrey E. Kelter	Mgmt	For	For	For
1.6	Elect Director Joseph D. Margolis	Mgmt	For	For	For
1.7	Elect Director John B. Rhea	Mgmt	For	For	For
1.8	Elect Director Janice L. Sears	Mgmt	For	For	For
1.9	Elect Director Frances Aldrich Sevilla-Sacasa	Mgmt	For	For	For
1.10	Elect Director Keith D. Taylor	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Invitation Homes, 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

Molson Coors Beverage Company

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** TAP
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 60871R209

Shares Voted: 962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger G. Eaton	Mgmt	For	For	For
1.2	Elect Director Charles M. Herington	Mgmt	For	For	For
1.3	Elect Director H. Sanford Riley	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Northrop Grumman Corporation

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** NOC
Record Date: 03/19/2024 **Meeting Type:** Annual
Primary Security ID: 666807102

Shares Voted: 709

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathy J. Warden	Mgmt	For	For	For
1b	Elect Director David P. Abney	Mgmt	For	Refer	Against
1c	Elect Director Marianne C. Brown	Mgmt	For	For	For
1d	Elect Director Ann M. Fudge	Mgmt	For	For	For
1e	Elect Director Madeleine A. Kleiner	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Graham N. Robinson	Mgmt	For	For	For
1h	Elect Director Kimberly A. Ross	Mgmt	For	For	For
1i	Elect Director Gary Roughead	Mgmt	For	For	For
1j	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1k	Elect Director James S. Turley	Mgmt	For	For	For
1l	Elect Director Mark A. Welsh, III	Mgmt	For	For	For
1m	Elect Director Mary A. Winston	Mgmt	For	For	For

Northrop Grumman Corporation

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	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Congruency of Political Spending with Company Stated Values on Human Rights	SH	Against	Against	Against
7	Require Independent Board Chair	SH	Against	Against	Against

Old Dominion Freight Line, Inc.

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** ODFL
Record Date: 03/07/2024 **Meeting Type:** Annual
Primary Security ID: 679580100

Shares Voted: 445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	For	For	For
1.2	Elect Director David S. Congdon	Mgmt	For	Withhold	Withhold
1.3	Elect Director John R. Congdon, Jr.	Mgmt	For	Withhold	Withhold
1.4	Elect Director Andrew S. Davis	Mgmt	For	For	For
1.5	Elect Director Kevin M. Freeman	Mgmt	For	For	For
1.6	Elect Director Bradley R. Gabosch	Mgmt	For	For	For
1.7	Elect Director Greg C. Gantt	Mgmt	For	Withhold	Withhold
1.8	Elect Director John D. Kasarda	Mgmt	For	Refer	For
1.9	Elect Director Cheryl S. Miller	Mgmt	For	For	For
1.10	Elect Director Wendy T. Stallings	Mgmt	For	For	For
1.11	Elect Director Thomas A. Stith, III	Mgmt	For	For	For
1.12	Elect Director Leo H. Suggs	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Increase Authorized Common Stock	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	For

Phillips 66

Meeting Date: 05/15/2024

Country: USA

Ticker: PSX

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 718546104

Shares Voted: 2,144

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	Refer	For
1b	Elect Director Lisa A. Davis	Mgmt	For	Refer	For
1c	Elect Director Mark E. Lashier	Mgmt	For	For	For
1d	Elect Director Douglas T. Terreson	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 Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Against	Against	Against

PPL Corporation

Meeting Date: 05/15/2024

Country: USA

Ticker: PPL

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 69351T106

Shares Voted: 3,617

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
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Robert Half Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: RHI

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 770323103

Shares Voted: 520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jana L. Barsten	Mgmt	For	For	For
1b	Elect Director Julia L. Coronado	Mgmt	For	For	For
1c	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
1d	Elect Director Harold M. Messmer, Jr.	Mgmt	For	For	For
1e	Elect Director Marc H. Morial	Mgmt	For	For	For
1f	Elect Director Robert J. Pace	Mgmt	For	For	For
1g	Elect Director Frederick A. Richman	Mgmt	For	For	For
1h	Elect Director M. Keith Waddell	Mgmt	For	For	For
1i	Elect Director Marnie H. Wilking	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

Southwest Airlines Co.

Meeting Date: 05/15/2024

Country: USA

Ticker: LUV

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 844741108

Shares Voted: 2,995

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa M. Atherton	Mgmt	For	For	For
1b	Elect Director David W. Biegler	Mgmt	For	Refer	Against
1c	Elect Director J. Veronica Biggins	Mgmt	For	For	For
1d	Elect Director Roy Blunt	Mgmt	For	For	For
1e	Elect Director Douglas H. Brooks	Mgmt	For	For	For
1f	Elect Director Eduardo F. Conrado	Mgmt	For	For	For
1g	Elect Director William H. Cunningham	Mgmt	For	For	For
1h	Elect Director Thomas W. Gilligan	Mgmt	For	For	For
1i	Elect Director David P. Hess	Mgmt	For	For	For
1j	Elect Director Robert E. Jordan	Mgmt	For	For	For
1k	Elect Director Gary C. Kelly	Mgmt	For	For	For

Southwest Airlines Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Elaine Mendoza	Mgmt	For	For	For
1m	Elect Director Christopher P. Reynolds	Mgmt	For	For	For
1n	Elect Director Jill A. Soltau	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
5	Amend Clawback Policy	SH	Against	Against	Against
6	Adopt Majority Vote Cast to Remove Directors With or Without Cause	SH	Against	Refer	Against

State Street Corporation

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** STT
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 857477103

Shares Voted: 1,558

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	For	For	For
1b	Elect Director Marie A. Chandoha	Mgmt	For	For	For
1c	Elect Director DonnaLee A. DeMaio	Mgmt	For	For	For
1d	Elect Director Amelia C. Fawcett	Mgmt	For	For	For
1e	Elect Director William C. Freda	Mgmt	For	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For	For
1i	Elect Director Sean P. O'Sullivan	Mgmt	For	For	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	For	For
1k	Elect Director John B. Rhea	Mgmt	For	For	For
1l	Elect Director Gregory L. Summe	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

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: 1,524

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. Rueterholz	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: 1,139

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	Refer	Against
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

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Refer	Against
4	Report on Methane Emissions	SH	Against	Against	Against
5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	SH	Against	Against	Against
6	Report on Human Rights Risk in Underwriting	SH	Against	Against	Against
7	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	Against

Universal Health Services, Inc.

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** UHS
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 913903100

Shares Voted: 303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
2	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	Against	For	For

Valero Energy Corporation

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** VLO
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 91913Y100

Shares Voted: 1,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	For	For	For
1b	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
1c	Elect Director Marie A. Ffolkes	Mgmt	For	For	For

Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Joseph W. Gorder	Mgmt	For	For	For
1e	Elect Director Kimberly S. Greene	Mgmt	For	For	For
1f	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1g	Elect Director Eric D. Mullins	Mgmt	For	For	For
1h	Elect Director Robert A. Profusek	Mgmt	For	For	For
1i	Elect Director R. Lane Riggs	Mgmt	For	For	For
1j	Elect Director Randall J. Weisenburger	Mgmt	For	For	For
1k	Elect Director Rayford Wilkins, 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

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: 716

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	Refer	Against
1c	Elect Director Bruce Hansen	Mgmt	For	For	For
1d	Elect Director Gregory Hendrick	Mgmt	For	For	For
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: 05/15/2024

Country: USA

Ticker: VRTX

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 92532F100

Shares Voted: 1,292

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	Against	Against

Altria Group, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: MO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 02209S103

Shares Voted: 8,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For	For
1e	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For	For

Altria Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director George Munoz	Mgmt	For	For	For
1h	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1i	Elect Director Ellen R. Strahlman	Mgmt	For	For	For
1j	Elect Director M. Max Yzaguirre	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 Congruence of Political and Lobbying Expenditures	SH	Against	Against	Against
5	Report on Benefits of Extended Producer Responsibility Laws for Spent Tobacco Filters	SH	Against	Against	Against
6	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH			

Amphenol Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: APH

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 032095101

Shares Voted: 2,951

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	For	For
2	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

AT&T Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** T
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 00206R102

Shares Voted: 35,774

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	Refer	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	Against	Against
5	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Respecting Workforce Civil Liberties	SH	Against	Against	Against

AvalonBay Communities, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** AVB
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 053484101

Shares Voted: 708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	For	For	For

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Terry S. Brown	Mgmt	For	For	For
1c	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1d	Elect Director Stephen P. Hills	Mgmt	For	For	For
1e	Elect Director Christopher B. Howard	Mgmt	For	For	For
1f	Elect Director Richard J. Lieb	Mgmt	For	For	For
1g	Elect Director Nnenna Lynch	Mgmt	For	For	For
1h	Elect Director Charles E. Mueller, Jr.	Mgmt	For	For	For
1i	Elect Director Timothy J. Naughton	Mgmt	For	For	For
1j	Elect Director Benjamin W. Schall	Mgmt	For	For	For
1k	Elect Director Susan Swanezy	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Cboe Global Markets, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** CBOE
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 12503M108

Shares Voted: 535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William M. Farrow, III	Mgmt	For	For	For
1b	Elect Director Fredric J. Tomczyk	Mgmt	For	For	For
1c	Elect Director Edward J. Fitzpatrick	Mgmt	For	For	For
1d	Elect Director Ivan K. Fong	Mgmt	For	For	For
1e	Elect Director Janet P. Froetscher	Mgmt	For	For	For
1f	Elect Director Jill R. Goodman	Mgmt	For	For	For
1g	Elect Director Erin A. Mansfield	Mgmt	For	For	For
1h	Elect Director Cecilia H. Mao	Mgmt	For	For	For
1i	Elect Director Alexander J. Matturri, Jr.	Mgmt	For	For	For
1j	Elect Director Jennifer J. McPeck	Mgmt	For	For	For
1k	Elect Director Roderick A. Palmore	Mgmt	For	For	For
1l	Elect Director James E. Parisi	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

Cboe Global Markets, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Provide Right to Call Special Meeting	Mgmt	For	Refer	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	Against

Chubb Limited

Meeting Date: 05/16/2024 **Country:** Switzerland **Ticker:** CB
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: H1467J104

Shares Voted: 2,002

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
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	Against	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	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	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
15	Report on GHG Emissions Associated with Underwriting	SH	Against	Against	Against
16	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against
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: 6,417

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

CVS Health Corporation

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

Hasbro, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: HAS

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 418056107

Shares Voted: 691

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hope F. Cochran	Mgmt	For	For	For
1.2	Elect Director Christian P. Cocks	Mgmt	For	For	For
1.3	Elect Director Lisa Gersh	Mgmt	For	For	For
1.4	Elect Director Frank D. Gibeau	Mgmt	For	For	For
1.5	Elect Director Elizabeth Hamren	Mgmt	For	For	For
1.6	Elect Director Darin S. Harris	Mgmt	For	For	For
1.7	Elect Director Blake J. Jorgensen	Mgmt	For	For	For
1.8	Elect Director Owen Mahoney	Mgmt	For	For	For
1.9	Elect Director Laurel J. Richie	Mgmt	For	For	For
1.10	Elect Director Richard S. Stoddart	Mgmt	For	For	For
1.11	Elect Director Mary Beth West	Mgmt	For	For	For

Hasbro, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Illumina, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: ILMN

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 452327109

Shares Voted: 802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Frances Arnold	Mgmt	For	For	For
1B	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1C	Elect Director Robert S. Epstein	Mgmt	For	For	For
1D	Elect Director Scott Gottlieb	Mgmt	For	For	For
1E	Elect Director Gary S. Guthart	Mgmt	For	For	For
1F	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1G	Elect Director Anna Richo	Mgmt	For	For	For
1H	Elect Director Philip W. Schiller	Mgmt	For	For	For
1I	Elect Director Susan E. Siegel	Mgmt	For	For	For
1J	Elect Director Jacob Thaysen	Mgmt	For	For	For
1K	Elect Director Scott B. Ullem	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

Marsh & McLennan Companies, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: MMC

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 571748102

Shares Voted: 2,459

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

Marsh & McLennan Companies, Inc.

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

Martin Marietta Materials, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: MLM

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: 573284106

Shares Voted: 310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	Mgmt	For	For	For
1.2	Elect Director Sue W. Cole	Mgmt	For	For	For
1.3	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1.4	Elect Director John J. Koraleski	Mgmt	For	For	For
1.5	Elect Director Mary T. Mack	Mgmt	For	For	For
1.6	Elect Director C. Howard Nye	Mgmt	For	For	For
1.7	Elect Director Laree E. Perez	Mgmt	For	For	For
1.8	Elect Director Thomas H. Pike	Mgmt	For	For	For
1.9	Elect Director Donald W. Slager	Mgmt	For	For	For
1.10	Elect Director David C. Wajsglas	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

ON Semiconductor Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: ON

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 682189105

Shares Voted: 2,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Atsushi Abe	Mgmt	For	For	For
1b	Elect Director Alan Campbell	Mgmt	For	For	For
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
1d	Elect Director Thomas L. Deitrich	Mgmt	For	For	For
1e	Elect Director Hassane El-Khoury	Mgmt	For	For	For
1f	Elect Director Bruce E. Kiddoo	Mgmt	For	For	For
1g	Elect Director Christina Lampe-Onnerud	Mgmt	For	For	For
1h	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
1i	Elect Director Gregory L. Waters	Mgmt	For	For	For
1j	Elect Director Christine Y. Yan	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

O'Reilly Automotive, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: ORLY

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: 67103H107

Shares Voted: 295

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	Against	Against
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

O'Reilly Automotive, Inc.

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

Otis Worldwide Corporation

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** OTIS
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 68902V107

Shares Voted: 2,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
1b	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1c	Elect Director Jill C. Brannon	Mgmt	For	For	For
1d	Elect Director Nelda J. Connors	Mgmt	For	For	For
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1f	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1g	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1h	Elect Director Judith F. Marks	Mgmt	For	For	For
1i	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1j	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1k	Elect Director John H. Walker	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 Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

PG&E Corporation

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** PCG
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 69331C108

Shares Voted: 10,808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rajat Bahri	Mgmt	For	For	For
1b	Elect Director Cheryl F. Campbell	Mgmt	For	For	For
1c	Elect Director Edward G. Cannizzaro	Mgmt	For	For	For
1d	Elect Director Kerry W. Cooper	Mgmt	For	For	For
1e	Elect Director Jessica L. Denecour	Mgmt	For	For	For
1f	Elect Director Mark E. Ferguson, III	Mgmt	For	Refer	Against
1g	Elect Director Robert C. Flexon	Mgmt	For	For	For
1h	Elect Director W. Craig Fugate	Mgmt	For	For	For
1i	Elect Director Arno L. Harris	Mgmt	For	For	For
1j	Elect Director Carlos M. Hernandez	Mgmt	For	For	For
1k	Elect Director Michael R. Niggli	Mgmt	For	For	For
1l	Elect Director Patricia K. Poppe	Mgmt	For	For	For
1m	Elect Director William L. Smith	Mgmt	For	For	For
1n	Elect Director Benjamin F. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte and Touche LLP as Auditors	Mgmt	For	For	For

Quest Diagnostics Incorporated

Meeting Date: 05/16/2024

Country: USA

Ticker: DGX

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 74834L100

Shares Voted: 565

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James E. Davis	Mgmt	For	For	For
1.2	Elect Director Luis A. Diaz, Jr.	Mgmt	For	For	For
1.3	Elect Director Tracey C. Doi	Mgmt	For	For	For
1.4	Elect Director Vicky B. Gregg	Mgmt	For	For	For
1.5	Elect Director Wright L. Lassiter, III	Mgmt	For	For	For
1.6	Elect Director Timothy L. Main	Mgmt	For	For	For
1.7	Elect Director Denise M. Morrison	Mgmt	For	For	For
1.8	Elect Director Gary M. Pfeiffer	Mgmt	For	For	For

Quest Diagnostics Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Against	Against	Against

Targa Resources Corp.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** TRGP
Record Date: 03/19/2024 **Meeting Type:** Annual
Primary Security ID: 87612G101

Shares Voted: 1,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beth A. Bowman	Mgmt	For	For	For
1.2	Elect Director Lindsey M. Cooksen	Mgmt	For	For	For
1.3	Elect Director Joe Bob Perkins	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

The Home Depot, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** HD
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 437076102

Shares Voted: 4,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	Refer	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula Santilli	Mgmt	For	For	For
1k	Elect Director Caryn Seidman-Becker	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	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Against	Against	Against
5	Report on Political Spending Congruency	SH	Against	Against	Against
6	Report on Corporate Contributions	SH	Against	Against	Against
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Against	Against
9	Clawback of Incentive Payments	SH	Against	Against	Against

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** WAB
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: 929740108

Shares Voted: 913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda A. Harty	Mgmt	For	For	For
1b	Elect Director Brian P. Hehir	Mgmt	For	Refer	Against
1c	Elect Director Beverley A. Babcock	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

Xylem Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** XYL
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 98419M100

Xylem Inc.

Shares Voted: 1,198

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 Earl R. Ellis	Mgmt	For	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Lisa Glatch	Mgmt	For	For	For
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
1f	Elect Director Mark D. Morelli	Mgmt	For	For	For
1g	Elect Director Jerome A. Peribere	Mgmt	For	For	For
1h	Elect Director Matthew F. Pine	Mgmt	For	For	For
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
1j	Elect Director Uday Yadav	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

Yum! Brands, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: YUM

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 988498101

Shares Voted: 1,384

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

Yum! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
5	Strategic Review Regarding Capital Transactions Involving the Brands	SH	Against	Against	Against

Alliant Energy Corporation

Meeting Date: 05/17/2024

Country: USA

Ticker: LNT

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 018802108

Shares Voted: 1,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christie Raymond	Mgmt	For	For	For
1b	Elect Director Ignacio A. Cortina	Mgmt	For	For	For
1c	Elect Director Lisa M. Barton	Mgmt	For	For	For
1d	Elect Director Stephanie L. Cox	Mgmt	For	For	For
1e	Elect Director Roger K. Newport	Mgmt	For	For	For
1f	Elect Director Carol P. Sanders	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

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024

Country: USA

Ticker: ICE

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 45866F104

Shares Voted: 2,849

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

Intercontinental Exchange, Inc.

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

The Boeing Company

Meeting Date: 05/17/2024 **Country:** USA **Ticker:** BA
Record Date: 03/27/2024 **Meeting Type:** Annual
Primary Security ID: 097023105

Shares Voted: 2,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For
1b	Elect Director David L. Calhoun	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	Against
1e	Elect Director Lynn J. Good	Mgmt	For	For	For
1f	Elect Director Stayce D. Harris	Mgmt	For	For	Against
1g	Elect Director Akhil Johri	Mgmt	For	For	Against
1h	Elect Director David L. Joyce	Mgmt	For	For	Against
1i	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1j	Elect Director John M. Richardson	Mgmt	For	For	Against
1k	Elect Director Sabrina Soussan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Publish Third Party Review of China Business and ESG Commitments	SH	Against	Against	Against
5	Report on Climate Lobbying	SH	Against	Against	Against

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against
7	Report on Risks Related to Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	Against	Against

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: 1,732

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

CDW Corporation

Meeting Date: 05/21/2024 **Country:** USA **Ticker:** CDW
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 12514G108

CDW Corporation

Shares Voted: 672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For	For
1b	Elect Director James A. Bell	Mgmt	For	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	For	For
1e	Elect Director Kelly J. Grier	Mgmt	For	For	For
1f	Elect Director Marc E. Jones	Mgmt	For	For	For
1g	Elect Director Christine A. Leahy	Mgmt	For	For	For
1h	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1i	Elect Director David W. Nelms	Mgmt	For	For	For
1j	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1k	Elect Director Donna F. Zarcone	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Political Contributions	SH	Against	Against	Against

GE Healthcare Technologies, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: GEHC

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 36266G107

Shares Voted: 1,942

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 H. Lawrence Culp, Jr.	Mgmt	For	For	For
1c	Elect Director Rodney F. Hochman	Mgmt	For	For	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1f	Elect Director Catherine Lesjak	Mgmt	For	For	For
1g	Elect Director Anne T. Madden	Mgmt	For	For	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
1j	Elect Director Phoebe L. Yang	Mgmt	For	For	For

GE Healthcare Technologies, Inc.

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

Henry Schein, Inc.

Meeting Date: 05/21/2024 **Country:** USA **Ticker:** HSIC
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 806407102

Shares Voted: 635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mohamad Ali	Mgmt	For	For	For
1b	Elect Director Stanley M. Bergman	Mgmt	For	For	For
1c	Elect Director Deborah Derby	Mgmt	For	For	For
1d	Elect Director Carole T. Faig	Mgmt	For	For	For
1e	Elect Director Joseph L. Herring	Mgmt	For	For	For
1f	Elect Director Kurt P. Kuehn	Mgmt	For	For	For
1g	Elect Director Philip A. Laskawy	Mgmt	For	Refer	Against
1h	Elect Director Anne H. Margulies	Mgmt	For	For	For
1i	Elect Director Mark E. Mlotek	Mgmt	For	For	For
1j	Elect Director Carol Raphael	Mgmt	For	For	For
1k	Elect Director Scott Serota	Mgmt	For	For	For
1l	Elect Director Bradley T. Sheares	Mgmt	For	For	For
1m	Elect Director Reed V. Tuckson	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	Ratify BDO USA, P.C. as Auditor	Mgmt	For	For	For

JPMorgan Chase & Co.

Meeting Date: 05/21/2024 **Country:** USA **Ticker:** JPM
Record Date: 03/22/2024 **Meeting Type:** Annual
Primary Security ID: 46625H100

Shares Voted: 14,382

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 Melody 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	Against	Against
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	Against	Against
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	Against	Against
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	Against	Against
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Mid-America Apartment Communities, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: MAA

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 59522J103

Shares Voted: 585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr.	Mgmt	For	For	For

Mid-America Apartment Communities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Deborah H. Caplan	Mgmt	For	Refer	Against
1c	Elect Director John P. Case	Mgmt	For	For	For
1d	Elect Director Tamara Fischer	Mgmt	For	For	For
1e	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1f	Elect Director Edith Kelly-Green	Mgmt	For	For	For
1g	Elect Director James K. Lowder	Mgmt	For	For	For
1h	Elect Director Thomas H. Lowder	Mgmt	For	For	For
1i	Elect Director Claude B. Nielsen	Mgmt	For	Refer	Against
1j	Elect Director W. Reid Sanders	Mgmt	For	For	For
1k	Elect Director Gary S. Shorb	Mgmt	For	For	For
1l	Elect Director David P. Stockert	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

Principal Financial Group, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: PFG

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 74251V102

Shares Voted: 1,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Hochschild	Mgmt	For	Refer	Against
1.2	Elect Director Daniel J. Houston	Mgmt	For	For	For
1.3	Elect Director Diane C. Nordin	Mgmt	For	For	For
1.4	Elect Director Alfredo Rivera	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

Veralto Corp.

Meeting Date: 05/21/2024

Country: USA

Ticker: VLTO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 92338C103

Veralto Corp.

Shares Voted: 1,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francoise Colpron	Mgmt	For	Refer	For
1b	Elect Director Shyam P. Kambeyanda	Mgmt	For	Refer	For
1c	Elect Director William H. King	Mgmt	For	Refer	Against
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

Align Technology, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: ALGN

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 016255101

Shares Voted: 361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin T. Conroy	Mgmt	For	For	For
1.2	Elect Director Kevin J. Dallas	Mgmt	For	For	For
1.3	Elect Director Joseph "Joe" M. Hogan	Mgmt	For	For	For
1.4	Elect Director Joseph Lacob	Mgmt	For	For	For
1.5	Elect Director C. Raymond Larkin, Jr.	Mgmt	For	Refer	Against
1.6	Elect Director George J. Morrow	Mgmt	For	Refer	Against
1.7	Elect Director Anne M. Myong	Mgmt	For	For	For
1.8	Elect Director Mojdeh Poul	Mgmt	For	For	For
1.9	Elect Director Andrea L. Saia	Mgmt	For	For	For
1.10	Elect Director Susan E. Siegel	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

Amazon.com, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: AMZN

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 023135106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	Refer	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	Refer	Against
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	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	Refer	For
4	Establish a Public Policy Committee	SH	Against	Against	Against
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
6	Report on Customer Due Diligence	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against	Against
9	Report on Viewpoint Discrimination	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	Against	Against
11	Report on Efforts to Reduce Plastic Use	SH	Against	Against	Against
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	Against	For
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	Against	Against
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	Against	Against
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Establish a Board Committee on Artificial Intelligence	SH	Against	Against	Against
17	Commission a Third Party Audit on Working Conditions	SH	Against	Against	For

American Tower Corporation

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** AMT
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 03027X100

Shares Voted: 2,336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For	For
1f	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1g	Elect Director Craig Macnab	Mgmt	For	For	For
1h	Elect Director Neville R. Ray	Mgmt	For	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For	For
1k	Elect Director Bruce L. Tanner	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	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against	Against

ANSYS, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** ANSS
Record Date: 04/09/2024 **Meeting Type:** Special
Primary Security ID: 03662Q105

ANSYS, Inc.

Shares Voted: 385

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

Boston Properties, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: BXP

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 101121101

Shares Voted: 767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bruce W. Duncan	Mgmt	For	For	For
1b	Elect Director Carol B. Einiger	Mgmt	For	For	For
1c	Elect Director Diane J. Hoskins	Mgmt	For	For	For
1d	Elect Director Mary E. Kipp	Mgmt	For	For	For
1e	Elect Director Joel I. Klein	Mgmt	For	Refer	Against
1f	Elect Director Douglas T. Linde	Mgmt	For	For	For
1g	Elect Director Matthew J. Lustig	Mgmt	For	Refer	Against
1h	Elect Director Timothy J. Naughton	Mgmt	For	For	For
1i	Elect Director Owen D. Thomas	Mgmt	For	For	For
1j	Elect Director William H. Walton, III	Mgmt	For	For	For
1k	Elect Director Derek Anthony (Tony) West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

CBRE Group, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: CBRE

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 12504L109

CBRE Group, Inc.

Shares Voted: 1,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	For	For	For
1b	Elect Director Beth F. Cobert	Mgmt	For	For	For
1c	Elect Director Reginald H. Gilyard	Mgmt	For	For	For
1d	Elect Director Shira D. Goodman	Mgmt	For	For	For
1e	Elect Director E.M. Blake Hutcheson	Mgmt	For	For	For
1f	Elect Director Christopher T. Jenny	Mgmt	For	Against	Against
1g	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director Robert E. Sulentic	Mgmt	For	For	For
1k	Elect Director Sanjiv Yajnik	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

Crown Castle Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: CCI

Record Date: 03/28/2024

Meeting Type: Proxy Contest

Primary Security ID: 22822V101

Shares Voted: 1,937

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 12 Directors	Mgmt			
1a	Elect Management Nominee Director P. Robert Bartolo	Mgmt	For	Refer	For
1b	Elect Management Nominee Director Cindy Christy	Mgmt	For	Refer	For
1c	Elect Management Nominee Director Ari Q. Fitzgerald	Mgmt	For	Refer	For
1d	Elect Management Nominee Director Jason Genrich	Mgmt	For	Refer	For
1e	Elect Management Nominee Director Andrea J. Goldsmith	Mgmt	For	Refer	For
1f	Elect Management Nominee Director Tammy K. Jones	Mgmt	For	Refer	For

Crown Castle Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Management Nominee Director Kevin T. Kabat	Mgmt	For	Refer	For
1h	Elect Management Nominee Director Anthony J. Melone	Mgmt	For	Refer	For
1i	Elect Management Nominee Director Sunit S. Patel	Mgmt	For	Refer	For
1j	Elect Management Nominee Director Bradley E. Singer	Mgmt	For	Refer	For
1k	Elect Management Nominee Director Kevin A. Stephens	Mgmt	For	Refer	For
1l	Elect Management Nominee Director Matthew Thornton, III	Mgmt	For	Refer	For
1m	Elect Dissident Nominee Director Charles Campbell Green, III	SH	Withhold	Refer	Withhold
1n	Elect Dissident Nominee Director Theodore B. Miller, Jr.	SH	Withhold	Refer	Withhold
1o	Elect Dissident Nominee Director Tripp H. Rice	SH	Withhold	Refer	Withhold
1p	Elect Dissident Nominee Director David P. Wheeler	SH	Withhold	Refer	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	SH	Against	Refer	Against
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			
	BOOTS CAPITAL NOMINEES	Mgmt			
1a	Elect Dissident Nominee Director Charles Campbell Green, III	SH	For	Refer	Do Not Vote
1b	Elect Dissident Nominee Director Theodore B. Miller, Jr.	SH	For	Refer	Do Not Vote
1c	Elect Dissident Nominee Director Tripp H. Rice	SH	For	Refer	Do Not Vote
1d	Elect Dissident Nominee Director David P. Wheeler	SH	For	Refer	Do Not Vote
	COMPANY NOMINEES OPPOSED BY BOOTS CAPITAL	Mgmt			
1a	Elect Management Nominee Director P. Robert Bartolo	Mgmt	Withhold	Refer	Do Not Vote
1b	Elect Management Nominee Director Cindy Christy	Mgmt	Withhold	Refer	Do Not Vote
1c	Elect Management Nominee Director Ari Q. Fitzgerald	Mgmt	Withhold	Refer	Do Not Vote

Crown Castle Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Management Nominee Director Kevin T. Kabat	Mgmt	Withhold	Refer	Do Not Vote
	COMPANY NOMINEES UNOPPOSED BY BOOTS CAPITAL	Mgmt			
1a	Elect Management Nominee Director Jason Genrich	Mgmt	None	Refer	Do Not Vote
1b	Elect Management Nominee Director Andrea J. Goldsmith	Mgmt	None	Refer	Do Not Vote
1c	Elect Management Nominee Director Tammy K. Jones	Mgmt	None	Refer	Do Not Vote
1d	Elect Management Nominee Director Anthony J. Melone	Mgmt	None	Refer	Do Not Vote
1e	Elect Management Nominee Director Sunit S. Patel	Mgmt	None	Refer	Do Not Vote
1f	Elect Management Nominee Director Bradley E. Singer	Mgmt	None	Refer	Do Not Vote
1g	Elect Management Nominee Director Kevin A. Stephens	Mgmt	None	Refer	Do Not Vote
1h	Elect Management Nominee Director Matthew Thornton, III	Mgmt	None	Refer	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	Do Not Vote
4	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	SH	For	Refer	Do Not Vote

DENTSPLY SIRONA Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: XRAY

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 24906P109

Shares Voted: 1,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Simon D. Campion	Mgmt	For	For	For
1b	Elect Director Willie A. Deese	Mgmt	For	For	For
1c	Elect Director Brian T. Gladden	Mgmt	For	For	For
1d	Elect Director Betsy D. Holden	Mgmt	For	For	For
1e	Elect Director Clyde R. Hosein	Mgmt	For	For	For
1f	Elect Director Gregory T. Lucier	Mgmt	For	For	For
1g	Elect Director Jonathan J. Mazelsky	Mgmt	For	For	For
1h	Elect Director Leslie F. Varon	Mgmt	For	For	For

DENTSPY SIRONA Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Janet S. Vergis	Mgmt	For	For	For
1j	Elect Director Dorothea Wenzel	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

DexCom, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** DXCM
Record Date: 03/27/2024 **Meeting Type:** Annual
Primary Security ID: 252131107

Shares Voted: 1,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	Mgmt	For	For	For
1.2	Elect Director Steven R. Altman	Mgmt	For	For	For
1.3	Elect Director Nicholas Augustinos	Mgmt	For	Refer	For
1.4	Elect Director Richard A. Collins	Mgmt	For	For	For
1.5	Elect Director Karen Dahut	Mgmt	For	For	For
1.6	Elect Director Rimma Driscoll	Mgmt	For	For	For
1.7	Elect Director Mark G. Foletta	Mgmt	For	For	For
1.8	Elect Director Bridgette P. Heller	Mgmt	For	For	For
1.9	Elect Director Kyle Malady	Mgmt	For	For	For
1.10	Elect Director Eric J. Topol	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Median Gender/Racial Pay Gap	SH	Against	Against	Against
5	Report on Political Contributions	SH	Against	Against	For

EOG Resources, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** EOG
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 26875P101

EOG Resources, Inc.

Shares Voted: 2,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	For	For
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For
1f	Elect Director Michael T. Kerr	Mgmt	For	For	For
1g	Elect Director Julie J. Robertson	Mgmt	For	For	For
1h	Elect Director Donald F. Textor	Mgmt	For	For	For
1i	Elect Director Ezra Y. Yacob	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

FirstEnergy Corp.

Meeting Date: 05/22/2024

Country: USA

Ticker: FE

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 337932107

Shares Voted: 2,616

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	For	For
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
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

FirstEnergy Corp.

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

Howmet Aerospace Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** HWM
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 443201108

Shares Voted: 1,960

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	For	For	For
1b	Elect Director Amy E. Alving	Mgmt	For	For	For
1c	Elect Director Sharon R. Barner	Mgmt	For	For	For
1d	Elect Director Joseph S. Cantie	Mgmt	For	For	For
1e	Elect Director Robert F. Leduc	Mgmt	For	For	For
1f	Elect Director David J. Miller	Mgmt	For	For	For
1g	Elect Director Jody G. Miller	Mgmt	For	For	For
1h	Elect Director John C. Plant	Mgmt	For	For	For
1i	Elect Director Ulrich R. Schmidt	Mgmt	For	For	For
1j	Elect Director Gunner S. 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 Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Insulet Corporation

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** PODD
Record Date: 03/26/2024 **Meeting Type:** Annual
Primary Security ID: 45784P101

Insulet Corporation

Shares Voted: 350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Wayne A.I. Frederick	Mgmt	For	For	For
1.2	Elect Director Flavia H. Pease	Mgmt	For	For	For
1.3	Elect Director Timothy J. Scannell	Mgmt	For	Refer	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Marathon Oil Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: MRO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 565849106

Shares Voted: 2,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chadwick C. Deaton	Mgmt	For	For	For
1b	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1c	Elect Director M. Elise Hyland	Mgmt	For	For	For
1d	Elect Director Holli C. Ladhani	Mgmt	For	For	For
1e	Elect Director Mark A. McCollum	Mgmt	For	For	For
1f	Elect Director Brent J. Smolik	Mgmt	For	For	For
1g	Elect Director Lee M. Tillman	Mgmt	For	For	For
1h	Elect Director Shawn D. 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	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

McDonald's Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: MCD

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 580135101

McDonald's Corporation

Shares Voted: 3,617

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	Refer	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	Against	Against
7	Approve Request on Cage Free Egg Progress Disclosure	SH	Against	Against	Against
8	Disclose Poultry Welfare Indicators	SH	Against	Against	Against
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	Against	Against

Mondelez International, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: MDLZ

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 609207105

Mondelez International, Inc.

Shares Voted: 6,809

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	Against	Against
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	Against	Against
8	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	Against	Against

ONEOK, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: OKE

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 682680103

Shares Voted: 2,853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	For	For	For
1.2	Elect Director Julie H. Edwards	Mgmt	For	For	For
1.3	Elect Director Lori A. Gobillot	Mgmt	For	For	For
1.4	Elect Director Mark W. Helderman	Mgmt	For	For	For
1.5	Elect Director Randall J. Larson	Mgmt	For	For	For

ONEOK, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Pattye L. Moore	Mgmt	For	For	For
1.7	Elect Director Pierce H. Norton, II	Mgmt	For	For	For
1.8	Elect Director Eduardo A. Rodriguez	Mgmt	For	For	For
1.9	Elect Director Gerald D. Smith	Mgmt	For	For	For
1.10	Elect Director Wayne T. 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

PayPal Holdings, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** PYPL
Record Date: 03/27/2024 **Meeting Type:** Annual
Primary Security ID: 70450Y103

Shares Voted: 4,822

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 Alex Chriss	Mgmt	For	For	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	For	For
1d	Elect Director John J. Donahoe	Mgmt	For	For	For
1e	Elect Director David W. Dorman	Mgmt	For	For	For
1f	Elect Director Enrique J. Lores	Mgmt	For	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	Refer	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	For
1k	Elect Director Frank D. Yeary	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	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

Pinnacle West Capital Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: PNW

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 723484101

Shares Voted: 600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glynis A. Bryan	Mgmt	For	For	For
1.2	Elect Director Gonzalo A. de la Melena, Jr.	Mgmt	For	For	For
1.3	Elect Director Richard P. Fox	Mgmt	For	For	For
1.4	Elect Director Jeffrey B. Guldner	Mgmt	For	For	For
1.5	Elect Director Bruce J. Nordstrom	Mgmt	For	For	For
1.6	Elect Director Paula J. Sims	Mgmt	For	For	For
1.7	Elect Director William H. Spence	Mgmt	For	For	For
1.8	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1.9	Elect Director James E. Trevathan, Jr.	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

Ross Stores, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: ROST

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 778296103

Shares Voted: 1,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Balmuth	Mgmt	For	For	For
1b	Elect Director K. Gunnar Bjorklund	Mgmt	For	For	For
1c	Elect Director Michael J. Bush	Mgmt	For	For	For
1d	Elect Director Edward G. Cannizzaro	Mgmt	For	For	For
1e	Elect Director Sharon D. Garrett	Mgmt	For	For	For
1f	Elect Director Michael J. Hartshorn	Mgmt	For	For	For
1g	Elect Director Stephen D. Milligan	Mgmt	For	For	For
1h	Elect Director Patricia H. Mueller	Mgmt	For	For	For
1i	Elect Director George P. Orban	Mgmt	For	For	For
1j	Elect Director Barbara Rentler	Mgmt	For	For	For

Ross Stores, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Doniel N. Sutton	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	Disclose All Material Value Chain GHG Emissions	SH	Against	Against	Against

The Southern Company

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** SO
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 842587107

Shares Voted: 5,418

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	For	For
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
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	Refer	For
5	Adopt Simple Majority Vote	SH	Against	Refer	Against
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	Against	Against

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: 1,924

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	For	Against

United Airlines Holdings, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: UAL

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 910047109

Shares Voted: 1,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rosalind (Roz) Brewer	Mgmt	For	For	For
1b	Elect Director Michelle Freyre	Mgmt	For	For	For
1c	Elect Director Matthew Friend	Mgmt	For	For	For
1d	Elect Director Barney Harford	Mgmt	For	For	For
1e	Elect Director Michele J. Hooper	Mgmt	For	For	For
1f	Elect Director Walter Isaacson	Mgmt	For	For	For
1g	Elect Director J. Scott Kirby	Mgmt	For	For	For

United Airlines Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Edward M. Philip	Mgmt	For	For	For
1i	Elect Director Edward L. Shapiro	Mgmt	For	For	For
1j	Elect Director Laysha Ward	Mgmt	For	For	For
1k	Elect Director James M. Whitehurst	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Tax Benefits Preservation Plan	Mgmt	For	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

Shares Voted: 522

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: 05/22/2024

Country: USA

Ticker: XEL

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 98389B100

Shares Voted: 2,723

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
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

Zoetis Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: ZTS

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 98978V103

Shares Voted: 2,068

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	Mgmt	For	For	For
1b	Elect Director Vanessa Broadhurst	Mgmt	For	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For	For
1d	Elect Director Gavin D.K. Hattersley	Mgmt	For	For	For
1e	Elect Director Sanjay Khosla	Mgmt	For	For	For

Zoetis Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Antoinette R. Leatherberry	Mgmt	For	For	For
1g	Elect Director Michael B. McCallister	Mgmt	For	For	For
1h	Elect Director Gregory Norden	Mgmt	For	For	For
1i	Elect Director Louise M. Parent	Mgmt	For	For	For
1j	Elect Director Kristin C. Peck	Mgmt	For	For	For
1k	Elect Director Willie M. Reed	Mgmt	For	For	For
1l	Elect Director Robert W. Scully	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 Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Against	Against	Against

APA CORPORATION

Meeting Date: 05/23/2024

Country: USA

Ticker: APA

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 03743Q108

Shares Voted: 1,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Annell R. Bay	Mgmt	For	For	For
2	Elect Director Matthew R. Bob	Mgmt	For	For	For
3	Elect Director John J. Christmann, IV	Mgmt	For	For	For
4	Elect Director Juliet S. Ellis	Mgmt	For	Refer	For
5	Elect Director Charles W. Hooper	Mgmt	For	For	For
6	Elect Director Chansoo Joung	Mgmt	For	For	For
7	Elect Director H. Lamar McKay	Mgmt	For	For	For
8	Elect Director Peter A. Ragauss	Mgmt	For	For	For
9	Elect Director David L. Stover	Mgmt	For	For	For
10	Elect Director Anya Weaving	Mgmt	For	For	For
11	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Archer-Daniels-Midland Company

Meeting Date: 05/23/2024

Country: USA

Ticker: ADM

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: 039483102

Shares Voted: 2,366

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	Refer	Against
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	Against	Against

Assurant, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: AIZ

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 04621X108

Shares Voted: 233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elaine D. Rosen	Mgmt	For	For	For
1b	Elect Director Paget L. Alves	Mgmt	For	For	For
1c	Elect Director Rajiv Basu	Mgmt	For	For	For
1d	Elect Director Braxton J. Carter	Mgmt	For	For	For
1e	Elect Director Keith W. Demmings	Mgmt	For	For	For
1f	Elect Director Harriet Edelman	Mgmt	For	For	For
1g	Elect Director Sari Granat	Mgmt	For	For	For
1h	Elect Director Lawrence V. Jackson	Mgmt	For	For	For

Assurant, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Debra J. Perry	Mgmt	For	For	For
1j	Elect Director Ognjen (Ogi) Redzic	Mgmt	For	For	For
1k	Elect Director Paul J. Reilly	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

Equinix, Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** EQIX
Record Date: 03/26/2024 **Meeting Type:** Annual
Primary Security ID: 29444U700

Shares Voted: 464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	For	For	For
1b	Elect Director Adaire Fox-Martin	Mgmt	For	For	For
1c	Elect Director Gary Hromadko	Mgmt	For	For	For
1d	Elect Director Charles Meyers	Mgmt	For	For	For
1e	Elect Director Thomas Olinger	Mgmt	For	For	For
1f	Elect Director Christopher Paisley	Mgmt	For	For	For
1g	Elect Director Jeetu Patel	Mgmt	For	For	For
1h	Elect Director Sandra Rivera	Mgmt	For	For	For
1i	Elect Director Fidelma Russo	Mgmt	For	For	For
1j	Elect Director Peter Van Camp	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Extra Space Storage Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** EXR
Record Date: 03/26/2024 **Meeting Type:** Annual
Primary Security ID: 30225T102

Extra Space Storage Inc.

Shares Voted: 1,047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	Mgmt	For	For	For
1.2	Elect Director Joseph D. Margolis	Mgmt	For	For	For
1.3	Elect Director Mark G. Barberio	Mgmt	For	For	For
1.4	Elect Director Joseph J. Bonner	Mgmt	For	For	For
1.5	Elect Director Gary L. Crittenden	Mgmt	For	For	For
1.6	Elect Director Susan Harnett	Mgmt	For	For	For
1.7	Elect Director Spencer F. Kirk	Mgmt	For	For	For
1.8	Elect Director Diane Olmstead	Mgmt	For	For	For
1.9	Elect Director Joseph V. Saffire	Mgmt	For	For	For
1.10	Elect Director Julia Vander Ploeg	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

Invesco Ltd.

Meeting Date: 05/23/2024

Country: Bermuda

Ticker: IVZ

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: G491BT108

Shares Voted: 2,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sarah E. Beshar	Mgmt	For	For	For
1.2	Elect Director Thomas M. Finke	Mgmt	For	For	For
1.3	Elect Director Thomas ("Todd") P. Gibbons	Mgmt	For	For	For
1.4	Elect Director William ("Bill") F. Glavin, Jr.	Mgmt	For	Refer	Against
1.5	Elect Director Elizabeth S. Johnson	Mgmt	For	For	For
1.6	Elect Director Andrew R. Schlossberg	Mgmt	For	For	For
1.7	Elect Director Nigel Sheinwald	Mgmt	For	For	For
1.8	Elect Director Paula C. Tolliver	Mgmt	For	For	For
1.9	Elect Director G. Richard ("Rick") Wagoner, Jr.	Mgmt	For	For	For
1.10	Elect Director Christopher C. Womack	Mgmt	For	For	For
1.11	Elect Director Phoebe A. Wood	Mgmt	For	For	For

Invesco Ltd.

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	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Kenvue Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** KVUE
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 49177J102

Shares Voted: 8,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Peter M. Fasolo	Mgmt	For	Against	Against
1c	Elect Director Tamara S. Franklin	Mgmt	For	For	For
1d	Elect Director Seemantini Godbole	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Betsy D. Holden	Mgmt	For	Refer	For
1g	Elect Director Larry J. Merlo	Mgmt	For	Refer	For
1h	Elect Director Thibaut Mongon	Mgmt	For	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For	For
1j	Elect Director Michael E. Sneed	Mgmt	For	Against	Against
1k	Elect Director Joseph J. Wolk	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

Mohawk Industries, Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** MHK
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 608190104

Mohawk Industries, Inc.

Shares Voted: 270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce C. Bruckmann	Mgmt	For	Against	Against
1.2	Elect Director Jerry W. Burris	Mgmt	For	For	For
1.3	Elect Director John M. Engquist	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

Morgan Stanley

Meeting Date: 05/23/2024

Country: USA

Ticker: MS

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 617446448

Shares Voted: 6,246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For	For
1d	Elect Director Robert H. Herz	Mgmt	For	For	For
1e	Elect Director Erika H. James	Mgmt	For	For	For
1f	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1g	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1i	Elect Director Jami Miscik	Mgmt	For	For	For
1j	Elect Director Masato Miyachi	Mgmt	For	For	For
1k	Elect Director Dennis M. Nally	Mgmt	For	For	For
1l	Elect Director Edward (Ted) Pick	Mgmt	For	For	For
1m	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1n	Elect Director Perry M. Traquina	Mgmt	For	For	For
1o	Elect Director Rayford Wilkins, 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	Refer	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Against	Against

NextEra Energy, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: NEE

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 65339F101

Shares Voted: 10,132

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	For	For
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	Against	Against
5	Report on Climate Lobbying	SH	Against	Against	Against

Republic Services, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: RSG

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 760759100

Republic Services, Inc.

Shares Voted: 1,022

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	Against	Against

SBA Communications Corporation

Meeting Date: 05/23/2024

Country: USA

Ticker: SBAC

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 78410G104

Shares Voted: 550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brendan T. Cavanagh	Mgmt	For	For	For
1.2	Elect Director Mary S. Chan	Mgmt	For	Refer	Against
1.3	Elect Director Jay L. Johnson	Mgmt	For	For	For
1.4	Elect Director George R. Krouse, Jr.	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

ServiceNow, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: NOW

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 81762P102

Shares Voted: 1,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	For	For	For
1b	Elect Director Susan L. Bostrom	Mgmt	For	Refer	Against
1c	Elect Director Teresa Briggs	Mgmt	For	For	For
1d	Elect Director Jonathan C. Chadwick	Mgmt	For	For	For
1e	Elect Director Paul E. Chamberlain	Mgmt	For	For	For
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	For	For	For
1g	Elect Director Frederic B. Luddy	Mgmt	For	For	For
1h	Elect Director William R. "Bill" McDermott	Mgmt	For	For	For
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For	For
1k	Elect Director Anita M. Sands	Mgmt	For	Refer	Against
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

The Charles Schwab Corporation

Meeting Date: 05/23/2024

Country: USA

Ticker: SCHW

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 808513105

Shares Voted: 7,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Walter W. Bettinger, II	Mgmt	For	For	For
1.2	Elect Director Joan T. Dea	Mgmt	For	For	For
1.3	Elect Director Christopher V. Dodds	Mgmt	For	Refer	For
1.4	Elect Director Bharat B. Masrani	Mgmt	For	Against	Against
1.5	Elect Director Charles A. Ruffel	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

The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Improve Executive Compensation Program and Policy	SH	Against	Against	Against
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gaps	SH	Against	Against	Against

The Interpublic Group of Companies, Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** IPG
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 460690100

Shares Voted: 1,879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jorge L. Benitez	Mgmt	For	For	For
1.2	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For
1.3	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1.4	Elect Director Dawn Hudson	Mgmt	For	For	For
1.5	Elect Director Philippe Krakowsky	Mgmt	For	For	For
1.6	Elect Director Jonathan F. Miller	Mgmt	For	For	For
1.7	Elect Director Patrick Q. Moore	Mgmt	For	For	For
1.8	Elect Director Linda S. Sanford	Mgmt	For	For	For
1.9	Elect Director David M. Thomas	Mgmt	For	For	For
1.10	Elect Director E. Lee Wyatt, Jr.	Mgmt	For	Refer	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	Against	Against

UDR, Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** UDR
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 902653104

Shares Voted: 1,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine A. Cattnach	Mgmt	For	Against	Against

UDR, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jon A. Grove	Mgmt	For	Against	Against
1c	Elect Director Mary Ann King	Mgmt	For	For	For
1d	Elect Director James D. Klingbeil	Mgmt	For	Against	Against
1e	Elect Director Clint D. McDonnough	Mgmt	For	For	For
1f	Elect Director Robert A. McNamara	Mgmt	For	For	For
1g	Elect Director Diane M. Morefield	Mgmt	For	For	For
1h	Elect Director Kevin C. Nickelberry	Mgmt	For	For	For
1i	Elect Director Mark R. Patterson	Mgmt	For	For	For
1j	Elect Director Thomas W. Toomey	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

VeriSign, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: VRSN

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 92343E102

Shares Voted: 433

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. James Bidzos	Mgmt	For	For	For
1.2	Elect Director Courtney D. Armstrong	Mgmt	For	For	For
1.3	Elect Director Yehuda Ari Buchalter	Mgmt	For	For	For
1.4	Elect Director Kathleen A. Cote	Mgmt	For	Refer	For
1.5	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1.6	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1.7	Elect Director Roger H. Moore	Mgmt	For	Refer	Against
1.8	Elect Director Timothy Tomlinson	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

Waters Corporation

Meeting Date: 05/23/2024

Country: USA

Ticker: WAT

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 941848103

Waters Corporation

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	Mgmt	For	Against	Against
1.2	Elect Director Linda Baddour	Mgmt	For	For	For
1.3	Elect Director Udit Batra	Mgmt	For	For	For
1.4	Elect Director Dan Brennan	Mgmt	For	For	For
1.5	Elect Director Richard Fearon	Mgmt	For	For	For
1.6	Elect Director Pearl S. Huang	Mgmt	For	For	For
1.7	Elect Director Wei Jiang	Mgmt	For	For	For
1.8	Elect Director Christopher A. Kuebler	Mgmt	For	Refer	Against
1.9	Elect Director Mark Vergnano	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 Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Welltower Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: WELL

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 95040Q104

Shares Voted: 2,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	Mgmt	For	For	For
1b	Elect Director Karen B. DeSalvo	Mgmt	For	For	For
1c	Elect Director Dennis G. Lopez	Mgmt	For	For	For
1d	Elect Director Shankh Mitra	Mgmt	For	For	For
1e	Elect Director Ade J. Patton	Mgmt	For	For	For
1f	Elect Director Diana W. Reid	Mgmt	For	For	For
1g	Elect Director Sergio D. Rivera	Mgmt	For	For	For
1h	Elect Director Johnese M. Spisso	Mgmt	For	For	For
1i	Elect Director Kathryn M. Sullivan	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

Welltower Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For

LyondellBasell Industries N.V.

Meeting Date: 05/24/2024 **Country:** Netherlands **Ticker:** LYB
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: N53745100

Shares Voted: 1,127

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	For	For
1h	Elect Director Michael (Mike) Hanley	Mgmt	For	For	For
1i	Elect Director Virginia Kamsky	Mgmt	For	For	For
1j	Elect Director Bridget Karlin	Mgmt	For	For	For
1k	Elect Director Albert Manifold	Mgmt	For	Refer	Against
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

Quanta Services, Inc.

Meeting Date: 05/24/2024

Country: USA

Ticker: PWR

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 74762E102

Shares Voted: 646

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	Mgmt	For	For	For
1.2	Elect Director Warner L. Baxter	Mgmt	For	For	For
1.3	Elect Director Doyle N. Beneby	Mgmt	For	For	For
1.4	Elect Director Vincent D. Foster	Mgmt	For	For	For
1.5	Elect Director Bernard Fried	Mgmt	For	For	For
1.6	Elect Director Worthing F. Jackman	Mgmt	For	For	For
1.7	Elect Director Holli C. Ladhani	Mgmt	For	For	For
1.8	Elect Director Jo-ann dePass Olsovsky	Mgmt	For	For	For
1.9	Elect Director R. Scott Rowe	Mgmt	For	For	For
1.10	Elect Director Raul J. Valentin	Mgmt	For	For	For
1.11	Elect Director Martha B. Wyrsh	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

Hess Corporation

Meeting Date: 05/28/2024

Country: USA

Ticker: HES

Record Date: 04/12/2024

Meeting Type: Special

Primary Security ID: 42809H107

Shares Voted: 1,228

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	For	For
3	Adjourn Meeting	Mgmt	For	Against	Against

Merck & Co., Inc.

Meeting Date: 05/28/2024

Country: USA

Ticker: MRK

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 58933Y105

Merck & Co., Inc.

Shares Voted: 11,515

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	Against	Against
5	Disclose a Government Censorship Transparency Report	SH	Against	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Catalent, Inc.

Meeting Date: 05/29/2024

Country: USA

Ticker: CTLT

Record Date: 04/05/2024

Meeting Type: Special

Primary Security ID: 148806102

Shares Voted: 924

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

Chevron Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: CVX

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 166764100

Shares Voted: 7,878

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	For	For
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	Against	Against
6	Commission Third Party Assessment on Company's Human Rights Policies	SH	Against	Against	Against
7	Publish a Tax Transparency Report	SH	Against	Against	Against

Dollar General Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: DG

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 256677105

Shares Voted: 1,098

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	For	For	For
1b	Elect Director Michael M. Calbert	Mgmt	For	For	For

Dollar General Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Ana M. Chadwick	Mgmt	For	For	For
1d	Elect Director Patricia D. Fili-Krushel	Mgmt	For	For	For
1e	Elect Director Timothy I. McGuire	Mgmt	For	For	For
1f	Elect Director David P. Rowland	Mgmt	For	For	For
1g	Elect Director Debra A. Sandler	Mgmt	For	For	For
1h	Elect Director Ralph E. Santana	Mgmt	For	For	For
1i	Elect Director Todd J. Vasos	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Against

Exxon Mobil Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: XOM

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: 30231G102

Shares Voted: 18,060

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	For	For
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	For	For
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.12	Elect Director Darren W. Woods	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	Revisit Executive Pay Incentives for GHG Emission Reductions	SH	Against	Against	Against

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Median Gender/Racial Pay Gaps	SH	Against	Against	Against
6	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	Against	Against
7	Report on Social Impact from Plant Closure or Energy Transition	SH	Against	Against	Against

Meta Platforms, Inc.

Meeting Date: 05/29/2024 **Country:** USA **Ticker:** META
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 30303M102

Shares Voted: 10,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Refer	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	For	For
1.3	Elect Director John Arnold	Mgmt	For	For	For
1.4	Elect Director Andrew W. Houston	Mgmt	For	For	For
1.5	Elect Director Nancy Killefer	Mgmt	For	For	For
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.9	Elect Director Tony Xu	Mgmt	For	For	For
1.10	Elect Director Mark Zuckerberg	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	Against	Against
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
8	Report on Human Rights Risks in Non-US Markets	SH	Against	Against	Against
9	Amend Corporate Governance Guidelines	SH	Against	For	For
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	Against	Against

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Report on Child Safety and Harm Reduction	SH	Against	Against	Against
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	Against	Against
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	Against	Against

NXP Semiconductors N.V.

Meeting Date: 05/29/2024

Country: Netherlands

Ticker: NXPI

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: N6596X109

Shares Voted: 1,158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
9	Approve Remuneration of the Non Executive Members of the Board	Mgmt	For	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Royal Caribbean Cruises Ltd.

Meeting Date: 05/29/2024 **Country:** Liberia **Ticker:** RCL
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: V7780T103

Shares Voted: 1,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	For	For
1b	Elect Director Richard D. Fain	Mgmt	For	For	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For
1d	Elect Director William L. Kimsey	Mgmt	For	For	For
1e	Elect Director Michael O. Leavitt	Mgmt	For	For	For
1f	Elect Director Jason T. Liberty	Mgmt	For	For	For
1g	Elect Director Amy McPherson	Mgmt	For	For	For
1h	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1i	Elect Director Ann S. Moore	Mgmt	For	For	For
1j	Elect Director Eyal M. Ofer	Mgmt	For	For	For
1k	Elect Director Vagn O. Sorensen	Mgmt	For	Refer	Against
1l	Elect Director Donald Thompson	Mgmt	For	For	For
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For
1n	Elect Director Rebecca Yeung	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

Iron Mountain Incorporated

Meeting Date: 05/30/2024 **Country:** USA **Ticker:** IRM
Record Date: 04/02/2024 **Meeting Type:** Annual
Primary Security ID: 46284V101

Iron Mountain Incorporated

Shares Voted: 1,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For	For
1b	Elect Director Pamela M. Arway	Mgmt	For	For	For
1c	Elect Director Clarke H. Bailey	Mgmt	For	For	For
1d	Elect Director Kent P. Dauten	Mgmt	For	For	For
1e	Elect Director Monte Ford	Mgmt	For	For	For
1f	Elect Director Robin L. Matlock	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Wendy J. Murdock	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1k	Elect Director Doyle R. Simons	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Realty Income Corporation

Meeting Date: 05/30/2024

Country: USA

Ticker: O

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 756109104

Shares Voted: 4,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	Mgmt	For	For	For
1b	Elect Director Jacqueline Brady	Mgmt	For	For	For
1c	Elect Director A. Larry Chapman	Mgmt	For	For	For
1d	Elect Director Reginald H. Gilyard	Mgmt	For	For	For
1e	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1f	Elect Director Priya Cherian Huskins	Mgmt	For	Refer	Against
1g	Elect Director Jeff A. Jacobson	Mgmt	For	For	For
1h	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1i	Elect Director Michael D. McKee	Mgmt	For	For	For
1j	Elect Director Gregory T. McLaughlin	Mgmt	For	For	For

Realty Income Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Sumit Roy	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

Amgen Inc.

Meeting Date: 05/31/2024

Country: USA

Ticker: AMGN

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 031162100

Shares Voted: 2,423

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

EPAM Systems, Inc.

Meeting Date: 05/31/2024

Country: USA

Ticker: EPAM

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: 29414B104

EPAM Systems, Inc.

Shares Voted: 292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arkadiy Dobkin	Mgmt	For	For	For
1b	Elect Director DeAnne Aguirre	Mgmt	For	For	For
1c	Elect Director Chandra McMahon	Mgmt	For	For	For
1d	Elect Director Robert E. Segert	Mgmt	For	Refer	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	Declassify the Board of Directors	SH	None	For	For

Lowe's Companies, Inc.

Meeting Date: 05/31/2024

Country: USA

Ticker: LOW

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 548661107

Shares Voted: 2,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.4	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.5	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.6	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.7	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.8	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.9	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Lawrence Simkins	Mgmt	For	For	For
1.12	Elect Director Colleen Taylor	Mgmt	For	For	For
1.13	Elect Director Mary Beth West	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

UnitedHealth Group Incorporated

Meeting Date: 06/03/2024

Country: USA

Ticker: UNH

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 4,207

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
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	Against	Against

Warner Bros. Discovery, Inc.

Meeting Date: 06/03/2024

Country: USA

Ticker: WBD

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: 934423104

Shares Voted: 9,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Li Haslett Chen	Mgmt	For	For	For
1.2	Elect Director Richard W. Fisher	Mgmt	For	For	For
1.3	Elect Director Paul A. Gould	Mgmt	For	Refer	For
1.4	Elect Director Kenneth W. Lowe	Mgmt	For	For	For
1.5	Elect Director John C. Malone	Mgmt	For	Refer	Withhold
1.6	Elect Director Fazal Merchant	Mgmt	For	For	For
1.7	Elect Director Paula A. Price	Mgmt	For	For	For
1.8	Elect Director David M. Zaslav	Mgmt	For	For	For

Warner Bros. Discovery, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Use of Artificial Intelligence	SH	Against	Against	Against
6	Provide Right to Call a Special Meeting	SH	Against	For	For
7	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against

Booking Holdings Inc.

Meeting Date: 06/04/2024 **Country:** USA **Ticker:** BKNG
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: 09857L108

Shares Voted: 158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.6	Elect Director Charles H. Noski	Mgmt	For	For	For
1.7	Elect Director Larry Quinlan	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.9	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.10	Elect Director Sumit Singh	Mgmt	For	For	For
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.12	Elect Director Vanessa A. Wittman	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 Clawback Policy	SH	Against	Against	Against
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	Against	Against

Builders FirstSource, Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: BLDR

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 12008R107

Shares Voted: 543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cleveland A. Christophe	Mgmt	For	Against	Against
1.2	Elect Director W. Bradley Hayes	Mgmt	For	For	For
1.3	Elect Director Brett N. Milgrim	Mgmt	For	Refer	For
1.4	Elect Director David E. Rush	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

Cognizant Technology Solutions Corporation

Meeting Date: 06/04/2024

Country: USA

Ticker: CTSH

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 192446102

Shares Voted: 2,214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	For	Refer	Against
1b	Elect Director Vinita Bali	Mgmt	For	For	For
1c	Elect Director Eric Branderiz	Mgmt	For	For	For
1d	Elect Director Archana Deskus	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Ravi Kumar S	Mgmt	For	For	For
1g	Elect Director Leo S. Mackay, Jr.	Mgmt	For	Refer	Against
1h	Elect Director Michael Patsalos-Fox	Mgmt	For	For	For
1i	Elect Director Stephen "Steve" J. Rohleder	Mgmt	For	For	For
1j	Elect Director Abraham "Bram" Schot	Mgmt	For	For	For
1k	Elect Director Joseph M. Velli	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	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation and to Remove Obsolete Provisions	Mgmt	For	For	For

Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Adopt Policy on Fair Treatment of Shareholder Nominees	SH	Against	Against	Against

Fortive Corporation

Meeting Date: 06/04/2024 **Country:** USA **Ticker:** FTV
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: 34959J108

Shares Voted: 1,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric Branderiz	Mgmt	For	For	For
1b	Elect Director Daniel L. Comas	Mgmt	For	For	For
1c	Elect Director Sharmistha Dubey	Mgmt	For	For	For
1d	Elect Director Rejji P. Hayes	Mgmt	For	For	For
1e	Elect Director Wright Lassiter, III	Mgmt	For	For	For
1f	Elect Director James A. Lico	Mgmt	For	For	For
1g	Elect Director Kate D. Mitchell	Mgmt	For	Refer	Against
1h	Elect Director Jeannine P. Sargent	Mgmt	For	For	For
1i	Elect Director Alan G. Spoon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

General Motors Company

Meeting Date: 06/04/2024 **Country:** USA **Ticker:** GM
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: 37045V100

Shares Voted: 5,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	Refer	For

General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1d	Elect Director Linda R. Gooden	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Jonathan McNeill	Mgmt	For	For	For
1g	Elect Director Judith A. Miscik	Mgmt	For	For	For
1h	Elect Director Patricia F. Russo	Mgmt	For	For	For
1i	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1j	Elect Director Mark A. Tatum	Mgmt	For	For	For
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For
1l	Elect Director Devin N. Wenig	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	Refer	For
4	Report on the Use of Child Labor in Connection with Electric Vehicles	SH	Against	Against	Against
5	Eliminate EV Targets from Incentive Compensation Programs	SH	Against	Against	Against
6	Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	SH	Against	Against	Against
7	Report on Sustainability Risk in the Company's Supply Chain	SH	Against	Against	Against

Juniper Networks, Inc.

Meeting Date: 06/04/2024

Country: USA

Ticker: JNPR

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 48203R104

Shares Voted: 1,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DelSanto	Mgmt	For	Refer	Against
1b	Elect Director Kevin DeNuccio	Mgmt	For	For	For
1c	Elect Director James Dolce	Mgmt	For	For	For
1d	Elect Director Steven Fernandez	Mgmt	For	For	For
1e	Elect Director Christine Gorjanc	Mgmt	For	For	For
1f	Elect Director Janet Haugen	Mgmt	For	For	For
1g	Elect Director Scott Kriens	Mgmt	For	For	For
1h	Elect Director Rahul Merchant	Mgmt	For	For	For

Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Rami Rahim	Mgmt	For	For	For
1j	Elect Director William Stensrud	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

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

Shares Voted: 5,153

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	Against	Against

Airbnb, Inc.

Meeting Date: 06/05/2024 **Country:** USA **Ticker:** ABNB
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: 009066101

Airbnb, Inc.

Shares Voted: 1,961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Chesky	Mgmt	For	For	For
1.2	Elect Director Angela Ahrendts	Mgmt	For	Refer	Withhold
1.3	Elect Director Kenneth Chenault	Mgmt	For	Withhold	Withhold
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 Officers	Mgmt	For	Against	For
5	Report on Political Contributions and Expenditures	SH	Against	Against	For

American Airlines Group Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: AAL

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 02376R102

Shares Voted: 3,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Adriane M. Brown	Mgmt	For	For	For
1.2	Elect Director John T. Cahill	Mgmt	For	For	For
1.3	Elect Director Michael J. Embler	Mgmt	For	For	For
1.4	Elect Director Matthew J. Hart	Mgmt	For	For	For
1.5	Elect Director Robert D. Isom	Mgmt	For	For	For
1.6	Elect Director Susan D. Kronick	Mgmt	For	For	For
1.7	Elect Director Martin H. Nesbitt	Mgmt	For	Refer	Against
1.8	Elect Director Denise M. O'Leary	Mgmt	For	Refer	For
1.9	Elect Director Vicente Reynal	Mgmt	For	For	For
1.10	Elect Director Gregory D. Smith	Mgmt	For	For	For
1.11	Elect Director Douglas M. Steenland	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	Refer	For
4	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	For	For

Devon Energy Corporation.

Meeting Date: 06/05/2024

Country: USA

Ticker: DVN

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 25179M103

Shares Voted: 2,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Barbara M. Baumann	Mgmt	For	For	For
1.2	Elect Director John E. Bethancourt	Mgmt	For	For	For
1.3	Elect Director Ann G. Fox	Mgmt	For	For	For
1.4	Elect Director Gennifer F. Kelly	Mgmt	For	For	For
1.5	Elect Director Kelt Kindick	Mgmt	For	For	For
1.6	Elect Director John Krenicki, Jr.	Mgmt	For	For	For
1.7	Elect Director Karl F. Kurz	Mgmt	For	For	For
1.8	Elect Director Michael N. Mears	Mgmt	For	For	For
1.9	Elect Director Robert A. Mosbacher, Jr.	Mgmt	For	For	For
1.10	Elect Director Richard E. Muncrief	Mgmt	For	For	For
1.11	Elect Director Valerie M. 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	For	For
4	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

DuPont de Nemours, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: DD

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 26614N102

Shares Voted: 1,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1h	Elect Director Luther C. Kissam	Mgmt	For	For	For

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director James A. Lico	Mgmt	For	For	For
1j	Elect Director Frederick M. Lowery	Mgmt	For	Refer	Against
1k	Elect Director Deanna M. Mulligan	Mgmt	For	For	For
1l	Elect Director Steven M. Sterin	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
5	Amend Clawback Policy	SH	Against	Against	Against

Fidelity National Information Services, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: FIS

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 31620M106

Shares Voted: 2,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	For	For	For
1b	Elect Director Mark D. Benjamin	Mgmt	For	For	For
1c	Elect Director Stephanie L. Ferris	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	Refer	Against
1e	Elect Director Lisa A. Hook	Mgmt	For	For	For
1f	Elect Director Kenneth T. Lamneck	Mgmt	For	For	For
1g	Elect Director Gary L. Lauer	Mgmt	For	Refer	Against
1h	Elect Director James B. Stallings, 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

MarketAxess Holdings Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: MKTX

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 57060D108

MarketAxess Holdings Inc.

Shares Voted: 185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. McVey	Mgmt	For	For	For
1b	Elect Director Christopher R. Concannon	Mgmt	For	For	For
1c	Elect Director Nancy Altobello	Mgmt	For	Refer	For
1d	Elect Director Steven L. Begleiter	Mgmt	For	For	For
1e	Elect Director Stephen P. Casper	Mgmt	For	For	For
1f	Elect Director Jane Chwick	Mgmt	For	For	For
1g	Elect Director William F. Cruger	Mgmt	For	For	For
1h	Elect Director Kourtney Gibson	Mgmt	For	For	For
1i	Elect Director Carlos M. Hernandez	Mgmt	For	For	For
1j	Elect Director Richard G. Ketchum	Mgmt	For	For	For
1k	Elect Director Emily H. Portney	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	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	Against

Walmart Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: WMT

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 931142103

Shares Voted: 19,441

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	Refer	Against
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Against	Against
6	Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	SH	Against	Against	Against
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Against	Against
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	Against	Against
10	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against

Allegion Plc

Meeting Date: 06/06/2024

Country: Ireland

Ticker: ALLE

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: G0176J109

Shares Voted: 431

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk S. Hachigian	Mgmt	For	Refer	Against
1b	Elect Director Susan L. Main	Mgmt	For	For	For
1c	Elect Director Steven C. Mizell	Mgmt	For	Refer	Against
1d	Elect Director Nicole Parent Haughey	Mgmt	For	For	For
1e	Elect Director Lauren B. Peters	Mgmt	For	For	For
1f	Elect Director Ellen Rubin	Mgmt	For	For	For
1g	Elect Director John H. Stone	Mgmt	For	For	For
1h	Elect Director Dev Vardhan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers as Auditors and Authorise Their Remuneration	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

Chipotle Mexican Grill, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: CMG

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 169656105

Shares Voted: 124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Albert S. Baldocchi	Mgmt	For	For	For
1.2	Elect Director Matthew A. Carey	Mgmt	For	For	For
1.3	Elect Director Gregg L. Engles	Mgmt	For	For	For
1.4	Elect Director Patricia Fili-Krushel	Mgmt	For	For	For
1.5	Elect Director Laura Fuentes	Mgmt	For	For	For
1.6	Elect Director Mauricio Gutierrez	Mgmt	For	For	For
1.7	Elect Director Robin Hickenlooper	Mgmt	For	For	For
1.8	Elect Director Scott Maw	Mgmt	For	For	For
1.9	Elect Director Brian Niccol	Mgmt	For	For	For
1.10	Elect Director Mary Winston	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	Approve 50:1 Stock Split	Mgmt	For	For	For
5	Amend Certificate of Incorporation	Mgmt	For	For	For
6	Commission a Third Party Audit on Working Conditions	SH	Against	Against	Against
7	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	Against	Against
8	Report on Adoption of Automation	SH	Against	Against	Against
9	Report on Harassment and Discrimination Statistics	SH	Against	Against	Against

Corpay, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: CPAY

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: 219948106

Shares Voted: 315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Annabelle Bexiga	Mgmt	For	Refer	Against
1b	Elect Director Ronald F. Clarke	Mgmt	For	For	For
1c	Elect Director Joseph W. Farrelly	Mgmt	For	For	For
1d	Elect Director Rahul Gupta	Mgmt	For	For	For
1e	Elect Director Thomas M. Hagerty	Mgmt	For	For	For
1f	Elect Director Archie L. Jones, Jr.	Mgmt	For	For	For
1g	Elect Director Richard Macchia	Mgmt	For	For	For
1h	Elect Director Hala G. Moddelmog	Mgmt	For	Against	Against
1i	Elect Director Jeffrey S. Sloan	Mgmt	For	For	For
1j	Elect Director Steven T. Stull	Mgmt	For	Refer	Against
1k	Elect Director Gerald Throop	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	Against	Against

CoStar Group, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: CSGP

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: 22160N109

Shares Voted: 1,819

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael R. Klein	Mgmt	For	Refer	Against
1b	Elect Director Andrew C. Florance	Mgmt	For	For	For
1c	Elect Director Angelique G. Brunner	Mgmt	For	For	For
1d	Elect Director John W. Hill	Mgmt	For	For	For
1e	Elect Director Laura Cox Kaplan	Mgmt	For	For	For
1f	Elect Director Robert W. Musslewhite	Mgmt	For	For	For
1g	Elect Director Christopher J. Nassetta	Mgmt	For	Against	Against
1h	Elect Director Louise S. Sams	Mgmt	For	For	For

CoStar Group, Inc.

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

DaVita Inc.

Meeting Date: 06/06/2024 **Country:** USA **Ticker:** DVA
Record Date: 04/10/2024 **Meeting Type:** Annual
Primary Security ID: 23918K108

Shares Voted: 286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela M. Arway	Mgmt	For	For	For
1b	Elect Director Charles G. Berg	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director Jason M. Hollar	Mgmt	For	For	For
1e	Elect Director Gregory J. Moore	Mgmt	For	For	For
1f	Elect Director Dennis W. Pullin	Mgmt	For	For	For
1g	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1h	Elect Director Adam H. Schechter	Mgmt	For	For	For
1i	Elect Director Wendy L. Schoppert	Mgmt	For	For	For
1j	Elect Director Phyllis R. Yale	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

Diamondback Energy, Inc.

Meeting Date: 06/06/2024 **Country:** USA **Ticker:** FANG
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: 25278X109

Shares Voted: 795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Travis D. Stice	Mgmt	For	For	For
1.2	Elect Director Vincent "Vince" K. Brooks	Mgmt	For	For	For
1.3	Elect Director David L. Houston	Mgmt	For	For	For
1.4	Elect Director Rebecca A. Klein	Mgmt	For	For	For

Diamondback Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Stephanie K. Mains	Mgmt	For	For	For
1.6	Elect Director Mark L. Plaumann	Mgmt	For	For	For
1.7	Elect Director Melanie M. Trent	Mgmt	For	For	For
1.8	Elect Director Frank D. Tsuru	Mgmt	For	For	For
1.9	Elect Director Steven E. West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For

Gartner, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: IT

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 366651107

Shares Voted: 347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	Mgmt	For	For	For
1b	Elect Director Richard J. Bressler	Mgmt	For	Against	Against
1c	Elect Director Raul E. Cesan	Mgmt	For	For	For
1d	Elect Director Karen E. Dykstra	Mgmt	For	For	For
1e	Elect Director Diana S. Ferguson	Mgmt	For	For	For
1f	Elect Director Anne Sutherland Fuchs	Mgmt	For	Against	Against
1g	Elect Director William O. Grabe	Mgmt	For	Against	Against
1h	Elect Director Jose M. Gutierrez	Mgmt	For	For	For
1i	Elect Director Eugene A. Hall	Mgmt	For	For	For
1j	Elect Director Stephen G. Pagliuca	Mgmt	For	For	For
1k	Elect Director Eileen M. Serra	Mgmt	For	For	For
1l	Elect Director James C. Smith	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

lululemon athletica inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: LULU

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 550021109

lululemon athletica inc.

Shares Voted: 513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Calvin McDonald	Mgmt	For	For	For
1b	Elect Director Isabel Mahe	Mgmt	For	For	For
1c	Elect Director Martha (Marti) Morfitt	Mgmt	For	For	For
1d	Elect Director Emily White	Mgmt	For	For	For
1e	Elect Director Shane Grant	Mgmt	For	For	For
1f	Elect Director Teri List	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 Risks from Company's Use of Animal-Derived Materials	SH	Against	Against	Against

Netflix, Inc.

Meeting Date: 06/06/2024

Country: USA

Ticker: NFLX

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 64110L106

Shares Voted: 1,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	Refer	For
1e	Elect Director Greg Peters	Mgmt	For	For	For
1f	Elect Director Susan E. Rice	Mgmt	For	For	For
1g	Elect Director Ted Sarandos	Mgmt	For	For	For
1h	Elect Director Bradford L. Smith	Mgmt	For	For	For
1i	Elect Director Anne M. Sweeney	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Use of Artificial Intelligence	SH	Against	Against	Against
5	Establish Committee on Corporate Sustainability	SH	Against	Against	Against
6	Amend Director Election Resignation Bylaw	SH	Against	Against	Against

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	Against	Against

The Mosaic Company

Meeting Date: 06/06/2024 **Country:** USA **Ticker:** MOS
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: 61945C103

Shares Voted: 1,654

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	Mgmt	For	For	For
1b	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1c	Elect Director Bruce M. Bodine	Mgmt	For	For	For
1d	Elect Director Timothy S. Gitzel	Mgmt	For	Refer	Against
1e	Elect Director Emery N. Koenig	Mgmt	For	For	For
1f	Elect Director Jody L. Kuzenko	Mgmt	For	For	For
1g	Elect Director David T. Seaton	Mgmt	For	For	For
1h	Elect Director Joao Roberto Goncalves Teixeira	Mgmt	For	For	For
1i	Elect Director Gretchen H. Watkins	Mgmt	For	For	For
1j	Elect Director Kelvin R. Westbrook	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

Trane Technologies Plc

Meeting Date: 06/06/2024 **Country:** Ireland **Ticker:** TT
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: G8994E103

Shares Voted: 1,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1b	Elect Director Ana P. Assis	Mgmt	For	For	For
1c	Elect Director Ann C. Berzin	Mgmt	For	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director April Miller Boise	Mgmt	For	For	For
1e	Elect Director Gary D. Forsee	Mgmt	For	For	For
1f	Elect Director Mark R. George	Mgmt	For	For	For
1g	Elect Director John A. Hayes	Mgmt	For	For	For
1h	Elect Director Linda P. Hudson	Mgmt	For	For	For
1i	Elect Director Myles P. Lee	Mgmt	For	For	For
1j	Elect Director David S. Regnery	Mgmt	For	For	For
1k	Elect Director Melissa N. Schaeffer	Mgmt	For	For	For
1l	Elect Director John P. Surma	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	For	For	For

Alphabet Inc.

Meeting Date: 06/07/2024 **Country:** USA **Ticker:** GOOGL
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: 02079K305

Shares Voted: 26,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	For	For
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	Against
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Against
1j	Elect Director Robin L. Washington	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
8	Report on Lobbying Payments and Policy	SH	Against	Against	Against
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	Against	Against
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	Against	Against
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Against	Against
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	Against	Against
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	Against	Against

ANSYS, Inc.

Meeting Date: 06/07/2024

Country: USA

Ticker: ANSS

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 03662Q105

Shares Voted: 385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Jim Frankola	Mgmt	For	For	For
1B	Elect Director Alec D. Gallimore	Mgmt	For	For	For
1C	Elect Director Ronald W. Hovsepian	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	Provide Right to Call a Special Meeting	SH	Against	For	For

Arista Networks, Inc.

Meeting Date: 06/07/2024

Country: USA

Ticker: ANET

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: 040413106

Shares Voted: 1,135

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly Battles	Mgmt	For	Refer	Withhold
1.2	Elect Director Kenneth Duda	Mgmt	For	Withhold	Withhold
1.3	Elect Director Jayshree Ullal	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 Omnibus Stock Plan	Mgmt	For	For	For

Digital Realty Trust, Inc.

Meeting Date: 06/07/2024

Country: USA

Ticker: DLR

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 253868103

Shares Voted: 1,351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director VeraLinn "Dash" Jamieson	Mgmt	For	For	For
1b	Elect Director Kevin J. Kennedy	Mgmt	For	Refer	For
1c	Elect Director William G. LaPerch	Mgmt	For	For	For
1d	Elect Director Jean F.H.P. Mandeville	Mgmt	For	For	For
1e	Elect Director Afshin Mohebbi	Mgmt	For	For	For
1f	Elect Director Mark R. Patterson	Mgmt	For	For	For
1g	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1h	Elect Director Andrew P. Power	Mgmt	For	For	For
1i	Elect Director Susan Swanezy	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

Garmin Ltd.

Meeting Date: 06/07/2024

Country: Switzerland

Ticker: GRMN

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: H2906T109

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	Refer	For
5b	Elect Director Joseph J. Hartnett	Mgmt	For	Refer	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: 17,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	For	For
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	For	For
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	For	For
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	Against	Against

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: 4,990

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	Against	Against
1C	Elect Director Oray B. Boston, Jr.	Mgmt	For	For	For
1D	Elect Director Joachim Creus	Mgmt	For	Against	Against
1E	Elect Director Olivier Goudet	Mgmt	For	Against	Against
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	Against	Against
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	Against	Against

Caesars Entertainment, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: CZR

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 12769G100

Shares Voted: 1,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary L. Carano	Mgmt	For	For	For
1b	Elect Director Bonnie S. Biumi	Mgmt	For	For	For
1c	Elect Director Jan Jones Blackhurst	Mgmt	For	For	For
1d	Elect Director Frank J. Fahrenkopf	Mgmt	For	Refer	Against
1e	Elect Director Kim Harris Jones	Mgmt	For	For	For
1f	Elect Director Don R. Kornstein	Mgmt	For	Refer	Against
1g	Elect Director Courtney R. Mather	Mgmt	For	For	For
1h	Elect Director Michael E. Pegram	Mgmt	For	For	For
1i	Elect Director Thomas R. Reeg	Mgmt	For	For	For
1j	Elect Director David P. Tomick	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 Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	SH	Against	Against	Against

Freeport-McMoRan, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: FCX

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 35671D857

Shares Voted: 6,446

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	For	For
1.5	Elect Director Hugh Grant	Mgmt	For	For	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	For	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For	For
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	For	For
1.11	Elect Director John J. Stephens	Mgmt	For	For	For
1.12	Elect Director Frances Fragos Townsend	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

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: 1,647

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

Nasdaq, Inc.

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

Synchrony Financial

Meeting Date: 06/11/2024 **Country:** USA **Ticker:** SYF
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: 87165B103

Shares Voted: 1,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	For	For
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
1f	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1g	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1h	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
1i	Elect Director Laurel J. Richie	Mgmt	For	Refer	Against
1j	Elect Director Ellen M. Zane	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	Refer	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Ulta Beauty, Inc.

Meeting Date: 06/11/2024

Country: USA

Ticker: ULTA

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 903845303

Shares Voted: 214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	Mgmt	For	For	For
1b	Elect Director Catherine A. Halligan	Mgmt	For	For	For
1c	Elect Director David C. Kimbell	Mgmt	For	For	For
1d	Elect Director Patricia A. Little	Mgmt	For	For	For
1e	Elect Director George R. Mrkonic	Mgmt	For	For	For
1f	Elect Director Lorna E. Nagler	Mgmt	For	For	For
1g	Elect Director Heidi G. Petz	Mgmt	For	For	For
1h	Elect Director Michael C. 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

Best Buy Co., Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: BBY

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 086516101

Shares Voted: 969

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Corie S. Barry	Mgmt	For	For	For
1b	Elect Director Lisa M. Caputo	Mgmt	For	For	For
1c	Elect Director David W. Kenny	Mgmt	For	For	For
1d	Elect Director David C. Kimbell	Mgmt	For	For	For
1e	Elect Director Mario J. Marte	Mgmt	For	For	For
1f	Elect Director Karen A. McLoughlin	Mgmt	For	For	For
1g	Elect Director Claudia F. Munce	Mgmt	For	For	For
1h	Elect Director Richelle P. Parham	Mgmt	For	For	For
1i	Elect Director Steven E. Rendle	Mgmt	For	For	For
1j	Elect Director Sima D. Sistani	Mgmt	For	For	For
1k	Elect Director Melinda D. Whittington	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Best Buy Co., 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	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Caterpillar, Inc.

Meeting Date: 06/12/2024 **Country:** USA **Ticker:** CAT
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: 149123101

Shares Voted: 2,309

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	For	For
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	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	Against	Against
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Two Other Companies	SH	Against	Against	Against

Incyte Corporation

Meeting Date: 06/12/2024 **Country:** USA **Ticker:** INCY
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: 45337C102

Incyte Corporation

Shares Voted: 920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	Mgmt	For	For	For
1.2	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	For
1.3	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.4	Elect Director Paul J. Clancy	Mgmt	For	For	For
1.5	Elect Director Jacquelyn A. Fouse	Mgmt	For	For	For
1.6	Elect Director Edmund P. Harrigan	Mgmt	For	For	For
1.7	Elect Director Katherine A. High	Mgmt	For	For	For
1.8	Elect Director Herve Hoppenot	Mgmt	For	For	For
1.9	Elect Director Susanne Schaffert	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

Roper Technologies, Inc.

Meeting Date: 06/12/2024

Country: USA

Ticker: ROP

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: 776696106

Shares Voted: 480

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	Refer	Against
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: 06/12/2024

Country: USA

Ticker: TGT

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: 87612E106

Shares Voted: 2,080

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	Against	Against
5	Report on Animal Pain Management	SH	Against	Against	Against
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	Against	Against
7	Report on Congruency of Political Spending with Company Stated Values	SH	Against	Against	Against
8	Report on Charitable Contributions	SH	Against	Against	Against

TE Connectivity Ltd.

Meeting Date: 06/12/2024

Country: Switzerland

Ticker: TEL

Record Date: 05/23/2024

Meeting Type: Special

Primary Security ID: H84989104

Shares Voted: 1,379

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation [from Switzerland to Ireland]	Mgmt	For	Refer	For

TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Reduction of the Share Premium Account	Mgmt	For	For	For

T-Mobile US, Inc.

Meeting Date: 06/12/2024 **Country:** USA **Ticker:** TMUS
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: 872590104

Shares Voted: 2,355

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
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	For	For
1.13	Elect Director Teresa A. Taylor	Mgmt	For	Withhold	Withhold
1.14	Elect Director Kelvin R. Westbrook	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

W. R. Berkley Corporation

Meeting Date: 06/12/2024 **Country:** USA **Ticker:** WRB
Record Date: 04/17/2024 **Meeting Type:** Annual
Primary Security ID: 084423102

Shares Voted: 1,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William R. Berkley	Mgmt	For	Against	Against
1b	Elect Director Christopher L. Augostini	Mgmt	For	Against	Against

W. R. Berkley Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Marie A. Mattson	Mgmt	For	For	For
1d	Elect Director Daniel L. Mosley	Mgmt	For	Refer	Against
1e	Elect Director Mark L. Shapiro	Mgmt	For	Against	Against
1f	Elect Director Jonathan Talisman	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Etsy, Inc.

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** ETSY
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: 29786A106

Shares Voted: 598

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marla Blow	Mgmt	For	For	For
1b	Elect Director Gary S. Briggs	Mgmt	For	For	For
1c	Elect Director Melissa Reiff	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Generac Holdings Inc.

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** GNRC
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: 368736104

Shares Voted: 316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert D. Dixon	Mgmt	For	Refer	Against
1.2	Elect Director William D. Jenkins, Jr.	Mgmt	For	Refer	For
1.3	Elect Director David A. Ramon	Mgmt	For	Refer	For
1.4	Elect Director Kathryn V. Roedel	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Generac Holdings Inc.

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

Ingersoll Rand Inc.

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** IR
Record Date: 04/18/2024 **Meeting Type:** Annual
Primary Security ID: 45687V106

Shares Voted: 1,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	For	For	For
1b	Elect Director William P. Donnelly	Mgmt	For	For	For
1c	Elect Director Kirk E. Arnold	Mgmt	For	Refer	Against
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
1e	Elect Director Jennifer Hartsock	Mgmt	For	For	For
1f	Elect Director John Humphrey	Mgmt	For	For	For
1g	Elect Director Marc E. Jones	Mgmt	For	For	For
1h	Elect Director Julie A. Schertell	Mgmt	For	For	For
1i	Elect Director JoAnna A. Sohovich	Mgmt	For	For	For
1j	Elect Director Mark P. Stevenson	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

Live Nation Entertainment, Inc.

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** LYV
Record Date: 04/19/2024 **Meeting Type:** Annual
Primary Security ID: 538034109

Shares Voted: 704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maverick Carter	Mgmt	For	For	For
1.2	Elect Director Ping Fu	Mgmt	For	For	For
1.3	Elect Director Jeffrey T. Hinson	Mgmt	For	Refer	Against
1.4	Elect Director Chad Hollingsworth	Mgmt	For	Refer	Against

Live Nation Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director James Iovine	Mgmt	For	For	For
1.6	Elect Director James S. Kahan	Mgmt	For	For	For
1.7	Elect Director Gregory B. Maffei	Mgmt	For	For	For
1.8	Elect Director Randall T. Mays	Mgmt	For	Refer	Against
1.9	Elect Director Richard A. Paul	Mgmt	For	For	For
1.10	Elect Director Michael Rapino	Mgmt	For	For	For
1.11	Elect Director Latriece Watkins	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Monolithic Power Systems, Inc.

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** MPWR
Record Date: 04/18/2024 **Meeting Type:** Annual
Primary Security ID: 609839105

Shares Voted: 213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eugen Elmiger	Mgmt	For	Refer	Withhold
1.2	Elect Director Eileen Wynne	Mgmt	For	For	For
1.3	Elect Director Jeff Zhou	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	Declassify the Board of Directors	SH	Against	For	For

Monster Beverage Corporation

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** MNST
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: 61174X109

Shares Voted: 3,299

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

Monster Beverage Corporation

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

Norwegian Cruise Line Holdings Ltd.

Meeting Date: 06/13/2024 **Country:** Bermuda **Ticker:** NCLH
Record Date: 04/03/2024 **Meeting Type:** Annual
Primary Security ID: G66721104

Shares Voted: 2,202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stella David	Mgmt	For	For	For
1b	Elect Director Mary E. Landry	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	Approve PricewaterhouseCoopers LLP Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Tesla, Inc.

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** TSLA
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: 88160R101

Shares Voted: 12,525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Murdoch	Mgmt	For	Refer	Against
1b	Elect Director Kimbal Musk	Mgmt	For	Against	Against

Tesla, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Change State of Incorporation from Delaware to Texas	Mgmt	For	For	For
4	Ratify Performance Based Stock Options to Elon Musk	Mgmt	For	For	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Declassify the Board of Directors	SH	Against	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For
8	Report on Harassment and Discrimination Prevention Efforts	SH	Against	Against	Against
9	Adopt a Non-Interference Policy Respecting Freedom of Association	SH	Against	Against	Against
10	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	SH	Against	Against	Against
11	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	Against	Against
12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	SH	Against	Against	Against

WestRock Company

Meeting Date: 06/13/2024 **Country:** USA **Ticker:** WRK
Record Date: 05/01/2024 **Meeting Type:** Special
Primary Security ID: 96145D105

Shares Voted: 1,255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Approve Reduction of the Share Premium Account	Mgmt	For	For	For

Fortinet, Inc.

Meeting Date: 06/14/2024 **Country:** USA **Ticker:** FTNT
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: 34959E109

Fortinet, Inc.

Shares Voted: 2,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ken Xie	Mgmt	For	For	For
1.2	Elect Director Michael Xie	Mgmt	For	For	For
1.3	Elect Director Kenneth A. Goldman	Mgmt	For	For	For
1.4	Elect Director Ming Hsieh	Mgmt	For	For	For
1.5	Elect Director Jean Hu	Mgmt	For	For	For
1.6	Elect Director William H. Neukom	Mgmt	For	For	For
1.7	Elect Director Judith Sim	Mgmt	For	For	For
1.8	Elect Director James Stavridis	Mgmt	For	Refer	Against
1.9	Elect Director Mary Agnes "Maggie" Wilderotter	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

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: 477

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	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	Adopt Simple Majority Vote	SH	Against	For	For

Mastercard Incorporated

Meeting Date: 06/18/2024

Country: USA

Ticker: MA

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 3,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	Refer	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggla	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 Lobbying Payments and Policy	SH	Against	Against	Against
5	Amend Director Election Resignation Bylaw	SH	Against	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against

MetLife, Inc.

Meeting Date: 06/18/2024

Country: USA

Ticker: MET

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 59156R108

MetLife, Inc.

Shares Voted: 2,742

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1c	Elect Director Carla A. Harris	Mgmt	For	For	For
1d	Elect Director Laura J. Hay	Mgmt	For	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For	For
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
1g	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1i	Elect Director William E. Kennard	Mgmt	For	For	For
1j	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1k	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1l	Elect Director Denise M. Morrison	Mgmt	For	For	For
1m	Elect Director Mark A. Weinberger	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	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Against	Against

Biogen Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: BIIB

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: 09062X103

Shares Voted: 642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1b	Elect Director Maria C. Freire	Mgmt	For	For	For
1c	Elect Director William A. Hawkins	Mgmt	For	For	For
1d	Elect Director Susan K. Langer	Mgmt	For	For	For
1e	Elect Director Jesus B. Mantas	Mgmt	For	For	For
1f	Elect Director Monish Patolawala	Mgmt	For	For	For
1g	Elect Director Eric K. Rowinsky	Mgmt	For	For	For

Biogen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Stephen A. Sherwin	Mgmt	For	For	For
1i	Elect Director Christopher A. Viehbacher	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 Officers	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Delta Air Lines, Inc.

Meeting Date: 06/20/2024 **Country:** USA **Ticker:** DAL
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: 247361702

Shares Voted: 2,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For
1c	Elect Director Willie CW Chiang	Mgmt	For	For	For
1d	Elect Director Greg Creed	Mgmt	For	For	For
1e	Elect Director David G. DeWalt	Mgmt	For	Refer	For
1f	Elect Director Leslie D. Hale	Mgmt	For	For	For
1g	Elect Director Christopher A. Hazleton	Mgmt	For	For	For
1h	Elect Director Michael P. Huerta	Mgmt	For	For	For
1i	Elect Director Vasant M. Prabhu	Mgmt	For	For	For
1j	Elect Director Sergio A. L. Rial	Mgmt	For	For	For
1k	Elect Director David S. Taylor	Mgmt	For	For	For
1l	Elect Director Kathy N. Waller	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
5	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	Against	Against

Dollar Tree, Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: DLTR

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: 256746108

Shares Voted: 911

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	Against	Against

eBay Inc.

Meeting Date: 06/20/2024

Country: USA

Ticker: EBAY

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 278642103

Shares Voted: 2,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie J. Iannone	Mgmt	For	For	For
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director Paul S. Pressler	Mgmt	For	For	For
1h	Elect Director Zane Rowe	Mgmt	For	For	For

eBay Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Mohak Shroff	Mgmt	For	For	For
1j	Elect Director Perry M. Traquina	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

Equity Residential

Meeting Date: 06/20/2024 **Country:** USA **Ticker:** EQR
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 29476L107

Shares Voted: 1,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angela M. Aman	Mgmt	For	For	For
1.2	Elect Director Linda Walker Bynoe	Mgmt	For	For	For
1.3	Elect Director Mary Kay Haben	Mgmt	For	Refer	Withhold
1.4	Elect Director Ann C. Hoff	Mgmt	For	For	For
1.5	Elect Director Tahsinul Zia Huque	Mgmt	For	For	For
1.6	Elect Director Nina P. Jones	Mgmt	For	For	For
1.7	Elect Director John E. Neal	Mgmt	For	For	For
1.8	Elect Director David J. Neithercut	Mgmt	For	For	For
1.9	Elect Director Mark J. Parrell	Mgmt	For	For	For
1.10	Elect Director Mark S. Shapiro	Mgmt	For	For	For
1.11	Elect Director Stephen E. Sterrett	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

Aon Plc

Meeting Date: 06/21/2024 **Country:** Ireland **Ticker:** AON
Record Date: 04/12/2024 **Meeting Type:** Annual
Primary Security ID: G0403H108

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For

Aon Plc

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

Match Group, Inc.

Meeting Date: 06/21/2024

Country: USA

Ticker: MTCH

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: 57667L107

Shares Voted: 1,354

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wendi Murdoch *Withdrawn Resolution*	Mgmt			
1b	Elect Director Spencer Rascoff	Mgmt	For	For	For
1c	Elect Director Glenn H. Schiffman	Mgmt	For	Against	Against
1d	Elect Director Pamela S. Seymon	Mgmt	For	Refer	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

CarMax, Inc.

Meeting Date: 06/25/2024

Country: USA

Ticker: KMX

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: 143130102

Shares Voted: 779

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 Ronald E. Blaylock	Mgmt	For	For	For
1c	Elect Director Sona Chawla	Mgmt	For	For	For
1d	Elect Director Thomas J. Folliard	Mgmt	For	For	For
1e	Elect Director Shira D. Goodman	Mgmt	For	Refer	Against
1f	Elect Director David W. McCreight	Mgmt	For	For	For
1g	Elect Director William D. Nash	Mgmt	For	For	For
1h	Elect Director Mark F. O'Neil	Mgmt	For	For	For
1i	Elect Director Pietro Satriano	Mgmt	For	For	For
1j	Elect Director Marcella Shinder	Mgmt	For	For	For
1k	Elect Director Mitchell D. Steenrod	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

Expedia Group, Inc.

Meeting Date: 06/25/2024

Country: USA

Ticker: EXPE

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: 30212P303

Shares Voted: 563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beverly Anderson	Mgmt	For	For	For
1b	Elect Director M. Moina Banerjee	Mgmt	For	For	For
1c	Elect Director Chelsea Clinton	Mgmt	For	For	For
1d	Elect Director Barry Diller	Mgmt	For	Withhold	Withhold
1e	Elect Director Henrique Dubugras	Mgmt	For	For	For
1f	Elect Director Ariane Gorin	Mgmt	For	For	For
1g	Elect Director Craig Jacobson	Mgmt	For	Refer	Withhold
1h	Elect Director Peter Kern	Mgmt	For	Withhold	Withhold
1i	Elect Director Dara Khosrowshahi	Mgmt	For	Withhold	Withhold

Expedia Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Patricia Menendez Cambo	Mgmt	For	For	For
1k	Elect Director Alex von Furstenberg	Mgmt	For	Withhold	Withhold
1l	Elect Director Alexandr Wang	Mgmt	For	For	For
1m	Elect Director Julie Whalen	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

NVIDIA Corporation

Meeting Date: 06/26/2024

Country: USA

Ticker: NVDA

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 11,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxé	Mgmt	For	Against	Against
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	Refer	For
1g	Elect Director Harvey C. Jones	Mgmt	For	Against	Against
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	Refer	For
1j	Elect Director A. Brooke Seawell	Mgmt	For	Against	Against
1k	Elect Director Aarti Shah	Mgmt	For	For	For
1l	Elect Director Mark A. Stevens	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

Bath & Body Works, Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: BBWI

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: 070830104

Bath & Body Works, Inc.

Shares Voted: 1,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sarah E. Nash	Mgmt	For	For	For
1.2	Elect Director Alessandro Bogliolo	Mgmt	For	For	For
1.3	Elect Director Gina R. Boswell	Mgmt	For	For	For
1.4	Elect Director Lucy O. Brady	Mgmt	For	For	For
1.5	Elect Director Francis A. Hondal	Mgmt	For	For	For
1.6	Elect Director Danielle M. Lee	Mgmt	For	For	For
1.7	Elect Director Juan Rajlin	Mgmt	For	For	For
1.8	Elect Director Stephen D. Steinour	Mgmt	For	For	For
1.9	Elect Director J.K. Symancyk	Mgmt	For	For	For
1.10	Elect Director Steven E. Voskuil	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

Salesforce, Inc.

Meeting Date: 06/27/2024

Country: USA

Ticker: CRM

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: 79466L302

Shares Voted: 4,348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
8	Report on Viewpoint Discrimination	SH	Against	Against	Against

The Kroger Co.

Meeting Date: 06/27/2024

Country: USA

Ticker: KR

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: 501044101

Shares Voted: 2,945

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	Refer	For
1h	Elect Director Ronald L. Sargent	Mgmt	For	For	For
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	Against	Against

The Kroger Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on "Just Transition"	SH	Against	Against	Against



Date range covered : 07/01/2023 to 06/30/2024

INSTITUTION ACCOUNT(S): TANGERINE BALANCED -
MSCI EAFE**Tower Semiconductor Ltd.****Meeting Date:** 07/03/2023**Country:** Israel**Ticker:** TSEM**Record Date:** 05/24/2023**Meeting Type:** Annual**Primary Security ID:** M87915274**Shares Voted:** 1,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Amir Elstein as Director	Mgmt	For	For	For
1.2	Elect Russell Ellwanger as Director	Mgmt	For	For	For
1.3	Elect Kalman Kaufman as Director	Mgmt	For	For	For
1.4	Elect Dana Gross as Director	Mgmt	For	For	For
1.5	Elect Ilan Flato as Director	Mgmt	For	For	For
1.6	Elect Yoav Chelouche as Director	Mgmt	For	For	For
1.7	Elect Iris Avner as Director	Mgmt	For	For	For
1.8	Elect Michal Vakrat Wolkin as Director	Mgmt	For	For	For
1.9	Elect Avi Hasson as Director	Mgmt	For	For	For
2	Elect Amir Elstein as Chairman and Approve His Terms of Compensation (Subject to approval of his election as Director under Proposal 1)	Mgmt	For	For	For
3	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
4	Approve Amended Compensation of Russell Ellwanger, CEO	Mgmt	For	For	For
5	Approve Grant of Equity to Russell Ellwanger, CEO	Mgmt	For	For	For
6	Approve Grant of Equity to Each Member of the Board (Excluding Amir Elstein and Russell Ellwanger) Subject to Approval of Each Such Director's Election	Mgmt	For	For	For
7	Appoint Brightman Almagor Zohar & Co. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Discuss Financial Statements and the Report of the Board	Mgmt			
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against

Koninklijke Ahold Delhaize NV

Meeting Date: 07/05/2023

Country: Netherlands

Ticker: AD

Record Date: 06/07/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N0074E105

Shares Voted: 13,914

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			

voestalpine AG

Meeting Date: 07/05/2023

Country: Austria

Ticker: VOE

Record Date: 06/25/2023

Meeting Type: Annual

Primary Security ID: A9101Y103

Shares Voted: 1,494

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	Against	Against
5	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
6	Ratify Deloitte Audit as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	New/Amended Proposals from Shareholders	Mgmt	None	Against	Against

J Sainsbury Plc

Meeting Date: 07/06/2023

Country: United Kingdom

Ticker: SBRY

Record Date: 07/04/2023

Meeting Type: Annual

Primary Security ID: G77732173

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
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	Against	Against

Land Securities Group Plc

Meeting Date: 07/06/2023

Country: United Kingdom

Ticker: LAND

Record Date: 07/04/2023

Meeting Type: Annual

Primary Security ID: G5375M142

Land Securities Group Plc

Shares Voted: 10,133

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 Sir Ian Cheshire as Director	Mgmt	For	For	For
5	Elect Miles Roberts as Director	Mgmt	For	For	For
6	Re-elect Mark Allan as Director	Mgmt	For	For	For
7	Re-elect Vanessa Simms as Director	Mgmt	For	For	For
8	Re-elect Edward Bonham Carter as Director	Mgmt	For	For	For
9	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	For
10	Re-elect Madeleine Cosgrave as Director	Mgmt	For	For	For
11	Re-elect Christophe Evain as Director	Mgmt	For	For	For
12	Re-elect Manjiry Tamhane as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Share Incentive Plan	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

Severn Trent Plc

Meeting Date: 07/06/2023

Country: United Kingdom

Ticker: SVT

Record Date: 07/04/2023

Meeting Type: Annual

Primary Security ID: G8056D159

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
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	Against	Against

National Grid Plc

Meeting Date: 07/10/2023

Country: United Kingdom

Ticker: NG

Record Date: 07/06/2023

Meeting Type: Annual

Primary Security ID: G6S9A7120

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
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	Against	Against

Alstom SA

Meeting Date: 07/11/2023

Country: France

Ticker: ALO

Record Date: 07/07/2023

Meeting Type: Annual/Special

Primary Security ID: F0259M475

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 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	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 Sylvie Kande de Beaupuy as Director	Mgmt	For	For	For
6	Reelect Henri Poupart-Lafarge as Director	Mgmt	For	For	For
7	Reelect Sylvie Rucar as Director	Mgmt	For	For	For
8	Ratify Appointment of Jay Walder as Director	Mgmt	For	For	For
9	Elect Bpifrance Investissement as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation Report	Mgmt	For	For	For
13	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
14	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 920 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 920 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
19	Authorize Capital Increase of Up to EUR 265 Million for Future Exchange Offers	Mgmt	For	For	For

Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-22	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
27	Authorize up to 6 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Industria de Diseno Textil SA

Meeting Date: 07/11/2023

Country: Spain

Ticker: ITX

Record Date: 07/06/2023

Meeting Type: Annual

Primary Security ID: E6282J125

Shares Voted: 14,519

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

Industria de Diseno Textil SA

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

The British Land Co. Plc

Meeting Date: 07/11/2023

Country: United Kingdom

Ticker: BLND

Record Date: 07/07/2023

Meeting Type: Annual

Primary Security ID: G15540118

Shares Voted: 12,976

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 Mark Aedy as Director	Mgmt	For	For	For
5	Re-elect Simon Carter as Director	Mgmt	For	For	For
6	Re-elect Lynn Gladden as Director	Mgmt	For	For	For
7	Re-elect Irvinder Goodhew as Director	Mgmt	For	For	For
8	Re-elect Alastair Hughes as Director	Mgmt	For	For	For
9	Re-elect Bhavesh Mistry as Director	Mgmt	For	For	For
10	Re-elect Preben Prebensen as Director	Mgmt	For	For	For
11	Re-elect Tim Score as Director	Mgmt	For	For	For
12	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
13	Re-elect Loraine Woodhouse as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

The British Land Co. Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Approve Savings-Related Share Option Scheme	Mgmt	For	For	For
19	Approve Long-Term Incentive Plan	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	Against	Against

Burberry Group Plc

Meeting Date: 07/12/2023

Country: United Kingdom

Ticker: BRBY

Record Date: 07/10/2023

Meeting Type: Annual

Primary Security ID: G1700D105

Shares Voted: 5,052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Gerry Murphy as Director	Mgmt	For	For	For
6	Re-elect Jonathan Akeroyd as Director	Mgmt	For	For	For
7	Re-elect Orna NiChionna as Director	Mgmt	For	For	For
8	Re-elect Fabiola Arredondo as Director	Mgmt	For	For	For
9	Re-elect Sam Fischer as Director	Mgmt	For	For	For
10	Re-elect Ron Frasch as Director	Mgmt	For	For	For
11	Re-elect Danuta Gray as Director	Mgmt	For	For	For
12	Re-elect Debra Lee as Director	Mgmt	For	For	For
13	Re-elect Antoine de Saint-Affrique as Director	Mgmt	For	Against	Against
14	Elect Alan Stewart as Director	Mgmt	For	For	For

Burberry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

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: 96,040

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	Refer	For
3	Approve Remuneration Policy	Mgmt	For	Refer	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

BT 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	Against	Against
23	Authorise UK Political Donations	Mgmt	For	For	For

DCC Plc

Meeting Date: 07/13/2023

Country: Ireland

Ticker: DCC

Record Date: 07/09/2023

Meeting Type: Annual

Primary Security ID: G2689P101

Shares Voted: 1,281

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(a)	Re-elect Laura Angelini as Director	Mgmt	For	For	For
4(b)	Re-elect Mark Breuer as Director	Mgmt	For	For	For
4(c)	Elect Katrina Cliffe as Director	Mgmt	For	For	For
4(d)	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
4(e)	Re-elect David Jukes as Director	Mgmt	For	For	For
4(f)	Re-elect Lily Liu as Director	Mgmt	For	For	For
4(g)	Re-elect Kevin Lucey as Director	Mgmt	For	For	For
4(h)	Re-elect Donal Murphy as Director	Mgmt	For	For	For
4(i)	Re-elect Alan Ralph as Director	Mgmt	For	For	For
4(j)	Re-elect Mark Ryan as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Non-Executive Directors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For

DCC 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 Shares	Mgmt	For	For	For
11	Authorise Reissuance Price Range of Treasury Shares	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: 2,709

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	For	For
2.4	Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	Mgmt	For	For	For
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

Bank Leumi Le-Israel Ltd.

Meeting Date: 07/17/2023

Country: Israel

Ticker: LUMI

Record Date: 06/12/2023

Meeting Type: Annual

Primary Security ID: M16043107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Brightman Almagor Zohar and Co. (Deloitte) as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Regarding Items 3-5: Elect Two Directors Out of a Pool of Three Nominees	Mgmt			
3	Elect Uri Alon as Director	Mgmt	For	For	For
4	Elect Avi Bzura as Director	Mgmt	For	Against	Against
5	Elect Esther Deutsch as Director	Mgmt	For	For	For
	Regarding Items 6-7: Elect One External Directors Out of a Pool of Two Nominees	Mgmt			
6	Elect Yedidia Stern as External Director	Mgmt	For	For	For
7	Elect Oded Sarig as External Director	Mgmt	For	Abstain	Abstain
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

NICE Ltd. (Israel)

Meeting Date: 07/17/2023

Country: Israel

Ticker: NICE

Record Date: 06/15/2023

Meeting Type: Annual

Primary Security ID: M7494X101

Shares Voted: 874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Reelect David Kostman as Director	Mgmt	For	For	For
1.b	Reelect Rimon Ben-Shaoul as Director	Mgmt	For	For	For
1.c	Reelect Yehoshua (Shuki) Ehrlich as Director	Mgmt	For	For	For
1.d	Reelect Leo Apotheker as Director	Mgmt	For	For	For
1.e	Reelect Joseph (Joe) Cowan as Director	Mgmt	For	For	For
2	Reapprove Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
3	Approve Extended CEO Bonus Plan	Mgmt	For	For	For
4	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Discuss Financial Statements and the Report of the Board for 2021	Mgmt			
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Experian Plc

Meeting Date: 07/19/2023

Country: Jersey

Ticker: EXPN

Record Date: 07/17/2023

Meeting Type: Annual

Primary Security ID: G32655105

Shares Voted: 12,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Craig Boundy as Director	Mgmt	For	For	For
5	Elect Kathleen DeRose as Director	Mgmt	For	For	For
6	Elect Esther Lee as Director	Mgmt	For	For	For
7	Elect Louise Pentland as Director	Mgmt	For	For	For
8	Re-elect Alison Brittain as Director	Mgmt	For	For	For
9	Re-elect Brian Cassin as Director	Mgmt	For	For	For
10	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
11	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
12	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
13	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
14	Re-elect Mike Rogers as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Link Real Estate Investment Trust

Meeting Date: 07/19/2023

Country: Hong Kong

Ticker: 823

Record Date: 07/13/2023

Meeting Type: Annual

Primary Security ID: Y5281M111

Link Real Estate Investment Trust

Shares Voted: 33,273

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

Halma Plc

Meeting Date: 07/20/2023

Country: United Kingdom

Ticker: HLMA

Record Date: 07/18/2023

Meeting Type: Annual

Primary Security ID: G42504103

Shares Voted: 5,175

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

Halma Plc

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

Johnson Matthey Plc

Meeting Date: 07/20/2023

Country: United Kingdom

Ticker: JMAT

Record Date: 07/18/2023

Meeting Type: Annual

Primary Security ID: G51604166

Shares Voted: 2,477

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 Barbara Jeremiah as Director	Mgmt	For	For	For
6	Re-elect Liam Condon as Director	Mgmt	For	For	For
7	Re-elect Rita Forst as Director	Mgmt	For	For	For
8	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
9	Re-elect Xiaozhi Liu as Director	Mgmt	For	For	For
10	Re-elect Chris Mottershead as Director	Mgmt	For	For	For
11	Re-elect John O'Higgins as Director	Mgmt	For	For	For
12	Re-elect Stephen Oxley as Director	Mgmt	For	For	For
13	Re-elect Patrick Thomas as Director	Mgmt	For	For	For
14	Re-elect Doug Webb as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers 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

Johnson Matthey Plc

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

Kingspan Group Plc

Meeting Date: 07/20/2023

Country: Ireland

Ticker: KRX

Record Date: 07/16/2023

Meeting Type: Special

Primary Security ID: G52654103

Shares Voted: 2,057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Cancellation of the Listing of Ordinary Shares from the Premium Segment of the Official List of the Financial Conduct Authority and Remove Ordinary Shares from Trading on the London Stock Exchange plc's Main Market	Mgmt	For	Against	For

Mapletree Logistics Trust

Meeting Date: 07/20/2023

Country: Singapore

Ticker: M44U

Record Date:

Meeting Type: Annual

Primary Security ID: Y5759Q107

Shares Voted: 42,361

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

Remy Cointreau SA

Meeting Date: 07/20/2023

Country: France

Ticker: RCO

Record Date: 07/18/2023

Meeting Type: Annual/Special

Primary Security ID: F7725A100

Shares Voted: 336

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 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
5	Reelect Laure Heriard Dubreuil as Director	Mgmt	For	For	For
6	Elect Sonia Bonnet-Bernard as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Marc Heriard Dubreuil, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Marie-Amelie de Leusse, Chairwoman of the Board	Mgmt	For	For	For
10	Approve Compensation of Eric Vallat, CEO	Mgmt	For	For	Against
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against
12	Approve Remuneration Policy of CEO	Mgmt	For	For	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 07/20/2023

Country: United Kingdom

Ticker: SSE

Record Date: 07/18/2023

Meeting Type: Annual

Primary Security ID: G8842P102

Shares Voted: 14,386

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	Abstain	Abstain
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	Against	Against

United Utilities Group Plc

Meeting Date: 07/21/2023

Country: United Kingdom

Ticker: UU

Record Date: 07/19/2023

Meeting Type: Annual

Primary Security ID: G92755100

Shares Voted: 9,455

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
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	Against	Against
20	Authorise UK Political Donations and Expenditure	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

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

Macquarie Group Limited

Meeting Date: 07/27/2023

Country: Australia

Ticker: MQG

Record Date: 07/25/2023

Meeting Type: Annual

Primary Security ID: Q57085286

Shares Voted: 4,832

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

Singapore Airlines Limited

Meeting Date: 07/27/2023

Country: Singapore

Ticker: C6L

Record Date:

Meeting Type: Annual

Primary Security ID: Y7992P128

Shares Voted: 17,250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Goh Choon Phong as Director	Mgmt	For	For	For
3b	Elect Dominic Ho Chiu Fai as Director	Mgmt	For	For	For
3c	Elect Lee Kim Shin as Director	Mgmt	For	For	For
4	Approve Directors' Emoluments	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7	Approve Grant of Awards and Issuance of Shares Under the SIA Performance Share Plan 2014 and/or the SIA Restricted Share Plan 2014	Mgmt	For	For	For
8	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For

Mapletree Pan Asia Commercial Trust

Meeting Date: 07/28/2023

Country: Singapore

Ticker: N2IU

Record Date:

Meeting Type: Annual

Primary Security ID: Y5759T101

Shares Voted: 29,300

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

Singapore Telecommunications Limited

Meeting Date: 07/28/2023

Country: Singapore

Ticker: Z74

Record Date:

Meeting Type: Annual

Primary Security ID: Y79985209

Shares Voted: 109,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Lee Theng Kiat as Director	Mgmt	For	For	For
4	Elect Tan Tze Gay as Director	Mgmt	For	For	For
5	Elect Yong Ying-I as Director	Mgmt	For	For	For
6	Approve Directors' Fees	Mgmt	For	For	For
7	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Approve Mandate for Transactions with Sembcorp Power Pte Ltd under the Conditional Power Purchase Agreement	Mgmt	For	For	For

monday.com Ltd.

Meeting Date: 07/31/2023

Country: Israel

Ticker: MNDY

Record Date: 06/22/2023

Meeting Type: Annual

Primary Security ID: M7S64H106

Shares Voted: 300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a.	Reelect Eran Zinman as Director	Mgmt	For	For	For
1b.	Reelect Aviad Eyal as Director	Mgmt	For	For	For
2	Reappoint Brightman, Almagor and Zohar as Auditors and Authorize Board to Fix Their Remuneration	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: 1,329

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	For	For

James Hardie Industries Plc

Meeting Date: 08/03/2023

Country: Ireland

Ticker: JHX

Record Date: 08/02/2023

Meeting Type: Annual

Primary Security ID: G4253H119

Shares Voted: 5,805

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

Elbit Systems Ltd.

Meeting Date: 08/08/2023

Country: Israel

Ticker: ESLT

Record Date: 07/03/2023

Meeting Type: Annual

Primary Security ID: M3760D101

Shares Voted: 361

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

Elbit Systems Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Reelect Noaz Bar Nir as External Director	Mgmt	For	For	For
3	Issue Extended Indemnification Agreements to Michael Federmann and David Federmann	Mgmt	For	For	For
4	Issue Extended Exemption Agreements to Michael Federmann and David Federmann	Mgmt	For	For	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against

Bank Leumi Le-Israel Ltd.

Meeting Date: 08/10/2023

Country: Israel

Ticker: LUMI

Record Date: 07/12/2023

Meeting Type: Special

Primary Security ID: M16043107

Shares Voted: 21,281

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Grant of Options to Hanan Friedman, CEO	Mgmt	For	For	For
2	Approve Restricted Shares Plan to Directors	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against

Bank Leumi Le-Israel Ltd.

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

EMS-Chemie Holding AG

Meeting Date: 08/12/2023

Country: Switzerland

Ticker: EMSN

Record Date:

Meeting Type: Annual

Primary Security ID: H22206199

Shares Voted: 90

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Acknowledge Proper Convening of Meeting	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.2.1	Approve Remuneration of Board of Directors in the Amount of CHF 764,000	Mgmt	For	For	For
3.2.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	Mgmt	For	Against	Against
4	Approve Allocation of Income and Ordinary Dividends of CHF 15.75 per Share and a Special Dividend of CHF 4.25 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1.1	Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Mgmt	For	Refer	Against
6.1.2	Elect Magdalena Martullo as Director	Mgmt	For	For	For
6.1.3	Elect Joachim Streu as Director and Member of the Compensation Committee	Mgmt	For	For	For
6.1.4	Elect Rainer Roten as Director and Member of the Compensation Committee	Mgmt	For	Refer	For
6.2	Ratify BDO AG as Auditors	Mgmt	For	For	For
6.3	Designate Robert Daepfen as Independent Proxy	Mgmt	For	For	For
7	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings)	Mgmt	For	Refer	Against

EMS-Chemie Holding AG

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

Swedish Orphan Biovitrum AB

Meeting Date: 08/15/2023 **Country:** Sweden **Ticker:** SOBI
Record Date: 08/07/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W95637117

Shares Voted: 2,139

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	Approve Creation of SEK 6 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	For
8	Approve Equity Plan Financing	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Israel Discount Bank Ltd.

Meeting Date: 08/16/2023 **Country:** Israel **Ticker:** DSCT
Record Date: 07/17/2023 **Meeting Type:** Annual
Primary Security ID: 465074201

Shares Voted: 17,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Ziv Haft & Co. and Somekh Chaikin as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
	Regarding Items 3.1-3.2 Elect / Reelect Two External Directors Out of a Pool of Three Nominees	Mgmt			
3.1	Reelect Aharon Abramovich as External Director	Mgmt	For	For	For

Israel Discount Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Elect Ofer Levy as External Director	Mgmt	For	For	For
3.3	Elect Amir Kushilevitz Ilan as External Director	Mgmt	For	Abstain	Abstain
	Regarding Items 3.1-3.2 Elect / Reelect Three External Directors Out of a Pool of Four Nominees	Mgmt			
4.1	Reelect Iris Avner as External Director	Mgmt	For	For	For
4.2	Elect Shlomo Mor-Yosef as External Director	Mgmt	For	Abstain	Abstain
4.3	Elect Ari Pinto as External Director	Mgmt	For	For	For
4.4	Elect Sigal Regev as External Director	Mgmt	For	For	For
5	Approve Employment Terms of Avraham Levi, CEO	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Xero Limited

Meeting Date: 08/17/2023

Country: New Zealand

Ticker: XRO

Record Date: 08/15/2023

Meeting Type: Annual

Primary Security ID: Q98665104

Xero Limited

Shares Voted: 1,852

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
2	Elect Mark Cross as Director	Mgmt	For	For	For
3	Elect Anjali Joshi as Director	Mgmt	For	For	For
4	Approve Xero Limited USA Incentive Scheme	Mgmt	For	Against	Against
5	Approve the Increase in Non-Executive Directors' Fee Cap	Mgmt	None	For	For

Prosus NV

Meeting Date: 08/23/2023

Country: Netherlands

Ticker: PRX

Record Date: 07/26/2023

Meeting Type: Annual

Primary Security ID: N7163R103

Shares Voted: 10,730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	For	Against
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	For	For
8.2	Reelect Rachel Jafta as Non-Executive Director	Mgmt	For	For	For
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	For	For
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	For	For
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
10	Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	For	For	For

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
14	Discuss Voting Results	Mgmt			
15	Close Meeting	Mgmt			

Oracle Corp Japan

Meeting Date: 08/24/2023 **Country:** Japan **Ticker:** 4716
Record Date: 05/31/2023 **Meeting Type:** Annual
Primary Security ID: J6165M109

Shares Voted: 500

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

Fisher & Paykel Healthcare Corporation Limited

Meeting Date: 08/29/2023 **Country:** New Zealand **Ticker:** FPH
Record Date: 08/25/2023 **Meeting Type:** Annual
Primary Security ID: Q38992105

Shares Voted: 7,610

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

Fisher & Paykel Healthcare Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	For	Against	Against
4	Approve Issuance of Performance Share Rights to Lewis Gradon	Mgmt	For	For	For
5	Approve Issuance of Options to Lewis Gradon	Mgmt	For	For	For

Swire Pacific Limited

Meeting Date: 08/30/2023

Country: Hong Kong

Ticker: 19

Record Date: 08/25/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y83310105

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Share Purchase Agreement and Related Transactions	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 09/05/2023

Country: Israel

Ticker: MZTF

Record Date: 08/06/2023

Meeting Type: Special

Primary Security ID: M7031A135

Shares Voted: 2,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles	Mgmt	For	For	For
2	Issue Amended the Bank's Indemnification and Exemption Agreements	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against

Mizrahi Tefahot Bank Ltd.

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

Ashtead Group Plc

Meeting Date: 09/06/2023 **Country:** United Kingdom **Ticker:** AHT
Record Date: 09/04/2023 **Meeting Type:** Annual
Primary Security ID: G05320109

Shares Voted: 5,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
8	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Ashtead Group Plc

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

Compagnie Financiere Richemont SA

Meeting Date: 09/06/2023

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 6,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Josua Malherbe as Director	Mgmt	For	For	For
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Clay Brendish as Director	Mgmt	For	Refer	For
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	For	For
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For	For
5.9	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.12	Reelect Guillaume Pictet as Director	Mgmt	For	For	For
5.13	Reelect Maria Ramos as Director	Mgmt	For	For	For
5.14	Reelect Anton Rupert as Director	Mgmt	For	For	For
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	For	For
5.17	Elect Fiona Druckenmiller as Director	Mgmt	For	For	For
5.18	Elect Bram Schot as Director	Mgmt	For	For	For
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	Refer	For
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
6.5	Appoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.3 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million	Mgmt	For	Against	Against
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million	Mgmt	For	Against	Against
10.1	Amend Articles Re: Registration Threshold for Nominees	Mgmt	For	For	For
10.2	Amend Articles Re: Restriction on Empty Voting	Mgmt	For	For	For
10.3	Amend Articles Re: General Meeting	Mgmt	For	Against	Against
10.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against	Against
10.5	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Wise Plc

Meeting Date: 09/07/2023

Country: United Kingdom

Ticker: WISE

Record Date: 09/05/2023

Meeting Type: Annual

Primary Security ID: G97229101

Shares Voted: 8,266

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	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
5	Elect Libby Chambers as Director	Mgmt	For	For	For
6	Re-elect David Wells as Director	Mgmt	For	For	For
7	Re-elect Kristo Kaarmann as Director	Mgmt	For	For	For
8	Re-elect Matthew Briers as Director	Mgmt	For	For	For
9	Re-elect Terri Duhon as Director	Mgmt	For	For	For
10	Re-elect Clare Gilmartin as Director	Mgmt	For	For	For
11	Re-elect Alastair Rampell as Director	Mgmt	For	For	For
12	Re-elect Hooi Ling Tan as Director	Mgmt	For	For	For
13	Re-elect Ingo Uytdehaage as Director	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise 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 A Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Berkeley Group Holdings Plc

Meeting Date: 09/08/2023

Country: United Kingdom

Ticker: BKG

Record Date: 09/06/2023

Meeting Type: Annual

Primary Security ID: G1191G138

Berkeley Group Holdings Plc

Shares Voted: 1,457

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Michael Dobson as Director	Mgmt	For	For	For
4	Re-elect Rachel Downey as Director	Mgmt	For	For	For
5	Re-elect Rob Perrins as Director	Mgmt	For	For	For
6	Re-elect Richard Stearn as Director	Mgmt	For	For	For
7	Re-elect Andy Kemp as Director	Mgmt	For	For	For
8	Re-elect Natasha Adams as Director	Mgmt	For	For	For
9	Re-elect William Jackson as Director	Mgmt	For	For	For
10	Re-elect Elizabeth Adekunle as Director	Mgmt	For	For	For
11	Re-elect Sarah Sands as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Logitech International S.A.

Meeting Date: 09/13/2023

Country: Switzerland

Ticker: LOGN

Record Date: 09/07/2023

Meeting Type: Annual

Primary Security ID: H50430232

Shares Voted: 2,108

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

Logitech International S.A.

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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Remuneration Report	Mgmt	For	For	For
5	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For
6A	Amend Articles Re: Shareholders Rights and General Meeting of Shareholders	Mgmt	For	For	For
6B	Amend Articles Re: Compensation and Mandates	Mgmt	For	For	For
6C	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For
6D	Amend Articles Re: Administrative amendments to the Articles of Incorporation	Mgmt	For	For	For
7	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Elections to the Board of Directors	Mgmt			
8A	Elect Director Patrick Aebischer	Mgmt	For	For	For
8B	Elect Director Wendy Becker	Mgmt	For	For	For
8C	Elect Director Edouard Bugnion	Mgmt	For	For	For
8D	Elect Director Guy Gecht	Mgmt	For	For	For
8E	Elect Director Marjorie Lao	Mgmt	For	For	For
8F	Elect Director Neela Montgomery	Mgmt	For	For	For
8G	Elect Director Deborah Thomas	Mgmt	For	For	For
8H	Elect Director Christopher Jones	Mgmt	For	For	For
8I	Elect Director Kwok Wang Ng	Mgmt	For	For	For
8J	Elect Director Sascha Zahn	Mgmt	For	For	For
9	Elect Wendy Becker as Board Chairman	Mgmt	For	For	For
	Elections to the Compensation Committee	Mgmt			
10A	Appoint Neela Montgomery as Member of the Compensation Committee	Mgmt	For	For	For
10B	Appoint Kwok Wang Ng as Member of the Compensation Committee	Mgmt	For	For	For
10C	Appoint Deborah Thomas as Member of the Compensation Committee	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of CHF 3,700,000	Mgmt	For	For	For
12	Approve Remuneration of the Group Management Team in the Amount of USD 26,700,000	Mgmt	For	For	For

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2024	Mgmt	For	For	For
14	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For	For	For
A	Authorize Independent Representative to Vote on Any New or Amended Resolutions	Mgmt	For	Against	Against

Auto Trader Group Plc

Meeting Date: 09/14/2023 **Country:** United Kingdom **Ticker:** AUTO
Record Date: 09/12/2023 **Meeting Type:** Annual
Primary Security ID: G06708104

Shares Voted: 12,757

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 Matt Davies as Director	Mgmt	For	For	For
5	Re-elect Nathan Coe as Director	Mgmt	For	For	For
6	Re-elect David Keens as Director	Mgmt	For	For	For
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
8	Re-elect Jeni Mundy as Director	Mgmt	For	For	For
9	Re-elect Catherine Faiers as Director	Mgmt	For	For	For
10	Re-elect Jamie Warner as Director	Mgmt	For	For	For
11	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	For	For
12	Re-elect Jasvinder Gakhal as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board 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 Specified Capital Investment	Mgmt	For	For	For

Auto Trader Group Plc

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

Novartis AG

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

Shares Voted: 26,979

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

Mercury NZ Limited

Meeting Date: 09/19/2023 **Country:** New Zealand **Ticker:** MCY
Record Date: 09/15/2023 **Meeting Type:** Annual
Primary Security ID: Q5971Q108

Shares Voted: 7,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Hannah Hamling as Director	Mgmt	For	For	For
2	Elect Scott St John as Director	Mgmt	For	For	For
3	Elect Adrian Littlewood as Director	Mgmt	For	For	For
4	Elect Mark Binns as Director	Mgmt	For	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

Suncorp Group Limited

Shares Voted: 16,430

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

Lasertec Corp.

Meeting Date: 09/27/2023

Country: Japan

Ticker: 6920

Record Date: 06/30/2023

Meeting Type: Annual

Primary Security ID: J38702106

Shares Voted: 1,000

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

Pan Pacific International Holdings Corp.

Meeting Date: 09/27/2023

Country: Japan

Ticker: 7532

Record Date: 06/30/2023

Meeting Type: Annual

Primary Security ID: J6352W100

Pan Pacific International Holdings Corp.

Shares Voted: 5,300

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

Asahi Intecc Co., Ltd.

Meeting Date: 09/28/2023

Country: Japan

Ticker: 7747

Record Date: 06/30/2023

Meeting Type: Annual

Primary Security ID: J0279C107

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14.48	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Miyata, Masahiko	Mgmt	For	For	For
3.2	Elect Director Miyata, Kenji	Mgmt	For	For	For
3.3	Elect Director Kato, Tadakazu	Mgmt	For	For	For
3.4	Elect Director Matsumoto, Munechika	Mgmt	For	For	For
3.5	Elect Director Terai, Yoshinori	Mgmt	For	For	For
3.6	Elect Director Ito, Mizuho	Mgmt	For	For	For
3.7	Elect Director Nishiuchi, Makoto	Mgmt	For	For	For
3.8	Elect Director Ito, Kiyomichi	Mgmt	For	For	For
3.9	Elect Director Kusakari, Takahiro	Mgmt	For	For	For
3.10	Elect Director Taguchi, Akihiro	Mgmt	For	For	For

Meeting Date: 09/28/2023

Country: United Kingdom

Ticker: DGE

Record Date: 09/26/2023

Meeting Type: Annual

Primary Security ID: G42089113

Shares Voted: 29,626

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	Against	Against
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Aegon NV

Meeting Date: 09/29/2023

Country: Netherlands

Ticker: AGN

Record Date: 09/01/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: G0112X105

Shares Voted: 21,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Approve Cross-Border Conversion and Amend Articles of Association	Mgmt	For	For	For
3.1	Elect William Connelly as Non-Executive Director	Mgmt	For	For	For
3.2	Elect Mark Ellman as Non-Executive Director	Mgmt	For	For	For
3.3	Elect Karen Fawcett as Non-Executive Director	Mgmt	For	For	For
3.4	Elect Jack McGarry as Non-Executive Director	Mgmt	For	For	For
3.5	Elect Caroline Ramsay as Non-Executive Director	Mgmt	For	For	For
3.6	Elect Thomas Wellauer as Non-Executive Director	Mgmt	For	For	For
3.7	Elect Corien Wortmann-Kool as Non-Executive Director	Mgmt	For	For	For
3.8	Elect Dona Young as Non-Executive Director	Mgmt	For	For	For
3.9	Elect Lard Friese as Executive Director	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers Societe Cooperative, Incorporated as Independent Auditor of Aegon S.A.	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers Accountants N.V as Independent Auditor of Aegon Ltd. for the Financial Year 2023	Mgmt	For	For	For
4.3	Ratify Ernst & Young Accountants LLP as Independent Auditor of Aegon Ltd. for the Financial Year 2024	Mgmt	For	For	For
5	Other Business (Non-Voting)	Mgmt			
6	Close Meeting	Mgmt			

Aegon NV

Meeting Date: 09/30/2023

Country: Netherlands

Ticker: AGN

Record Date: 09/02/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: G0112X105

Shares Voted: 21,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Change Jurisdiction, Nationality and Transfer Registered Office of the Company from Grand Duchy of Luxembourg to Bermuda, Change Company Name from Aegon S.A to Aegon Ltd. and Approve Memorandum of Continuance of the Company	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			

Singapore Exchange Limited

Meeting Date: 10/05/2023

Country: Singapore

Ticker: S68

Record Date:

Meeting Type: Annual

Primary Security ID: Y79946102

Shares Voted: 11,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Lim Chin Hu as Director	Mgmt	For	For	For
3b	Elect Loh Boon Chye as Director	Mgmt	For	For	For
3c	Elect Mark Makepeace as Director	Mgmt	For	For	For
3d	Elect Yeoh Oon Jin as Director	Mgmt	For	For	For
4a	Elect Julie Gao as Director	Mgmt	For	For	For
4b	Elect Lin Huey Ru as Director	Mgmt	For	For	For
5	Approve Directors' Fees to be Paid to the Chairman	Mgmt	For	For	For
6	Approve Directors' Fees to be Paid to All Directors (Other than the Chief Executive Officer)	Mgmt	For	For	For
7	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Elect Claire Perry O'Neill as Director	Mgmt	For	For	For
9	Approve Issuance of Shares Pursuant to the Singapore Exchange Limited Scrip Dividend Scheme	Mgmt	For	For	For

Singapore Exchange Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

JD Sports Fashion Plc

Meeting Date: 10/09/2023 **Country:** United Kingdom **Ticker:** JD
Record Date: 10/05/2023 **Meeting Type:** Special
Primary Security ID: G5144Y120

Shares Voted: 31,927

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition by JD Sports Fashion plc of Shares in Iberian Sports Retail Group, S.L. from Balaiko Firaja Invest, S.L. and Sonae Holdings, S.A.	Mgmt	For	For	For

Commonwealth Bank of Australia

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

Shares Voted: 20,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Rob Whitfield as Director	Mgmt	For	For	For
2b	Elect Simon Moutter as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Share Units and Performance Rights to Matt Comyn	Mgmt	For	For	For

CSL Limited

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

CSL Limited

Shares Voted: 6,067

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

Insurance Australia Group Ltd.

Meeting Date: 10/11/2023

Country: Australia

Ticker: IAG

Record Date: 10/09/2023

Meeting Type: Annual

Primary Security ID: Q49361100

Shares Voted: 31,400

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

Aurizon Holdings Limited

Meeting Date: 10/12/2023

Country: Australia

Ticker: AZJ

Record Date: 10/10/2023

Meeting Type: Annual

Primary Security ID: Q0695Q104

Shares Voted: 23,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Sarah Ryan as Director	Mgmt	For	For	For
2b	Elect Lyell Strambi as Director	Mgmt	For	For	For
2c	Elect Timothy Longstaff as Director	Mgmt	For	For	For
2d	Elect Samantha Tough as Director	Mgmt	For	For	For

Aurizon Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Grant of Performance Rights to Andrew Harding	Mgmt	For	For	For
4	Approve Potential Termination Benefits	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Brambles Limited

Meeting Date: 10/12/2023

Country: Australia

Ticker: BXB

Record Date: 10/10/2023

Meeting Type: Annual

Primary Security ID: Q6634U106

Shares Voted: 17,635

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

Meridian Energy Limited

Meeting Date: 10/12/2023

Country: New Zealand

Ticker: MEL

Record Date: 10/09/2023

Meeting Type: Annual

Primary Security ID: Q5997E121

Shares Voted: 15,656

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

Newcrest Mining Ltd.

Meeting Date: 10/13/2023

Country: Australia

Ticker: NCM

Record Date: 10/11/2023

Meeting Type: Court

Primary Security ID: Q6651B114

Shares Voted: 11,365

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

Stockland

Meeting Date: 10/16/2023

Country: Australia

Ticker: SGP

Record Date: 10/14/2023

Meeting Type: Annual

Primary Security ID: Q8773B105

Shares Voted: 29,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Tom Pockett as Director	Mgmt	For	For	For
3	Elect Kate McKenzie as Director	Mgmt	For	For	For
4	Elect Andrew Stevens as Director	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Grant of Performance Rights to Tarun Gupta	Mgmt	For	For	For

Treasury Wine Estates Limited

Meeting Date: 10/16/2023

Country: Australia

Ticker: TWE

Record Date: 10/14/2023

Meeting Type: Annual

Primary Security ID: Q9194S107

Shares Voted: 9,485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ed Chan as Director	Mgmt	For	For	For
2b	Elect Garry Hounsell as Director	Mgmt	For	For	For
2c	Elect Colleen Jay as Director	Mgmt	For	For	For
2d	Elect Antonia Korsanos as Director	Mgmt	For	Against	Against
2e	Elect John Mullen as Director	Mgmt	For	For	For

Treasury Wine Estates Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2f	Elect Lauri Shanahan as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Tim Ford	Mgmt	For	For	For

Auckland International Airport Limited

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

Shares Voted: 13,993

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

Cochlear Limited

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

Shares Voted: 833

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	Against
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

IDP Education Limited

Meeting Date: 10/17/2023 **Country:** Australia **Ticker:** IEL
Record Date: 10/15/2023 **Meeting Type:** Annual
Primary Security ID: Q48215109

IDP Education Limited

Shares Voted: 3,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ariane Barker as Director	Mgmt	For	Refer	For
2b	Elect Andrew Barkla as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Tennealle O'Shannessy	Mgmt	For	For	For

Telstra Group Limited

Meeting Date: 10/17/2023

Country: Australia

Ticker: TLS

Record Date: 10/15/2023

Meeting Type: Annual

Primary Security ID: Q8975N105

Shares Voted: 52,131

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Maxine Brenner as Director	Mgmt	For	Refer	For
3b	Elect Ming Long as Director	Mgmt	For	For	For
3c	Elect Bridget Loudon as Director	Mgmt	For	For	For
3d	Elect Elana Rubin as Director	Mgmt	For	For	For
4a	Approve Grant of Restricted Shares to Vicki Brady	Mgmt	For	Refer	For
4b	Approve Grant of Performance Rights to Vicki Brady	Mgmt	For	Refer	For
5	Approve Remuneration Report	Mgmt	For	Refer	For

Barratt Developments Plc

Meeting Date: 10/18/2023

Country: United Kingdom

Ticker: BDEV

Record Date: 10/16/2023

Meeting Type: Annual

Primary Security ID: G08288105

Shares Voted: 12,362

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

Barratt Developments Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Caroline Silver as Director	Mgmt	For	For	For
6	Elect Jasi Halai as Director	Mgmt	For	For	For
7	Elect Nigel Webb as Director	Mgmt	For	For	For
8	Re-elect David Thomas as Director	Mgmt	For	For	For
9	Re-elect Steven Boyes as Director	Mgmt	For	For	For
10	Re-elect Mike Scott as Director	Mgmt	For	For	For
11	Re-elect Katie Bickerstaffe as Director	Mgmt	For	For	For
12	Re-elect Jock Lennox as Director	Mgmt	For	For	For
13	Re-elect Chris Weston as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Long Term Performance Plan	Mgmt	For	For	For
18	Approve Deferred Bonus Plan	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	Against	Against

Keppel Corporation Limited

Meeting Date: 10/18/2023

Country: Singapore

Ticker: BN4

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y4722Z120

Shares Voted: 19,000

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

Origin Energy Limited

Meeting Date: 10/18/2023

Country: Australia

Ticker: ORG

Record Date: 10/16/2023

Meeting Type: Annual

Primary Security ID: Q71610101

Shares Voted: 21,825

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

ASX Limited

Meeting Date: 10/19/2023

Country: Australia

Ticker: ASX

Record Date: 10/17/2023

Meeting Type: Annual

Primary Security ID: Q0604U105

Shares Voted: 2,465

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

The Lottery Corporation Limited

Meeting Date: 10/19/2023

Country: Australia

Ticker: TLC

Record Date: 10/17/2023

Meeting Type: Annual

Primary Security ID: Q56337100

Shares Voted: 28,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Harry Boon as Director	Mgmt	For	For	For
2b	Elect Steven Gregg as Director	Mgmt	For	Refer	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Sue van der Merwe	Mgmt	For	For	For

Transurban Group

Meeting Date: 10/19/2023

Country: Australia

Ticker: TCL

Record Date: 10/17/2023

Meeting Type: Annual

Primary Security ID: Q9194A106

Shares Voted: 39,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for Transurban Holdings Limited (THL) and Transurban International Limited (TIL)	Mgmt			
2a	Elect Sarah Ryan as Director	Mgmt	For	For	For
2b	Elect Mark Birrell as Director	Mgmt	For	For	For
2c	Elect Patricia Cross as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
	Resolutions for Transurban Holdings Limited (THL), Transurban International Limited (TIL) and Transurban Holding Trust (THT)	Mgmt			
4	Approve Increase to the Non-Executive Director Fee Pool	Mgmt	None	For	For
5	Approve Grant of Performance Awards to Michelle Jablko	Mgmt	For	For	For

SalMar ASA

Meeting Date: 10/23/2023

Country: Norway

Ticker: SALM

Record Date: 10/16/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: R7445C102

Shares Voted: 871

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 NOK 3.3 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For

EBOS Group Limited

Meeting Date: 10/24/2023

Country: New Zealand

Ticker: EBO

Record Date: 10/22/2023

Meeting Type: Annual

Primary Security ID: Q33853112

EBOS Group Limited

Shares Voted: 1,828

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Julie Tay as Director	Mgmt	For	For	For
2	Approve the Increase in Maximum Aggregate Remuneration of Non-Executive Directors	Mgmt	For	Against	Against
3	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

Dexus

Meeting Date: 10/25/2023

Country: Australia

Ticker: DXS

Record Date: 10/23/2023

Meeting Type: Annual

Primary Security ID: Q318A1104

Shares Voted: 14,011

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 Darren Steinberg	Mgmt	For	For	For
3.1	Elect Paula Dwyer as Director	Mgmt	For	For	For
3.2	Elect Rhoda Phillippo as Director	Mgmt	For	For	For

Sino Land Company Limited

Meeting Date: 10/25/2023

Country: Hong Kong

Ticker: 83

Record Date: 10/18/2023

Meeting Type: Annual

Primary Security ID: Y80267126

Shares Voted: 46,630

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 Robert Ng Chee Siong as Director	Mgmt	For	Against	Against
3.2	Elect Ronald Joseph Arculli as Director	Mgmt	For	Against	Against
3.3	Elect Nikki Ng Mien Hua as Director	Mgmt	For	Against	Against
3.4	Elect Adrian David Li Man-kiu as Director	Mgmt	For	Against	Against
3.5	Elect Thomas Tang Wing Yung as Director	Mgmt	For	Against	Against

Sino Land Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve KPMG as Auditor 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

APA Group

Meeting Date: 10/26/2023

Country: Australia

Ticker: APA

Record Date: 10/24/2023

Meeting Type: Annual

Primary Security ID: Q0437B100

Shares Voted: 15,005

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

Reece Limited

Meeting Date: 10/26/2023

Country: Australia

Ticker: REH

Record Date: 10/24/2023

Meeting Type: Annual

Primary Security ID: Q80528138

Shares Voted: 2,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Leslie Alan Wilson as Director	Mgmt	For	Against	Against
4	Elect Megan Quinn as Director	Mgmt	For	Refer	Against
5	Approve Grant of Performance Rights to Peter Wilson	Mgmt	For	For	For

South32 Ltd.

Meeting Date: 10/26/2023

Country: Australia

Ticker: S32

Record Date: 10/24/2023

Meeting Type: Annual

Primary Security ID: Q86668102

Shares Voted: 57,103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Xiaoling Liu as Director	Mgmt	For	For	For
2b	Elect Karen Wood as Director	Mgmt	For	For	For
3a	Elect Carlos Mesquita as Director	Mgmt	For	For	For
3b	Elect Jane Nelson as Director	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Rights to Graham Kerr	Mgmt	For	For	For
6	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For	For

Wesfarmers Limited

Meeting Date: 10/26/2023

Country: Australia

Ticker: WES

Record Date: 10/24/2023

Meeting Type: Annual

Primary Security ID: Q95870103

Shares Voted: 14,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Michael Alfred Chaney as Director	Mgmt	For	For	For
2b	Elect Simon William (Bill) English as Director	Mgmt	For	For	For
2c	Elect Alan John Cransberg as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Approve Grant of KEEPP Deferred Shares and KEEPP Performance Shares to Robert Scott	Mgmt	For	Refer	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

Woolworths Group Limited

Shares Voted: 15,311

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

UniCredit SpA

Meeting Date: 10/27/2023

Country: Italy

Ticker: UCG

Record Date: 10/18/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: T9T23L642

Shares Voted: 23,214

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

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: 7,039

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

Mediobanca Banca di Credito Finanziario SpA

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

Endeavour Group Ltd. (Australia)

Meeting Date: 10/31/2023

Country: Australia

Ticker: EDV

Record Date: 10/29/2023

Meeting Type: Annual

Primary Security ID: Q3482R103

Endeavour Group Ltd. (Australia)

Shares Voted: 17,642

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

BHP Group Limited

Meeting Date: 11/01/2023

Country: Australia

Ticker: BHP

Record Date: 10/30/2023

Meeting Type: Annual

Primary Security ID: Q1498M100

Shares Voted: 63,472

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

Vicinity Centres

Meeting Date: 11/01/2023

Country: Australia

Ticker: VCX

Record Date: 10/30/2023

Meeting Type: Annual

Primary Security ID: Q9395F102

Vicinity Centres

Shares Voted: 50,196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for Vicinity Limited (the Company)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Peter Kahan as Director	Mgmt	For	For	For
	Resolution for Vicinity Limited (the Company) and Vicinity Centres Trust (the Trust)	Mgmt			
4	Approve Grant of Performance Rights to Peter Huddle	Mgmt	For	For	For

New World Development Company Limited

Meeting Date: 11/02/2023

Country: Hong Kong

Ticker: 17

Record Date: 10/26/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y6266R109

Shares Voted: 18,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Disposal and Related Transactions	Mgmt	For	For	For
2	Approve Revision of Annual Caps and Related Transactions	Mgmt	For	For	For

Sun Hung Kai Properties Limited

Meeting Date: 11/02/2023

Country: Hong Kong

Ticker: 16

Record Date: 10/27/2023

Meeting Type: Annual

Primary Security ID: Y82594121

Shares Voted: 18,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1a	Elect Wong Chik-wing, Mike as Director	Mgmt	For	For	For
3.1b	Elect Lui Ting, Victor as Director	Mgmt	For	For	For
3.1c	Elect Li Ka-cheung, Eric as Director	Mgmt	For	For	For
3.1d	Elect Leung Ko May-yee, Margaret as Director	Mgmt	For	For	For

Sun Hung Kai Properties Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1e	Elect Kwok Kai-chun, Geoffrey as Director	Mgmt	For	For	For
3.1f	Elect Fung Yuk-lun, Allen as Director	Mgmt	For	For	For
3.2	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Coles Group Limited

Meeting Date: 11/03/2023

Country: Australia

Ticker: COL

Record Date: 11/01/2023

Meeting Type: Annual

Primary Security ID: Q26203408

Shares Voted: 16,993

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

Dufry AG

Meeting Date: 11/03/2023

Country: Switzerland

Ticker: DUFN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H2082J107

Shares Voted: 1,229

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Company Name to Avolta AG	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

Qantas Airways Limited

Meeting Date: 11/03/2023

Country: Australia

Ticker: QAN

Record Date: 11/01/2023

Meeting Type: Annual

Primary Security ID: Q77974550

Shares Voted: 10,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Vanessa Hudson as Director	Mgmt	For	For	For
2b	Elect Doug Parker as Director	Mgmt	For	For	For
2c	Elect Heather Smith as Director	Mgmt	For	For	For
2d	Elect Belinda Hutchinson as Director	Mgmt	For	For	For
2e	Elect Todd Sampson as Director	Mgmt	For	For	For
3	Approve Participation of Vanessa Hudson in the Long Term Incentive Plan	Mgmt	For	For	Against
4	Approve Remuneration Report	Mgmt	For	For	Against
5	Approve On-Market Share Buy-Back	Mgmt	For	For	For

Spark New Zealand Ltd.

Meeting Date: 11/03/2023

Country: New Zealand

Ticker: SPK

Record Date: 11/01/2023

Meeting Type: Annual

Primary Security ID: Q8619N107

Shares Voted: 22,838

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Board to Fix Remuneration of the Auditors	Mgmt	For	For	For

Wix.com Ltd.

Meeting Date: 11/06/2023

Country: Israel

Ticker: WIX

Record Date: 10/04/2023

Meeting Type: Annual

Primary Security ID: M98068105

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a.	Reelect Deirdre Bigley as Director	Mgmt	For	For	For
1b.	Reelect Allon Bloch as Director	Mgmt	For	For	For
1c.	Reelect Ferran Soriano as Director	Mgmt	For	For	For
2	Approve Compensation of CEO	Mgmt	For	Against	Against

Wix.com Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
4	Ratify Appointment and Compensation of Kost, Forer, Gabbay & Kasierer, as Auditors and Authorize Board to Fix Their Remuneration	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	For	For

Bank Hapoalim BM

Meeting Date: 11/08/2023 **Country:** Israel **Ticker:** POLI
Record Date: 10/10/2023 **Meeting Type:** Annual
Primary Security ID: M1586M115

Shares Voted: 16,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Somekh Chaikin (KPMG) and Ziv Haft (BDO) as Joint Auditors	Mgmt	For	For	For
	Out of three candidates, two will be elected as External Director	Mgmt			
3	Reelect Ronit Abramson Rokach as External Director	Mgmt	For	For	For
4	Elect Michal Halperin as External Director	Mgmt	For	Abstain	Abstain
5	Elect Michal (Cohen) Kremer as External Director	Mgmt	For	For	For
	Out of two candidates, one will be elected as Director	Mgmt			
6	Reelect Israel Trau as Director	Mgmt	For	For	For
7	Elect Mohammad Sayed Ahmad as Director	Mgmt	For	Abstain	Abstain
8	Amend Articles	Mgmt	For	For	For
9	Issue Updated Indemnification Agreements to Directors/Officers	Mgmt	For	For	For
10	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
11	Approve Employment Terms of Dov Kotler, CEO	Mgmt	For	For	For

Bank Hapoalim BM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	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: 2,326

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: 2,575

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
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 & Associates 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

Pernod Ricard SA

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

Goodman Group

Meeting Date: 11/14/2023

Country: Australia

Ticker: GMG

Record Date: 11/12/2023

Meeting Type: Annual

Primary Security ID: Q4229W132

Shares Voted: 21,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	For	For	For
2a	Elect Stephen Johns as Director of Goodman Limited	Mgmt	For	For	For
2b	Elect Stephen Johns as Director of Goodman Logistics (HK) Limited	Mgmt	For	For	For
3	Elect Mark Johnson as Director of Goodman Limited	Mgmt	For	For	For
4	Elect Belinda Robson as Director of Goodman Limited	Mgmt	For	For	For
5	Elect George Zoghbi as Director of Goodman Limited	Mgmt	For	For	For
6	Elect Kitty Chung as Director of Goodman Logistics (HK) Limited	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	Abstain
8	Approve Issuance of Performance Rights to Greg Goodman	Mgmt	For	For	For

Goodman Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Issuance of Performance Rights to Danny Peeters	Mgmt	For	For	For
10	Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	For	For	For

Computershare Limited

Meeting Date: 11/15/2023 **Country:** Australia **Ticker:** CPU
Record Date: 11/13/2023 **Meeting Type:** Annual
Primary Security ID: Q2721E105

Shares Voted: 7,134

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

Seek Limited

Meeting Date: 11/15/2023 **Country:** Australia **Ticker:** SEK
Record Date: 11/13/2023 **Meeting Type:** Annual
Primary Security ID: Q8382E102

Shares Voted: 4,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	Against
3a	Elect Jamaludin Ibrahim as Director	Mgmt	For	For	For
3b	Elect Vanessa Wallace as Director	Mgmt	For	Refer	For
4	Approve Renewal of Proportional Takeover Provision	Mgmt	For	For	For
5	Approve Grant of One Equity Right to Ian Narev	Mgmt	For	For	Against
6	Approve Grant of Wealth Sharing Plan Options and Rights to Ian Narev	Mgmt	For	For	For

IGO Ltd.

Meeting Date: 11/16/2023 **Country:** Australia **Ticker:** IGO
Record Date: 11/14/2023 **Meeting Type:** Annual
Primary Security ID: Q4875H108

Shares Voted: 8,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Debra Bakker as Director	Mgmt	For	For	For
2	Elect Samantha Hogg as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Issuance of Service Rights to Ivan Vella	Mgmt	For	For	For
5	Approve Issuance of Performance Rights to Ivan Vella	Mgmt	For	For	For
6	Approve Termination Payment to Ivan Vella	Mgmt	For	For	For
7	Appoint BDO Audit Pty Ltd as Auditor of the Company	Mgmt	For	For	For

Mineral Resources Limited

Meeting Date: 11/16/2023

Country: Australia

Ticker: MIN

Record Date: 11/14/2023

Meeting Type: Annual

Primary Security ID: Q60976109

Shares Voted: 2,227

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

Mirvac Group

Meeting Date: 11/16/2023

Country: Australia

Ticker: MGR

Record Date: 11/14/2023

Meeting Type: Annual

Primary Security ID: Q62377108

Mirvac Group

Shares Voted: 49,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Rob Sindel as Director	Mgmt	For	For	For
2.2	Elect Christine Bartlett as Director	Mgmt	For	For	For
2.3	Elect Samantha Mostyn as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Participation of Campbell Hanan in the Long-Term Performance Plan	Mgmt	For	For	For

Northern Star Resources Limited

Meeting Date: 11/16/2023

Country: Australia

Ticker: NST

Record Date: 11/14/2023

Meeting Type: Annual

Primary Security ID: Q6951U101

Shares Voted: 14,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve FY20 Share Plan	Mgmt	For	For	For
3	Approve Issuance of LTI Performance Rights to Stuart Tonkin	Mgmt	For	For	For
4	Approve Issuance of STI Performance Rights to Stuart Tonkin	Mgmt	For	For	For
5	Elect Michael Chaney as Director	Mgmt	For	For	For
6	Elect John Fitzgerald as Director	Mgmt	For	For	For
7	Elect Sally Langer as Director	Mgmt	For	For	For
8	Adopt New Constitution	Mgmt	For	For	For
9	Approve Proportional Takeover Provisions	Mgmt	For	For	For

REA Group Ltd

Meeting Date: 11/16/2023

Country: Australia

Ticker: REA

Record Date: 11/14/2023

Meeting Type: Annual

Primary Security ID: Q8051B108

Shares Voted: 676

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

REA Group Ltd

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

Smiths Group Plc

Meeting Date: 11/16/2023 **Country:** United Kingdom **Ticker:** SMIN
Record Date: 11/14/2023 **Meeting Type:** Annual
Primary Security ID: G82401111

Shares Voted: 4,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	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
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

Smiths Group Plc

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

Sonic Healthcare Limited

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

Shares Voted: 5,739

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Mark Compton as Director	Mgmt	For	For	For
2	Elect Neville Mitchell as Director	Mgmt	For	For	For
3	Elect Suzanne Crowe as Director	Mgmt	For	For	For
4	Elect Chris Wilks as Director	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Issuance of Securities Under the Sonic Healthcare Limited Employee Option Plan	Mgmt	For	Against	Against
7	Approve Issuance of Securities Under the Sonic Healthcare Limited Performance Rights Plan	Mgmt	For	Against	Against
8	Approve LTI Options and Performance Rights to Colin Goldschmidt	Mgmt	For	Against	Against
9	Approve LTI Options and Performance Rights to Chris Wilks	Mgmt	For	Against	Against
10	Approve Renewal of Proportional Takeover Bid Approval Provisions	Mgmt	For	For	For

Lendlease Group

Meeting Date: 11/17/2023 **Country:** Australia **Ticker:** LLC
Record Date: 11/15/2023 **Meeting Type:** Annual
Primary Security ID: Q55368114

Shares Voted: 8,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Ann Soo Chan (Margaret Lui) as Director	Mgmt	For	For	For
2b	Elect Barbara Knoflach as Director	Mgmt	For	Against	Against
2c	Elect Philip Coffey as Director	Mgmt	For	For	For

Lendlease Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2d	Elect Elizabeth Proust as Director	Mgmt	For	For	For
2e	Elect Robert Welanetz as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Performance Rights to Anthony Lombardo	Mgmt	For	For	For

Bluescope Steel Limited

Meeting Date: 11/21/2023 **Country:** Australia **Ticker:** BSL
Record Date: 11/19/2023 **Meeting Type:** Annual
Primary Security ID: Q1415L177

Shares Voted: 5,823

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Rebecca Dee-Bradbury as Director	Mgmt	For	For	For
2b	Elect Jennifer Lambert as Director	Mgmt	For	For	For
2c	Elect Kathleen Conlon as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Share Rights to Mark Vassella	Mgmt	For	For	For
5	Approve Grant of Alignment Rights to Mark Vassella	Mgmt	For	For	For
6	Approve Renewal of Proportional Takeover Provisions	Mgmt	For	For	For

Fortescue Metals Group Ltd.

Meeting Date: 11/21/2023 **Country:** Australia **Ticker:** FMG
Record Date: 11/19/2023 **Meeting Type:** Annual
Primary Security ID: Q39360104

Shares Voted: 21,200

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

New World Development Company Limited

Meeting Date: 11/21/2023

Country: Hong Kong

Ticker: 17

Record Date: 11/13/2023

Meeting Type: Annual

Primary Security ID: Y6266R109

Shares Voted: 18,825

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 Kar-Shun, Henry as Director	Mgmt	For	For	For
3b	Elect Cheng Chi-Heng as Director	Mgmt	For	For	For
3c	Elect Sitt Nam-Hoi as Director	Mgmt	For	For	For
3d	Elect Ip Yuk-Keung, Albert as Director	Mgmt	For	For	For
3e	Elect Huang Shaomei, Echo as Director	Mgmt	For	For	For
3f	Elect Chiu Wai-Han, Jenny as Director	Mgmt	For	For	For
3g	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
7	Approve Grant of Options Under the Share Option Scheme	Mgmt	For	Against	Against

Medibank Private Limited

Meeting Date: 11/22/2023

Country: Australia

Ticker: MPL

Record Date: 11/20/2023

Meeting Type: Annual

Primary Security ID: Q5921Q109

Shares Voted: 33,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Mike Wilkins as Director	Mgmt	For	For	For
3	Elect Tracey Batten as Director	Mgmt	For	Refer	Against
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Grant of Performance Rights to David Koczkar	Mgmt	For	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: 1,136

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

Pilbara Minerals Ltd.

Meeting Date: 11/23/2023

Country: Australia

Ticker: PLS

Record Date: 11/21/2023

Meeting Type: Annual

Primary Security ID: Q7539C100

Shares Voted: 33,599

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

WiseTech Global Limited

Meeting Date: 11/24/2023

Country: Australia

Ticker: WTC

Record Date: 11/22/2023

Meeting Type: Annual

Primary Security ID: Q98056106

WiseTech Global Limited

Shares Voted: 2,122

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

IMCD NV

Meeting Date: 11/27/2023

Country: Netherlands

Ticker: IMCD

Record Date: 10/30/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N4447S106

Shares Voted: 690

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

Daiwa House REIT Investment Corp.

Meeting Date: 11/28/2023

Country: Japan

Ticker: 8984

Record Date: 08/31/2023

Meeting Type: Special

Primary Security ID: J1236F118

Shares Voted: 31

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Unitholder Meeting Materials on Internet	Mgmt	For	For	For
2	Elect Executive Director Saito, Tsuyoshi	Mgmt	For	For	For
3	Elect Alternate Executive Director Tsuchida, Koichi	Mgmt	For	For	For
4.1	Elect Supervisory Director Ishikawa, Hiroshi	Mgmt	For	For	For

Daiwa House REIT Investment Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Elect Supervisory Director Kogayu, Junko	Mgmt	For	For	For
5	Elect Alternate Supervisory Director Kakishima, Fusae	Mgmt	For	For	For

Ramsay Health Care Limited

Meeting Date: 11/28/2023 **Country:** Australia **Ticker:** RHC
Record Date: 11/26/2023 **Meeting Type:** Annual
Primary Security ID: Q7982Y104

Shares Voted: 2,342

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

FAST RETAILING CO., LTD.

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

Shares Voted: 2,300

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

FAST RETAILING CO., LTD.

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

Japan Metropolitan Fund Investment Corp.

Meeting Date: 11/30/2023 **Country:** Japan **Ticker:** 8953
Record Date: 08/31/2023 **Meeting Type:** Special
Primary Security ID: J27544105

Shares Voted: 92

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Unitholder Meeting Materials on Internet	Mgmt	For	For	For
2	Elect Executive Director Nishida, Masahiko	Mgmt	For	For	For
3.1	Elect Supervisory Director Ito, Osamu	Mgmt	For	For	For
3.2	Elect Supervisory Director Shirasu, Yoko	Mgmt	For	For	For
4.1	Elect Alternate Executive Director Araki, Keita	Mgmt	For	For	For
4.2	Elect Alternate Executive Director Machida, Takuya	Mgmt	For	For	For
5	Elect Alternate Supervisory Director Usuki, Masaharu	Mgmt	For	For	For

Origin Energy Limited

Meeting Date: 12/04/2023 **Country:** Australia **Ticker:** ORG
Record Date: 11/21/2023 **Meeting Type:** Court
Primary Security ID: Q71610101

Shares Voted: 21,170

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

Barry Callebaut AG

Meeting Date: 12/06/2023 **Country:** Switzerland **Ticker:** BARN
Record Date: **Meeting Type:** Annual
Primary Security ID: H05072105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Annual Report	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Accept Financial Statements and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 29.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Patrick De Maeseneire as Director	Mgmt	For	For	For
4.1.2	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.3	Reelect Fernando Aguirre as Director	Mgmt	For	Refer	Against
4.1.4	Reelect Nicolas Jacobs as Director	Mgmt	For	For	For
4.1.5	Reelect Tim Minges as Director	Mgmt	For	Refer	For
4.1.6	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	Against	Against
4.1.7	Reelect Yen Tan as Director	Mgmt	For	For	For
4.1.8	Reelect Thomas Intrator as Director	Mgmt	For	For	For
4.2	Elect Mauricio Graber as Director	Mgmt	For	For	For
4.3	Reelect Patrick De Maeseneire as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Fernando Aguirre as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	Against
4.4.2	Reappoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
4.4.3	Reappoint Yen Tan as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.4	Appoint Mauricio Graber as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Board of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.4 Million	Mgmt	For	Against	Against

Barry Callebaut AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For	For
6.3	Amend Articles Re: General Meeting	Mgmt	For	For	For
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	Against	Against
6.5	Amend Articles Re: Duties of the Board of Directors; Board Meetings	Mgmt	For	For	For
6.6	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.7	Amend Articles Re: Electronic Communication	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Coloplast A/S

Meeting Date: 12/07/2023

Country: Denmark

Ticker: COLO.B

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: K16018192

Shares Voted: 1,537

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	Against
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

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 12/08/2023 **Country:** United Kingdom **Ticker:** ABF
Record Date: 12/06/2023 **Meeting Type:** Annual
Primary Security ID: G05600138

Shares Voted: 4,325

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

Associated British Foods Plc

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

CyberAgent, Inc.

Meeting Date: 12/08/2023 **Country:** Japan **Ticker:** 4751
Record Date: 09/30/2023 **Meeting Type:** Annual
Primary Security ID: J1046G108

Shares Voted: 5,900

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 Fujita, Susumu	Mgmt	For	For	For
2.2	Elect Director Hidaka, Yusuke	Mgmt	For	For	For
2.3	Elect Director Nakayama, Go	Mgmt	For	For	For
2.4	Elect Director Nakamura, Koichi	Mgmt	For	For	For
2.5	Elect Director Takaoka, Kozo	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Shiotsuki, Toko	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Horiuchi, Masao	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Nakamura, Tomomi	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Kanzaki, Takahiro	Mgmt	For	For	For
5	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Hargreaves Lansdown Plc

Meeting Date: 12/08/2023 **Country:** United Kingdom **Ticker:** HL
Record Date: 12/06/2023 **Meeting Type:** Annual
Primary Security ID: G43940108

Shares Voted: 4,529

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

Hargreaves Lansdown Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Re-elect Deanna Oppenheimer as Director	Mgmt	For	Abstain	Abstain
8	Re-elect Dan Olley as Director	Mgmt	For	For	For
9	Re-elect Amy Stirling as Director	Mgmt	For	For	For
10	Re-elect Roger Perkin as Director	Mgmt	For	Abstain	Abstain
11	Re-elect John Troiano as Director	Mgmt	For	For	For
12	Re-elect Andrea Blance as Director	Mgmt	For	For	For
13	Re-elect Moni Mannings as Director	Mgmt	For	For	For
14	Re-elect Adrian Collins as Director	Mgmt	For	For	For
15	Re-elect Penny James as Director	Mgmt	For	For	For
16	Re-elect Darren Pope as Director	Mgmt	For	For	For
17	Elect Michael Morley as Director	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
22	Approve Performance Share Plan	Mgmt	For	For	For

Solvay SA

Meeting Date: 12/08/2023

Country: Belgium

Ticker: SOLB

Record Date: 11/24/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B82095116

Shares Voted: 894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	Receive Special Board and Auditor Report Re: Demerger Proposal	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Acknowledge Information on Significant Changes in the Assets and Liabilities of the Companies Involved in the Demerger	Mgmt			
3	Approve Demerger Proposal	Mgmt	For	For	For
4	Approve Reduction in Share Capital	Mgmt	For	For	For
5	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For
6	Receive Special Board Report Re: Article 7:199 Paragraph 2 of the Code of Companies and Associations	Mgmt			
7	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
8	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital and Amend Article 9 Accordingly	Mgmt	For	For	For
10	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	Against
11	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
12	Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Mgmt	For	Against	Against
13	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Change Date of the 2024 Ordinary Shareholders' Meeting	Mgmt	For	For	For
15	Adopt New Articles of Association	Mgmt	For	For	For
16	Approve Change-in-Control Provision: Environmental Liabilities	Mgmt	For	For	For
17	Approve Change-in-Control Provision related to U.S. Tax Matters	Mgmt	For	For	For
18	Approve Exceptional Bonus for the CEO	Mgmt	For	Against	Against
19	Acknowledge Resignation of Directors	Mgmt			
20.1	Elect Thomas Aebischer as Independent Director	Mgmt	For	For	For
20.2	Elect Thierry Bonnefous as Director	Mgmt	For	For	For
20.3	Elect Yves Bonte as Independent Director	Mgmt	For	For	For
20.4	Elect Philippe Kehren as Director	Mgmt	For	For	For

Solvay SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20.5	Elect Annette Stube as Independent Director	Mgmt	For	For	For
20.6	Elect Melchior de Vogue as Director	Mgmt	For	For	For
21	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Washington H. Soul Pattinson and Company Limited

Meeting Date: 12/08/2023 **Country:** Australia **Ticker:** SOL
Record Date: 12/06/2023 **Meeting Type:** Annual
Primary Security ID: Q85717108

Shares Voted: 2,913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect David Baxby as Director	Mgmt	For	For	For
2b	Elect Tiffany Fuller as Director	Mgmt	For	Refer	For
2c	Elect Josephine Sukkar as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	Against
4	Approve Grant of Performance Rights to Todd Barlow	Mgmt	For	For	For
5	Approve Increase in Non-Executive Director Fee Pool	Mgmt	For	For	For

Orica Ltd.

Meeting Date: 12/13/2023 **Country:** Australia **Ticker:** ORI
Record Date: 12/11/2023 **Meeting Type:** Annual
Primary Security ID: Q7160T109

Shares Voted: 5,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Malcolm Broomhead as Director	Mgmt	For	For	For
2.2	Elect John Beevers as Director	Mgmt	For	For	For
2.3	Elect Mark Garrett as Director	Mgmt	For	For	For
2.4	Elect Vanessa Guthrie as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Performance Rights to Sanjeev Gandhi under the Long-Term Incentive Plan	Mgmt	For	For	For

Orica Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Advisory Vote on Climate Action Report	Mgmt	For	Abstain	Abstain

Westpac Banking Corp.

Meeting Date: 12/14/2023 **Country:** Australia **Ticker:** WBC
Record Date: 12/12/2023 **Meeting Type:** Annual
Primary Security ID: Q97417101

Shares Voted: 43,657

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Grant of Performance Share Rights and Restricted Share Rights to Peter King	Mgmt	For	For	For
4a	Elect Tim Burroughs as Director	Mgmt	For	For	For
4b	Elect Michael Ullmer as Director	Mgmt	For	For	For
4c	Elect Steven Gregg as Director	Mgmt	For	For	For
5	Approve Westpac Climate Change Position Statement and Action Plan	Mgmt	For	Abstain	For
6a	Approve the Amendments to the Company's Constitution	SH	Against	Against	Against
6b	Approve Transition Plan Assessments	SH	Against	Abstain	Against

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: 38,824

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

National Australia Bank Limited

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

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: 1,122

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	For	For
7	Reelect Nathalie Bellon-Szabo as Director	Mgmt	For	For	For
8	Reelect Federico J. Gonzalez Tejera as Director	Mgmt	For	For	For
9	Elect Gilles Pelisson as Director	Mgmt	For	For	For
10	Approve Compensation of Sophie Bellon, Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For

Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	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

GMO Payment Gateway, Inc.

Meeting Date: 12/17/2023

Country: Japan

Ticker: 3769

Record Date: 09/30/2023

Meeting Type: Annual

Primary Security ID: J18229104

Shares Voted: 530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 89	Mgmt	For	For	For
2.1	Elect Director Ainoura, Issei	Mgmt	For	For	For
2.2	Elect Director Kumagai, Masatoshi	Mgmt	For	Against	Against
2.3	Elect Director Muramatsu, Ryu	Mgmt	For	For	For
2.4	Elect Director Isozaki, Satoru	Mgmt	For	For	For
2.5	Elect Director Yasuda, Masashi	Mgmt	For	For	For
2.6	Elect Director Yamashita, Hirofumi	Mgmt	For	For	For
2.7	Elect Director Arai, Teruhiro	Mgmt	For	For	For
2.8	Elect Director Inagaki, Noriko	Mgmt	For	For	For

GMO Payment Gateway, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Kawasaki, Yuki	Mgmt	For	For	For
2.10	Elect Director Shimahara, Takashi	Mgmt	For	For	For
2.11	Elect Director Kai, Fumio	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Yoshida, Kazutaka	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Okamoto, Kazuhiko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Hokazono, Yumi	Mgmt	For	Against	Against
3.4	Elect Director and Audit Committee Member Okawa, Osamu	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 12/20/2023

Country: Israel

Ticker: MZTF

Record Date: 11/21/2023

Meeting Type: Annual

Primary Security ID: M7031A135

Shares Voted: 1,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	Mgmt			
2	Reappoint Brightman, Almagor, Zohar & Co. as Auditors and Report on Fees Paid to the Auditor	Mgmt	For	For	For
3	Reelect Moshe Vidman as Director	Mgmt	For	For	For
4	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against

Mizrahi Tefahot Bank Ltd.

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

Open House Group Co., Ltd.

Meeting Date: 12/20/2023 **Country:** Japan **Ticker:** 3288
Record Date: 09/30/2023 **Meeting Type:** Annual
Primary Security ID: J3072G101

Shares Voted: 990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 92	Mgmt	For	For	For
2.1	Elect Director Arai, Masaaki	Mgmt	For	Against	Against
2.2	Elect Director Kamata, Kazuhiko	Mgmt	For	For	For
2.3	Elect Director Wakatabi, Kotaro	Mgmt	For	For	For
2.4	Elect Director Imamura, Hitoshi	Mgmt	For	For	For
2.5	Elect Director Fukuoka, Ryosuke	Mgmt	For	For	For
2.6	Elect Director Munemasa, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Ishimura, Hitoshi	Mgmt	For	For	For
2.8	Elect Director Omae, Yuko	Mgmt	For	For	For
2.9	Elect Director Kotani, Maoko	Mgmt	For	For	For
3	Appoint Statutory Auditor Sasaki, Shoko	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Mabuchi, Akiko	Mgmt	For	For	For

ANZ Group Holdings Limited

Meeting Date: 12/21/2023 **Country:** Australia **Ticker:** ANZ
Record Date: 12/19/2023 **Meeting Type:** Annual
Primary Security ID: Q0429F119

Shares Voted: 37,344

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

ANZ Group Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Rights and Performance Rights to Shayne C Elliott	Mgmt	For	For	For

Hamamatsu Photonics KK

Meeting Date: 12/22/2023 **Country:** Japan **Ticker:** 6965
Record Date: 09/30/2023 **Meeting Type:** Annual
Primary Security ID: J18270108

Shares Voted: 1,794

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

Azrieli Group Ltd.

Meeting Date: 01/01/2024 **Country:** Israel **Ticker:** AZRG
Record Date: 12/04/2023 **Meeting Type:** Annual
Primary Security ID: M1571Q105

Shares Voted: 486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Reelect Danna Azrieli as Director	Mgmt	For	For	For
1.2	Reelect Sharon Azrieli as Director	Mgmt	For	For	For
1.3	Reelect Naomi Azrieli as Director	Mgmt	For	For	For
1.4	Reelect Menachem Einan as Director	Mgmt	For	Against	Against

Azrieli Group Ltd.

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

Bank Leumi Le-Israel Ltd.

Meeting Date: 01/04/2024 **Country:** Israel **Ticker:** LUMI
Record Date: 12/06/2023 **Meeting Type:** Special
Primary Security ID: M16043107

Shares Voted: 18,939

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

Mondi Plc

Meeting Date: 01/15/2024 **Country:** United Kingdom **Ticker:** MNDI
Record Date: 01/11/2024 **Meeting Type:** Special
Primary Security ID: G6258S107

Mondi Plc

Shares Voted: 5,973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Special Dividend	Mgmt	For	For	For
2	Approve Share Consolidation	Mgmt	For	For	For
3	Authorise Issue of Equity	Mgmt	For	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Kobe Bussan Co., Ltd.

Meeting Date: 01/30/2024

Country: Japan

Ticker: 3038

Record Date: 10/31/2023

Meeting Type: Annual

Primary Security ID: J3478K102

Shares Voted: 1,935

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Numata, Hirokazu	Mgmt	For	Against	Against
1.2	Elect Director Tanaka, Yasuhiro	Mgmt	For	For	For
1.3	Elect Director Kido, Yasuharu	Mgmt	For	For	For
1.4	Elect Director Asami, Kazuo	Mgmt	For	For	For
1.5	Elect Director Nishida, Satoshi	Mgmt	For	For	For
1.6	Elect Director Watanabe, Akihito	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Masada, Koichi	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Ieki, Takeshi	Mgmt	For	Against	Against
2.3	Elect Director and Audit Committee Member Nomura, Sachiko	Mgmt	For	For	For

Sodexo SA

Meeting Date: 01/30/2024

Country: France

Ticker: SW

Record Date: 01/26/2024

Meeting Type: Ordinary Shareholders

Primary Security ID: F84941123

Shares Voted: 1,057

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

Sodexo SA

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

Imperial Brands Plc

Meeting Date: 01/31/2024 **Country:** United Kingdom **Ticker:** IMB
Record Date: 01/29/2024 **Meeting Type:** Annual
Primary Security ID: G4720C107

Shares Voted: 10,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
6	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
7	Re-elect Susan Clark as Director	Mgmt	For	For	For
8	Re-elect Diane de Saint Victor as Director	Mgmt	For	For	For
9	Re-elect Ngozi Edozien as Director	Mgmt	For	For	For
10	Re-elect Alan Johnson as Director	Mgmt	For	For	For
11	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For
12	Re-elect Lukas Paravicini as Director	Mgmt	For	For	For
13	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For
14	Elect Andrew Gilchrist as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

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: 12,697

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
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	Against	Against

Israel Discount Bank Ltd.

Meeting Date: 02/07/2024

Country: Israel

Ticker: DSCT

Record Date: 01/07/2024

Meeting Type: Special

Primary Security ID: 465074201

Israel Discount Bank Ltd.

Shares Voted: 15,472

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

Compass Group Plc

Meeting Date: 02/08/2024

Country: United Kingdom

Ticker: CPG

Record Date: 02/06/2024

Meeting Type: Annual

Primary Security ID: G23296208

Shares Voted: 20,781

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

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
8	Re-elect Palmer Brown as Director	Mgmt	For	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
10	Re-elect John Bryant as Director	Mgmt	For	Against	Against
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	Against	Against

Siemens AG

Meeting Date: 02/08/2024

Country: Germany

Ticker: SIE

Record Date: 02/01/2024

Meeting Type: Annual

Primary Security ID: D69671218

Shares Voted: 9,208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 02/20/2024

Country: Israel

Ticker: MZTF

Record Date: 01/21/2024

Meeting Type: Special

Primary Security ID: M7031A135

Mizrahi Tefahot Bank Ltd.

Shares Voted: 1,917

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

Aristocrat Leisure Limited

Meeting Date: 02/22/2024

Country: Australia

Ticker: ALL

Record Date: 02/20/2024

Meeting Type: Annual

Primary Security ID: Q0521T108

Shares Voted: 7,170

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

Meeting Date: 02/23/2024

Country: Germany

Ticker: IFX

Record Date: 02/16/2024

Meeting Type: Annual

Primary Security ID: D35415104

Shares Voted: 15,891

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

Infinion Technologies AG

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

Meeting Date: 02/26/2024

Country: Germany

Ticker: ENR

Record Date: 02/19/2024

Meeting Type: Annual

Primary Security ID: D6T47E106

Shares Voted: 6,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Veronika Grimm to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Simone Menne to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 79.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Kone Oyj

Meeting Date: 02/29/2024

Country: Finland

Ticker: KNEBV

Record Date: 02/19/2024

Meeting Type: Annual

Primary Security ID: X4551T105

Shares Voted: 4,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	For	For

Kone Oyj

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

Country: Denmark

Ticker: NZYM.B

Record Date: 02/26/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: K7317J133

Shares Voted: 4,316

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	For	For
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Meeting Date: 03/05/2024

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Shares Voted: 24,765

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	For	For
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	For	For
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

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Orsted A/S

Meeting Date: 03/05/2024

Country: Denmark

Ticker: ORSTED

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: K7653Q105

Shares Voted: 2,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Discharge of Management and Board	Mgmt	For	For	For
5	Approve Treatment of Net Loss	Mgmt	For	For	For
6.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
6.2	Elect Lene Skole as Board Chairman	Mgmt	For	Abstain	Abstain
6.3	Elect Andrew Brown as Vice Chairman	Mgmt	For	For	For
6.4A	Reelect Peter Korsholm as Director	Mgmt	For	For	For
6.4B	Reelect Dieter Wemmer as Director	Mgmt	For	For	For
6.4C	Reelect Julia King as Director	Mgmt	For	For	For
6.4D	Reelect Annica Bresky as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8.1	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
9	Other Business	Mgmt			

Demant A/S

Meeting Date: 03/06/2024

Country: Denmark

Ticker: DEMANT

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: K3008M105

Shares Voted: 1,161

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Niels B. Christiansen as Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Niels Jacobsen as Director	Mgmt	For	Abstain	Abstain
6.c	Reelect Sisse Fjelsted Rasmussen as Director	Mgmt	For	Refer	Abstain
6.d	Reelect Kristian Villumsen as Director	Mgmt	For	Refer	Abstain
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8.a	Amend Articles Re: Board-Related	Mgmt	For	For	For
8.b	Approve DKK 569,929.60 Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	Mgmt	For	For	For
8.c	Authorize Share Repurchase Program	Mgmt	For	For	For
8.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

Wartsila Oyj Abp

Meeting Date: 03/07/2024

Country: Finland

Ticker: WRT1V

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: X98155116

Shares Voted: 5,900

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

Wartsila Oyj Abp

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 and Dividends of EUR 0.32 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom, Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration of the Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For	For
17	Elect PricewaterhouseCoopers as Assurance Firm for the Corporate Sustainability Reporting	Mgmt	For	For	For
18	Amend Articles Re: General Meeting	Mgmt	For	Refer	Against
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Carlsberg A/S

Meeting Date: 03/11/2024

Country: Denmark

Ticker: CARL.B

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: K36628137

Shares Voted: 1,173

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	For	For
6.b	Reelect Majken Schultz as New Director	Mgmt	For	For	For
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	For	For
6.i	Elect Bob Kunze-Concewitz as Director	Mgmt	For	Abstain	Abstain
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Roche Holding AG

Meeting Date: 03/12/2024

Country: Switzerland

Ticker: ROG

Record Date:

Meeting Type: Annual

Primary Security ID: H69293217

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2.1	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
2.2	Approve Sustainability Report	Mgmt	For	For	Do Not Vote
3.1	Approve CHF 10 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2023	Mgmt	For	Against	Do Not Vote
3.2	Approve CHF 583,334 Share Bonus for the Former Board Chair Christoph Franz for Fiscal Year 2023	Mgmt	For	Against	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 9.60 per Share	Mgmt	For	For	Do Not Vote
6.1	Reelect Severin Schwan as Director and Board Chair	Mgmt	For	For	Do Not Vote
6.2	Reelect Andre Hoffmann as Director	Mgmt	For	For	Do Not Vote
6.3	Reelect Joerg Duschmale as Director	Mgmt	For	For	Do Not Vote
6.4	Reelect Patrick Frost as Director	Mgmt	For	For	Do Not Vote
6.5	Reelect Anita Hauser as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Akiko Iwasaki as Director	Mgmt	For	For	Do Not Vote
6.7	Reelect Richard Lifton as Director	Mgmt	For	For	Do Not Vote
6.8	Reelect Jemilah Mahmood as Director	Mgmt	For	For	Do Not Vote
6.9	Reelect Mark Schneider as Director	Mgmt	For	For	Do Not Vote
6.10	Reelect Claudia Dyckerhoff as Director	Mgmt	For	For	Do Not Vote
6.11	Reappoint Andre Hoffmann as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
6.12	Reappoint Joerg Duschmale as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
6.13	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
6.14	Reappoint Richard Lifton as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
7	Approve Remuneration of Directors in the Amount of CHF 12 Million	Mgmt	For	Against	Do Not Vote

Roche Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Mgmt	For	For	Do Not Vote
9	Designate Testaris AG as Independent Proxy	Mgmt	For	For	Do Not Vote
10	Ratify KPMG AG as Auditors	Mgmt	For	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

Roche Holding AG

Meeting Date: 03/12/2024

Country: Switzerland

Ticker: ROG

Record Date:

Meeting Type: Annual

Primary Security ID: H69293217

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Broadridge Only Meeting Vote For If You Intend On Participating In This Meeting. This Is To Enable The Sub-custodian To Create A Blocking Certificate On Your Behalf.	Mgmt	None	Refer	

Genmab A/S

Meeting Date: 03/13/2024

Country: Denmark

Ticker: GMAB

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: K3967W102

Shares Voted: 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; Approve Discharge of Management and Board	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	For

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	Abstain	Abstain
6	Ratify Deloitte as Auditors	Mgmt	For	For	For
7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	For
7.b	Approve Director Indemnification	Mgmt	For	For	For
7.c	Amend Articles Re: Indemnification	Mgmt	For	For	For
7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For	For
7.g	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

A.P. Moller-Maersk A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: MAERSK.B

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K0514G101

Shares Voted: 90

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 515 Per Share	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

A.P. Moller-Maersk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Reelect Robert Maersk Ugglas as Director	Mgmt	For	For	For
6.2	Reelect Marika Frederiksson as Director	Mgmt	For	For	For
6.3	Reelect Thomas Lindegaard Madsen as Director	Mgmt	For	For	For
6.4	Reelect Julija Voitiekute as Director	Mgmt	For	For	For
6.5	Elect Allan Thygesen as New Director	Mgmt	For	Abstain	Abstain
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Authorize Board to Declare Extraordinary Dividend	Mgmt	For	For	For
8.2	Approve DKK 1.7 Billion Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
8.3	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
8.4	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
8.5	Report on Efforts and Risks Related to Human Rights	SH	Against	Abstain	Against
	Shareholder Proposals Submitted by Lotta Aho	Mgmt			
8.6	Approve Enforcement of the Supplier Code of Conduct	SH	For	Abstain	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/14/2024

Country: Spain

Ticker: BBVA

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: E11805103

Shares Voted: 70,649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	For	For

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	For	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	For	For
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	For	For
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	For	For	For
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For

DSV A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: DSV

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K31864117

Shares Voted: 2,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	Against
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain	Abstain
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For	For
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For	For

DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	Abstain	For
9	Other Business	Mgmt			

Pandora AS

Meeting Date: 03/14/2024

Country: Denmark

Ticker: PNDORA

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K7681L102

Shares Voted: 1,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	Mgmt	For	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For	For
6.7	Reelect Jan Zijdeveld as Director	Mgmt	For	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For	For

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Discharge of Management and Board	Mgmt	For	For	For
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For	For
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For	For
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	For	For	For
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	For	For	For
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	For	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Schindler Holding AG

Meeting Date: 03/19/2024

Country: Switzerland

Ticker: SCHP

Record Date:

Meeting Type: Annual

Primary Security ID: H7258G209

Shares Voted: 261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 4.00 per Share and Extraordinary Dividends of CHF 1.00 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	Mgmt	For	Against	Against
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	Against	Against
5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 7.6 Million	Mgmt	For	For	For

Schindler Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	Mgmt	For	For	For
6.1	Reelect Silvio Napoli as Director and Board Chair	Mgmt	For	Refer	Against
6.2.1	Reelect Alfred Schindler as Director	Mgmt	For	Against	Against
6.2.2	Reelect Patrice Bula as Director	Mgmt	For	Refer	Against
6.2.3	Reelect Luc Bonnard as Director	Mgmt	For	Against	Against
6.2.4	Reelect Monika Buetler as Director	Mgmt	For	For	For
6.2.5	Reelect Guenter Schaeuble as Director	Mgmt	For	Against	Against
6.2.6	Reelect Tobias Staehelin as Director	Mgmt	For	Against	Against
6.2.7	Reelect Carole Vischer as Director	Mgmt	For	Against	Against
6.2.8	Reelect Petra Winkler as Director	Mgmt	For	Against	Against
6.3	Elect Christoph Maeder as Director	Mgmt	For	Against	Against
6.4	Elect Thomas Zurbuchen as Director	Mgmt	For	Against	Against
6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Refer	Against
6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For	For
6.6	Appoint Petra Winkler as Member of the Compensation Committee	Mgmt	For	Against	Against
6.7	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For
6.8	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	For	For
7	Amend Articles Re: Annulment of the Compulsory Shares for the Board of Directors Clause	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Skandinaviska Enskilda Banken AB

Meeting Date: 03/19/2024

Country: Sweden

Ticker: SEB.A

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: W25381141

Shares Voted: 19,131

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			

Skandinaviska Enskilda Banken AB

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

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Refer	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	For	For
14a10	Reelect Johan Torgeby as Director	Mgmt	For	For	For
14a11	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Against
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16a	Approve Remuneration Report	Mgmt	For	For	For
16b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17a	Approve SEB All Employee Program 2024 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	For
17b	Approve SEB Share Deferral Program 2024 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	For
17c	Approve SEB Restricted Share Program 2024 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	For
18a	Authorize Share Repurchase Program	Mgmt	For	For	For
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

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Change Bank Software	SH	None	Refer	Against
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation and Greenpeace Nordic	Mgmt			
23	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Refer	Against
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: 928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	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
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	Against	Against

Swiss Prime Site AG

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

Enagas SA

Meeting Date: 03/20/2024 **Country:** Spain **Ticker:** ENG
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: E41759106

Shares Voted: 3,063

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 and Dividends	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
6.1	Reelect Sociedad Estatal de Participaciones Industriales (SEPI) as Director	Mgmt	For	For	For
6.2	Reelect Jose Blanco Lopez as Director	Mgmt	For	For	For
6.3	Reelect Jose Montilla Aguilera as Director	Mgmt	For	For	For
6.4	Reelect Cristobal Gallego Castillo as Director	Mgmt	For	For	For

Enagas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Fix Number of Directors at 15	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Gjensidige Forsikring ASA

Meeting Date: 03/20/2024 **Country:** Norway **Ticker:** GJF
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: R2763X101

Shares Voted: 2,365

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	For	For
8.a	Authorize the Board to Decide on Distribution of Dividends	Mgmt	For	For	For
8.b	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	For	For
8.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
8.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
8.e	Authorize Board to Raise Subordinated Loans and Other External Financing	Mgmt	For	For	For
9	Amend Articles Re: Notice of Attendance at General Meetings	Mgmt	For	For	For
10.a	Reelect Gisele Marchand (Chair), Vibeke Krag, Hilde Merete Nafstad, Eivind Elnan, Tor Magne Lonnum and Gunnar Robert Sellaeg as Directors; Elect Gyrid Skalleberg Ingero as New Director	Mgmt	For	Against	Against

Gjensidige Forsikring ASA

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

Country: Finland

Ticker: ORNBV

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: X6002Y112

Shares Voted: 1,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.62 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

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	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			

Stora Enso Oyj

Meeting Date: 03/20/2024

Country: Finland

Ticker: STERV

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: X8T9CM113

Shares Voted: 7,315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.10 Per Share	Mgmt	For	For	For

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 215,270 for Chairman, EUR 121,540 for Vice Chairman and EUR 83,430 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytsoola as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
18	Decision on Making Order	Mgmt			
19	Close Meeting	Mgmt			

Svenska Handelsbanken AB

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

Shares Voted: 17,802

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

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Baksaaas as Director	Mgmt	For	Refer	For
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	For	For
20	Reelect Par Boman as Board Chairman	Mgmt	For	Against	Against
21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	For
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
24	Amend Bank's Mainframe Computers Software	SH	None	Against	Against
25	Close Meeting	Mgmt			

ABB Ltd.

Meeting Date: 03/21/2024 **Country:** Switzerland **Ticker:** ABBN
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: H0010V101

Shares Voted: 19,391

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.3	Reelect Lars Foerberg as Director	Mgmt	For	For	For
7.4	Elect Johan Forssell as Director	Mgmt	For	Against	Against
7.5	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.8	Reelect David Meline as Director	Mgmt	For	For	For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	Against	Against
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Banco Santander SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: SAN

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: E19790109

Shares Voted: 196,285

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For	For
3.B	Elect Juan Carlos Barrabes Consul as Director	Mgmt	For	For	For
3.C	Elect Antonio Francesco Weiss as Director	Mgmt	For	For	For
3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.E	Reelect German de la Fuente Escamilla as Director	Mgmt	For	For	For
3.F	Reelect Henrique de Castro as Director	Mgmt	For	For	For
3.G	Reelect Jose Antonio Alvarez Alvarez as Director	Mgmt	For	For	For
3.H	Reelect Belen Romana Garcia as Director	Mgmt	For	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
6.A	Approve Remuneration Policy	Mgmt	For	For	For
6.B	Approve Remuneration of Directors	Mgmt	For	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

CaixaBank SA

Meeting Date: 03/21/2024

Country: Spain

Ticker: CABK

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: E2427M123

Shares Voted: 45,784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4	Reelect Maria Veronica Fisas Verges as Director	Mgmt	For	For	For
5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	Mgmt	For	For	For
6.1	Amend Remuneration Policy	Mgmt	For	For	For

CaixaBank SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve 2024 Variable Remuneration Scheme	Mgmt	For	For	For
6.3	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6.4	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8.1	Receive Amendments to Board of Directors Regulations	Mgmt			
8.2	Receive Board of Directors Report	Mgmt			

Carl Zeiss Meditec AG

Meeting Date: 03/21/2024 **Country:** Germany **Ticker:** AFX
Record Date: 02/28/2024 **Meeting Type:** Annual
Primary Security ID: D14895102

Shares Voted: 513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8	Elect Stefan Mueller to the Supervisory Board	Mgmt	For	Refer	Against
9	Approve Remuneration Report	Mgmt	For	For	Against

Danske Bank A/S

Meeting Date: 03/21/2024 **Country:** Denmark **Ticker:** DANSKE
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary Security ID: K22272114

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	For	For
6.b	Reelect Lars-Erik Brenoe Director	Mgmt	For	For	For
6.c	Reelect Jacob Dahl as Director	Mgmt	For	For	For
6.d	Reelect Raija-Leena Hankonen-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	For	For
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	Refer	Against
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt			
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	SH	Against	Abstain	Against

Danske Bank A/S

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

Essity AB

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

Shares Voted: 7,473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President, Chairmen and Auditor Review	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	Mgmt	For	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	For
8.c6	Approve Discharge of Bjorn Gulden	Mgmt	For	For	For
8.c7	Approve Discharge of Jan Gurander	Mgmt	For	For	For
8.c8	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c9	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	For
8.c10	Approve Discharge of Bert Nordberg	Mgmt	For	For	For
8.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	For
8.c12	Approve Discharge of Louise Svanberg	Mgmt	For	For	For
8.c13	Approve Discharge of Susanna Lind	Mgmt	For	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For	For
8.c16	Approve Discharge of Magnus Groth	Mgmt	For	For	For
9	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Ewa Bjorling as Director	Mgmt	For	For	For
12.b	Reelect Maria Carell as Director	Mgmt	For	For	For
12.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For	For
12.d	Reelect Magnus Groth as Director	Mgmt	For	For	For
12.e	Reelect Jan Gurander as Director	Mgmt	For	For	For
12.f	Reelect Torbjorn Loof as Director	Mgmt	For	Against	Against
12.g	Reelect Bert Nordberg as Director	Mgmt	For	For	For
12.h	Reelect Barbara Milian Thoralfsson as Director	Mgmt	For	For	For
12.i	Elect Karl Aberg as New Director	Mgmt	For	For	For
13	Elect Jan Gurander as Board Chair	Mgmt	For	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Givaudan SA

Meeting Date: 03/21/2024

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 112

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	For
6.1.6	Reelect Roberto Guidetti as Director	Mgmt	For	Against	Against
6.1.7	Reelect Tom Knutzen as Director	Mgmt	For	Against	Against
6.2.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.2.3	Reappoint Olivier Filliol as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.6 Million	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Nordea Bank Abp

Meeting Date: 03/21/2024

Country: Finland

Ticker: NDA.SE

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: X5S8VL105

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
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	Against	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Abstain	Against
25	Close Meeting	Mgmt			

Novo Nordisk A/S

Meeting Date: 03/21/2024 **Country:** Denmark **Ticker:** NOVO.B
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary Security ID: K72807140

Shares Voted: 39,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For	For
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Abstain
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
9	Other Business	Mgmt			

Tryg A/S

Meeting Date: 03/21/2024

Country: Denmark

Ticker: TRYG

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: K9640A110

Shares Voted: 4,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.b	Approve Discharge of Management and Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Approve DKK 92 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.b	Approve Creation of DKK 308 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 308 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 30.8 Million	Mgmt	For	For	For
6.c	Authorize Share Repurchase Program	Mgmt	For	For	For
6.d	Amend Indemnification of Members of the Board of Directors and Executive Management; Amend Remuneration Policy	Mgmt	For	For	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
7.1	Reelect Jukka Pertola as Member of Board	Mgmt	For	Refer	Abstain
7.2	Reelect Carl-Viggo Ostlund as Member of Board	Mgmt	For	For	For
7.3	Reelect Mengmeng Du as Member of Board	Mgmt	For	For	For
7.4	Reelect Thomas Hofman-Bang as Director	Mgmt	For	For	For
7.5	Reelect Steffen Kragh as Director	Mgmt	For	For	For
7.6	Elect Benedicte Bakke Agerup as New Director	Mgmt	For	For	For
7.7	Elect Jorn Rise Andersen as New Director	Mgmt	For	For	For
7.8	Elect Claus Wistof as New Director	Mgmt	For	For	For
7.9	Elect Anne Kaltoft as New Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditors and Authorized Sustainability 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			

Yamaha Motor Co., Ltd.

Meeting Date: 03/21/2024

Country: Japan

Ticker: 7272

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J95776126

Shares Voted: 3,603

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

Japan Tobacco, Inc.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 2914

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J27869106

Shares Voted: 14,868

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

Japan Tobacco, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.10	Elect Director Asakura, Kenji	Mgmt	For	For	For
4	Appoint Statutory Auditor Takeishi, Emiko	Mgmt	For	For	For

Kao Corp.

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

Shares Voted: 5,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	Mgmt	For	For	For
2.1	Elect Director Hasebe, Yoshihiro	Mgmt	For	For	For
2.2	Elect Director Negoro, Masakazu	Mgmt	For	For	For
2.3	Elect Director Nishiguchi, Toru	Mgmt	For	For	For
2.4	Elect Director David J. Muenz	Mgmt	For	For	For
2.5	Elect Director Shinobe, Osamu	Mgmt	For	For	For
2.6	Elect Director Sakurai, Eriko	Mgmt	For	For	For
2.7	Elect Director Nishii, Takaaki	Mgmt	For	For	For
2.8	Elect Director Takashima, Makoto	Mgmt	For	For	For
3	Appoint Statutory Auditor Arai, Saeko	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Kubota Corp.

Meeting Date: 03/22/2024 **Country:** Japan **Ticker:** 6326
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J36662138

Shares Voted: 12,575

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

Kubota Corp.

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

Kyowa Kirin Co., Ltd.

Meeting Date: 03/22/2024

Country: Japan

Ticker: 4151

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J38296117

Shares Voted: 3,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For	For
2.1	Elect Director Miyamoto, Masashi	Mgmt	For	For	For
2.2	Elect Director Osawa, Yutaka	Mgmt	For	For	For
2.3	Elect Director Yamashita, Takeyoshi	Mgmt	For	For	For
2.4	Elect Director Akieda, Shinjiro	Mgmt	For	For	For
2.5	Elect Director Morita, Akira	Mgmt	For	For	For
2.6	Elect Director Haga, Yuko	Mgmt	For	For	For
2.7	Elect Director Oyamada, Takashi	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
2.9	Elect Director Nakata, Rumiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Kobayashi, Hajime	Mgmt	For	Against	Against
4	Approve Performance Share Plan	Mgmt	For	For	For

Svenska Cellulosa AB SCA

Meeting Date: 03/22/2024

Country: Sweden

Ticker: SCA.B

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: W90152120

Shares Voted: 7,328

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
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

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
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	For	For
12.9	Elect Helena Stjernholm as New Director	Mgmt	For	Against	Against
13	Elect Helena Stjernholm as Board Chair	Mgmt	For	Against	Against
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	Mgmt	For	For	For
17	Close Meeting	Mgmt			

MonotaRO Co., Ltd.

Meeting Date: 03/24/2024

Country: Japan

Ticker: 3064

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J46583100

Shares Voted: 3,217

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 Suzuki, Masaya	Mgmt	For	For	For
2.2	Elect Director Tamura, Sakuya	Mgmt	For	For	For
2.3	Elect Director Kishida, Masahiro	Mgmt	For	For	For
2.4	Elect Director Ise, Tomoko	Mgmt	For	For	For
2.5	Elect Director Sagiya, Mari	Mgmt	For	For	For
2.6	Elect Director Miura, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Nakashima, Kiyoshi	Mgmt	For	For	For
2.8	Elect Director Barry Greenhouse	Mgmt	For	For	For

Fortum Oyj

Meeting Date: 03/25/2024

Country: Finland

Ticker: FORTUM

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: X2978Z118

Shares Voted: 5,591

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.15 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

Fortum Oyj

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

Asahi Group Holdings Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 2502

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J02100113

Shares Voted: 5,941

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

Asahi Group Holdings Ltd.

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

Bridgestone Corp.

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

Shares Voted: 7,100

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

Hulic Co., Ltd.

Meeting Date: 03/26/2024 **Country:** Japan **Ticker:** 3003
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J23594112

Hulic Co., Ltd.

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For
2.1	Elect Director Nishiura, Saburo	Mgmt	For	For	For
2.2	Elect Director Maeda, Takaya	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Hajime	Mgmt	For	For	For
2.4	Elect Director Nakajima, Tadashi	Mgmt	For	For	For
2.5	Elect Director Hara, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Miyajima, Tsukasa	Mgmt	For	For	For
2.7	Elect Director Yamada, Hideo	Mgmt	For	For	For
2.8	Elect Director Fukushima, Atsuko	Mgmt	For	For	For
2.9	Elect Director Tsuji, Shinji	Mgmt	For	For	For
2.10	Elect Director Akita, Kiyomi	Mgmt	For	For	For
2.11	Elect Director Takahashi, Yuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kobayashi, Nobuyuki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Aratani, Masao	Mgmt	For	Against	Against
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

INPEX Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 1605

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J2467E101

Shares Voted: 11,751

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

INPEX Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Yanai, Jun	Mgmt	For	For	For
2.7	Elect Director Iio, Norinao	Mgmt	For	For	For
2.8	Elect Director Nishimura, Atsuko	Mgmt	For	For	For
2.9	Elect Director Nishikawa, Tomo	Mgmt	For	For	For
2.10	Elect Director Morimoto, Hideka	Mgmt	For	For	For

Kesko Oyj

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

Shares Voted: 3,385

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	For	Against
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	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

Kesko Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Pii Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Mgmt	For	Refer	For
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
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			

McDonald's Holdings Co. (Japan) Ltd.

Meeting Date: 03/26/2024 **Country:** Japan **Ticker:** 2702
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J4261C109

Shares Voted: 1,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For
2.1	Elect Director Sarah L. Casanova	Mgmt	For	For	For
2.2	Elect Director Thomas Ko	Mgmt	For	For	For
2.3	Elect Director Jo Sempels	Mgmt	For	Against	Against
2.4	Elect Director Ueda, Masataka	Mgmt	For	For	For
2.5	Elect Director Takahashi, Tetsu	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kajiyama, Sonoko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Ellen Caya	Mgmt	For	Against	Against
3.3	Appoint Statutory Auditor Honda, Yoshiyuki	Mgmt	For	For	For
4	Approve Bonus Related to Retirement Bonus System Abolition	Mgmt	For	Against	Against

Randstad NV

Meeting Date: 03/26/2024

Country: Netherlands

Ticker: RAND

Record Date: 02/27/2024

Meeting Type: Annual

Primary Security ID: N7291Y137

Shares Voted: 1,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Reports of Executive Board and Supervisory Board (Non-Voting)	Mgmt			
2b	Discussion on Company's Corporate Governance Structure	Mgmt			
2c	Approve Remuneration Report	Mgmt	For	For	For
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2e	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2f	Approve Dividend	Mgmt	For	For	For
2g	Approve Special Dividend	Mgmt	For	For	For
3a	Approve Discharge of Executive Board	Mgmt	For	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4a	Elect Dimitra Manis to Supervisory Board	Mgmt	For	For	For
4b	Elect Philippe Vimard to Supervisory Board	Mgmt	For	For	For
5a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
5b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5c	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
6	Other Business (Non-Voting)	Mgmt			
7	Close Meeting	Mgmt			

Renesas Electronics Corp.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 6723

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J4881V107

Renesas Electronics Corp.

Shares Voted: 18,239

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For
2	Amend Articles to Authorize Board to Determine Income Allocation - Establish Record Dates for Quarterly Dividends	Mgmt	For	For	For
3	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
4.1	Elect Director Shibata, Hidetoshi	Mgmt	For	Against	Against
4.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	For
4.3	Elect Director Selena Loh Lacroix	Mgmt	For	For	For
4.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	For
4.5	Elect Director Hirano, Takuya	Mgmt	For	For	For
4.6	Elect Director Mizuno, Tomoko	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Meeting Date: 03/26/2024

Country: France

Ticker: DIM

Record Date: 03/22/2024

Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For	For
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Reelect Susan Dexter as Director	Mgmt	For	For	For
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	Refer	Against
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt Mgmt	For	Against	Against
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against	Against
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H63838116

Shares Voted: 1,813

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	For	For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	Against	Against
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	For	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	Against	Against
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 12 Million for Fiscal Year 2024	Mgmt	For	For	For
5.5	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2025	Mgmt	For	For	For
6.1	Amend Articles Re: Remuneration of Executive Committee	Mgmt	For	For	For
6.2	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Shiseido Co., Ltd.

Meeting Date: 03/26/2024

Country: Japan

Ticker: 4911

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J74358144

Shares Voted: 4,996

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Indemnify Directors	Mgmt	For	For	For
3.1	Elect Director Uotani, Masahiko	Mgmt	For	For	For
3.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For	For
3.3	Elect Director Anno, Hiromi	Mgmt	For	Against	Against
3.4	Elect Director Yoshida, Takeshi	Mgmt	For	Against	Against
3.5	Elect Director Oishi, Kanoko	Mgmt	For	For	For
3.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
3.7	Elect Director Tokuno, Mariko	Mgmt	For	For	For
3.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
3.9	Elect Director Ozu, Hiroshi	Mgmt	For	For	For
3.10	Elect Director Goto, Yasuko	Mgmt	For	For	For
3.11	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	For

Meeting Date: 03/26/2024

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 1,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	Against	Against
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.3	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2	Elect Thomas Aebischer as Director	Mgmt	For	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/26/2024

Country: Sweden

Ticker: SKF.B

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: W84237143

Shares Voted: 4,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	For	For
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	For	For
11.3	Approve Discharge of Board Member Geert Follens	Mgmt	For	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	For	For
11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	For	For
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	For	For
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	For	For

SKF AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	For	For
11.15	Approve Discharge of President Rickard Gustafsson	Mgmt	For	For	For
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.8 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 900,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Refer	Against
14.2	Reelect Hock Goh as Director	Mgmt	For	For	For
14.3	Reelect Geert Follens as Director	Mgmt	For	For	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	For	For
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	For	For
14.7	Reelect Beth Ferreira as Director	Mgmt	For	For	For
14.8	Reelect Therese Friberg as Director	Mgmt	For	For	For
14.9	Reelect Richard Nilsson as Director	Mgmt	For	For	For
14.10	Reelect Niko Pakalen as Director	Mgmt	For	For	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Refer	Against
16	Approve Remuneration Report	Mgmt	For	For	Against
17	Approve 2024 Performance Share Program	Mgmt	For	For	For

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: 10,383

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive 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

Swedbank AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.f	Reelect Anna Mossberg as Director	Mgmt	For	For	For
13.g	Reelect Per Olof Nyman as Director	Mgmt	For	For	For
13.h	Reelect Biljana Pehrsson as Director	Mgmt	For	For	For
13.i	Reelect Goran Persson as Director	Mgmt	For	For	For
13.j	Reelect Biorn Riese as Director	Mgmt	For	For	For
14	Elect Goran Persson as Board Chairman	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Nomination Committee Procedures	Mgmt	For	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	For
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
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
23	Change Bank Software	SH	None	Refer	Against
	Joint Shareholder Proposals Submitted by Greenpeace Nordic and Swedish Society	Mgmt			
24	Adopt Company Strategy Aligned with the Paris Agreement Goal	SH	None	Refer	Against
25	Close Meeting	Mgmt			

Volvo Car AB

Meeting Date: 03/26/2024

Country: Sweden

Ticker: VOLCAR.B

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: W9835L183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspectors of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c1	Approve Discharge of Eric Li (Li Shufu) as Chair	Mgmt	For	For	For
9.c2	Approve Discharge of Lone Fonss Schroder as Vice Chair	Mgmt	For	For	For
9.c3	Approve Discharge of Thomas Johnstone	Mgmt	For	For	For
9.c4	Approve Discharge of Daniel Li (Li Donghui)	Mgmt	For	For	For
9.c5	Approve Discharge of Anna Mossberg	Mgmt	For	For	For
9.c6	Approve Discharge of Diarmuid O'Connell	Mgmt	For	For	For
9.c7	Approve Discharge of Jim Rowan	Mgmt	For	For	For
9.c8	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For
9.c9	Approve Discharge of Lila Tretikov	Mgmt	For	For	For
9.c10	Approve Discharge of Winfried Vahland	Mgmt	For	For	For
9.c11	Approve Discharge of Ruby Lu	Mgmt	For	For	For
9.c12	Approve Discharge of Adrian Avdullahu	Mgmt	For	For	For
9.c13	Approve Discharge of Bjorn Olsson	Mgmt	For	For	For
9.c14	Approve Discharge of Jorgen Olsson	Mgmt	For	For	For
9.c15	Approve Discharge of Anna Margitin	Mgmt	For	For	For

Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c16	Approve Discharge of Marie Stenqvist	Mgmt	For	For	For
9.c17	Approve Discharge of Jim Rowan as CEO	Mgmt	For	For	For
10.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.84 Million to Chairman and SEK 1.2 Million to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Eric Li (Li Shufu) as Director	Mgmt	For	For	For
12.b	Reelect Lone Fonss Schroder as Director	Mgmt	For	For	For
12.c	Reelect Daniel Li (Li Donghui) as Director	Mgmt	For	For	For
12.d	Reelect Anna Mossberg as Director	Mgmt	For	For	For
12.e	Reelect Diarmuid O'Connell as Director	Mgmt	For	For	For
12.f	Reelect Jim Rowan as Director	Mgmt	For	For	For
12.g	Reelect Jonas Samuelson as Director	Mgmt	For	For	For
12.h	Reelect Lila Tretikov as Director	Mgmt	For	For	For
12.i	Reelect Ruby Lu as Director	Mgmt	For	For	For
12.j	Reelect Eric Li (Li Shufu) as Board Chair	Mgmt	For	For	For
12.k	Reelect Lone Fonss Schroder as Vice Chair	Mgmt	For	For	For
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	Against
15.A2	Approve Performance Share Plan 2024 for Key Employees	Mgmt	For	For	For
15.A3	Approve Share Matching Plan 2024 for Key Employees	Mgmt	For	For	For
15.B1	Approve Equity Plan Financing	Mgmt	For	For	For
15.B2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
16.B	Amend Performance Share Plan 2022 and 2023 for Key Employees	Mgmt	For	For	For
16.C1	Approve Equity Plan Financing	Mgmt	For	For	For
16.C2	Approve Alternative Equity Plan Financing	Mgmt	For	For	For
17	Approve Equity Plan Financing	Mgmt	For	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For

Volvo Car AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve 2:1 Stock Split; Approve SEK 30.5 Million Reduction in Share Capital; Approve SEK 30 Million Increase in Share Capital through a Bonus Issue	Mgmt	For	For	For
20	Close Meeting	Mgmt			

HOSHIZAKI Corp.

Meeting Date: 03/27/2024 **Country:** Japan **Ticker:** 6465
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J23254105

Shares Voted: 1,403

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sakamoto, Seishi	Mgmt	For	For	For
1.2	Elect Director Kobayashi, Yasuhiro	Mgmt	For	For	For
1.3	Elect Director Tomozoe, Masanao	Mgmt	For	For	For
1.4	Elect Director Goto, Masahiko	Mgmt	For	For	For
1.5	Elect Director Ieta, Yasushi	Mgmt	For	For	For
1.6	Elect Director Nishiguchi, Shiro	Mgmt	For	For	For
1.7	Elect Director Maruyama, Satoru	Mgmt	For	For	For
1.8	Elect Director Yaguchi, Kyo	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Mizutani, Tadashi	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Horinishi, Yoshimi	Mgmt	For	For	For
3.1	Elect Alternate Director and Audit Committee Member Kawashima, Masami	Mgmt	For	Against	Against
3.2	Elect Alternate Director and Audit Committee Member Suzuki, Tachio	Mgmt	For	For	For

Neste Corp.

Meeting Date: 03/27/2024 **Country:** Finland **Ticker:** NESTE
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: X5688A109

Shares Voted: 5,107

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

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

NEXON Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 3659

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J4914X104

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Junghun Lee	Mgmt	For	Refer	Against
1.2	Elect Director Uemura, Shiro	Mgmt	For	Refer	Against
1.3	Elect Director Patrick Soderlund	Mgmt	For	Refer	Against
1.4	Elect Director Owen Mahoney	Mgmt	For	For	For
1.5	Elect Director Mitchell Lasky	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Alexander Iosilevich	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Honda, Satoshi	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Kuniya, Shiro	Mgmt	For	For	For
3	Approve Deep Discount Stock Option Plan	Mgmt	For	Against	Against

Nippon Paint Holdings Co., Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4612

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J55053128

Shares Voted: 11,700

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

OTSUKA CORP.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 4768

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J6243L115

Shares Voted: 1,400

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

Shimano, Inc.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 7309

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J72262108

Shares Voted: 972

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

Skanska AB

Meeting Date: 03/27/2024

Country: Sweden

Ticker: SKA.B

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: W83567110

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	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For	For
11a	Approve Discharge of Hans Biorck	Mgmt	For	For	For
11b	Approve Discharge of Par Boman	Mgmt	For	For	For
11c	Approve Discharge of Jan Gurander	Mgmt	For	For	For
11d	Approve Discharge of Mats Hederos	Mgmt	For	For	For
11e	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
11f	Approve Discharge of Catherine Marcus	Mgmt	For	For	For
11g	Approve Discharge of Ann E. Massey	Mgmt	For	For	For
11h	Approve Discharge of Asa Soderstrom Winberg	Mgmt	For	For	For
11i	Approve Discharge of Employee Representative Ola Falt	Mgmt	For	For	For
11j	Approve Discharge of Employee Representative Richard Horstedt	Mgmt	For	For	For
11k	Approve Discharge of Employee Representative Yvonne Stenman	Mgmt	For	For	For
11l	Approve Discharge of Deputy Employee Representative Goran Pajnic	Mgmt	For	For	For
11m	Approve Discharge of Deputy Employee Representative Hans Reinholdsson	Mgmt	For	For	For
11n	Approve Discharge of Deputy Employee Representative Anders Rattgard	Mgmt	For	For	For
11o	Approve Discharge of President Anders Danielsson	Mgmt	For	For	For
12a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For

Skanska AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13b	Approve Remuneration of Auditors	Mgmt	For	For	For
14a	Reelect Hans Biorck as Director	Mgmt	For	For	For
14b	Reelect Par Boman as Director	Mgmt	For	Against	Against
14c	Reelect Jan Gurander as Director	Mgmt	For	For	For
14d	Reelect Mats Hederos as Director	Mgmt	For	For	For
14e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
14f	Reelect Catherine Marcus as Director	Mgmt	For	For	For
14g	Reelect Asa Soderstrom Winberg as Director	Mgmt	For	For	For
14h	Elect Jayne McGivern as New Director	Mgmt	For	For	For
14i	Elect Henrik Sjolund as New Director	Mgmt	For	For	For
14j	Reelect Hans Biorck as Board Chair	Mgmt	For	For	For
15	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Equity Plan Financing	Mgmt	For	For	For
18	Authorize Class B Share Repurchase Program	Mgmt	For	For	For
19	Amend Articles Re: General Meeting	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Suntory Beverage & Food Ltd.

Meeting Date: 03/27/2024

Country: Japan

Ticker: 2587

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J78186103

Shares Voted: 1,678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Ono, Makiko	Mgmt	For	For	For
2.2	Elect Director Shekhar Mundlay	Mgmt	For	For	For
2.3	Elect Director Naiki, Hachiro	Mgmt	For	For	For

Suntory Beverage & Food Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Peter Harding	Mgmt	For	For	For
2.5	Elect Director Miyamori, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Nakamura, Maki	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Kanda, Hideki	Mgmt	For	Against	Against
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	Mgmt	For	For	For

Swisscom AG

Meeting Date: 03/27/2024 **Country:** Switzerland **Ticker:** SCMN
Record Date: **Meeting Type:** Annual
Primary Security ID: H8398N104

Shares Voted: 312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	For	For	For
4.2	Reelect Roland Abt as Director	Mgmt	For	For	For
4.3	Reelect Monique Bourquin as Director	Mgmt	For	For	For
4.4	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

Swisscom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	For	For	For
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	For
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Unicharm Corp.

Meeting Date: 03/27/2024 **Country:** Japan **Ticker:** 8113
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J94104114

Shares Voted: 5,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Takahara, Takahisa	Mgmt	For	Against	Against
1.2	Elect Director Hikosaka, Toshifumi	Mgmt	For	For	For
1.3	Elect Director Takaku, Kenji	Mgmt	For	For	For

Volvo AB

Meeting Date: 03/27/2024 **Country:** Sweden **Ticker:** VOLV.B
Record Date: 03/19/2024 **Meeting Type:** Annual
Primary Security ID: 928856301

Shares Voted: 20,665

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	For
11.3	Approve Discharge of Jan Carlson	Mgmt	For	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	For

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	For
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.3	Elect Par Boman as New Director	Mgmt	For	Against	Against
14.4	Reelect Jan Carlson as Director	Mgmt	For	For	For
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For	For
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For	For
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For	For
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For	For
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	For
14.10	Reelect Martina Merz as Director	Mgmt	For	For	For
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
15	Elect Par Boman as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
18.1	Elect Fredrik Persson to Serve on Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For

AGC, Inc. (Japan)

Meeting Date: 03/28/2024

Country: Japan

Ticker: 5201

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J0025W100

AGC, Inc. (Japan)

Shares Voted: 2,458

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For
2.1	Elect Director Shimamura, Takuya	Mgmt	For	For	For
2.2	Elect Director Hirai, Yoshinori	Mgmt	For	For	For
2.3	Elect Director Miyaji, Shinji	Mgmt	For	For	For
2.4	Elect Director Kurata, Hideyuki	Mgmt	For	For	For
2.5	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Honda, Keiko	Mgmt	For	For	For
2.7	Elect Director Teshirogi, Isao	Mgmt	For	For	For
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Canon, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 7751

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J05124144

Shares Voted: 12,267

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	Refer	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: 03/28/2024

Country: Japan

Ticker: 4519

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J06930101

Shares Voted: 8,334

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

DBS Group Holdings Ltd.

Meeting Date: 03/28/2024

Country: Singapore

Ticker: D05

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: Y20246107

Shares Voted: 22,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Piyush Gupta as Director	Mgmt	For	For	For

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Chng Kai Fong as Director	Mgmt	For	For	For
7	Elect Judy Lee as Director	Mgmt	For	For	For
8	Elect David Ho Hing-Yuen as Director	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

Dentsu Group, Inc.

Meeting Date: 03/28/2024 **Country:** Japan **Ticker:** 4324
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J1207N108

Shares Voted: 2,400

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

Kirin Holdings Co., Ltd.

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

Shares Voted: 9,600

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

Kirin Holdings Co., Ltd.

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

KOSÉ Corp.

Meeting Date: 03/28/2024 **Country:** Japan **Ticker:** 4922
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J3622S100

Shares Voted: 400

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 Kobayashi, Kazutoshi	Mgmt	For	For	For
2.2	Elect Director Kobayashi, Takao	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Masanori	Mgmt	For	For	For
2.4	Elect Director Shibusawa, Koichi	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Yusuke	Mgmt	For	For	For
2.6	Elect Director Ogura, Atsuko	Mgmt	For	For	For
2.7	Elect Director Haratani, Yoshinori	Mgmt	For	For	For
2.8	Elect Director Tanaka, Shinji	Mgmt	For	For	For
2.9	Elect Director Kikuma, Yukino	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Yuasa, Norika	Mgmt	For	For	For
2.11	Elect Director Suto, Miwa	Mgmt	For	For	For
2.12	Elect Director Kobayashi, Kumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Mochizuki, Shinichi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Takagi, Nobuko	Mgmt	For	For	For

Nippon Express Holdings, Inc.

Meeting Date: 03/28/2024 **Country:** Japan **Ticker:** 9147
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J53377107

Shares Voted: 900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Director Titles - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For
2.1	Elect Director Saito, Mitsuru	Mgmt	For	For	For
2.2	Elect Director Horikiri, Satoshi	Mgmt	For	For	For
2.3	Elect Director Akaishi, Mamoru	Mgmt	For	For	For
2.4	Elect Director Abe, Sachiko	Mgmt	For	For	For
2.5	Elect Director Shiba, Yojiro	Mgmt	For	For	For
2.6	Elect Director Ito, Yumiko	Mgmt	For	For	For
2.7	Elect Director Tsukahara, Tsukiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Nakamoto, Takashi	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Aoki, Yoshio	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Sanui, Nobuko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Masuno, Ryuji	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For

Nippon Express Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Trust-Type Equity Compensation Plan	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: 5,176

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, Tatsuaki	Mgmt	For	For	For
2	Approve Restricted Stock Plan	Mgmt	For	For	For

Rakuten Group, Inc.

Meeting Date: 03/28/2024 **Country:** Japan **Ticker:** 4755
Record Date: 12/31/2023 **Meeting Type:** Annual
Primary Security ID: J64264104

Shares Voted: 18,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Create Bond-Type Class Shares - Amend Business Lines	Mgmt	For	For	For
2.1	Elect Director Mikitani, Hiroshi	Mgmt	For	For	For
2.2	Elect Director Hosaka, Masayuki	Mgmt	For	For	For

Rakuten Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Hyakuno, Kentaro	Mgmt	For	For	For
2.4	Elect Director Takeda, Kazunori	Mgmt	For	For	For
2.5	Elect Director Hirose, Kenji	Mgmt	For	For	For
2.6	Elect Director Ando, Takaharu	Mgmt	For	For	For
2.7	Elect Director Sarah J. M. Whitley	Mgmt	For	For	For
2.8	Elect Director Tsedal Neeley	Mgmt	For	For	For
2.9	Elect Director Charles B. Baxter	Mgmt	For	For	For
2.10	Elect Director Habuka, Shigeki	Mgmt	For	For	For
2.11	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.12	Elect Director Murai, Jun	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamaguchi, Katsuyuki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Nakamura, Futoshi	Mgmt	For	For	For

SUMCO Corp.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 3436

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J76896109

Shares Voted: 4,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hashimoto, Mayuki	Mgmt	For	For	For
1.2	Elect Director Awa, Toshihiro	Mgmt	For	For	For
1.3	Elect Director Ryuta, Jiro	Mgmt	For	For	For
1.4	Elect Director Kubozoe, Shinichi	Mgmt	For	For	For
1.5	Elect Director Kato, Takeo	Mgmt	For	For	For
1.6	Elect Director Kato, Akane	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Fujii, Atsuro	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Tanaka, Hitoshi	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Mitomi, Masahiro	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Ota, Shinichiro	Mgmt	For	For	For
2.5	Elect Director and Audit Committee Member Sue, Masahiko	Mgmt	For	For	For
2.6	Elect Director and Audit Committee Member Amy Shigemi Hatta	Mgmt	For	For	For

Trend Micro, Inc.

Meeting Date: 03/28/2024

Country: Japan

Ticker: 4704

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: J9298Q104

Shares Voted: 1,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 738	Mgmt	For	For	For
2.1	Elect Director Chang Ming-Jang	Mgmt	For	Against	Against
2.2	Elect Director Eva Chen	Mgmt	For	For	For
2.3	Elect Director Mahendra Negi	Mgmt	For	For	For
2.4	Elect Director Omikawa, Akihiko	Mgmt	For	For	For
2.5	Elect Director Koga, Tetsuo	Mgmt	For	For	For
2.6	Elect Director Tokuoka, Koichiro	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Jomen, Kenichiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Funamoto, Miwako	Mgmt	For	For	For
4	Approve Stock Option Plan	Mgmt	For	For	For
5	Approve Stock Option Plan	Mgmt	For	For	For
6	Approve Stock Option Plan	Mgmt	For	For	For

Nokia Oyj

Meeting Date: 04/03/2024

Country: Finland

Ticker: NOKIA

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: X61873133

Shares Voted: 63,782

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

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

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: 35,793

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

Telefonaktiebolaget LM Ericsson

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

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.1	Approve Long-Term Variable Compensation Program 2024 (LTV 2024)	Mgmt	For	For	For
16.2	Approve Equity Plan Financing LTV 2024	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2024, if Item 16.2 is Not Approved	Mgmt	For	For	For
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			

EDP Renovaveis SA

Meeting Date: 04/04/2024

Country: Spain

Ticker: EDPR

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: E3847K101

Shares Voted: 3,808

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 Treatment of Net Loss	Mgmt	For	For	For
3	Approve Scrip Dividends	Mgmt	For	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Remuneration Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For
7	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.A	Acknowledge Resignation of Vera de Moraes Pinto Pereira Carneiro as Director	Mgmt			
8.B	Acknowledge Resignation of Ana Paula Garrido de Pina Marques as Director	Mgmt			
8.C	Acknowledge Resignation of Acacio Liberado Mota Piloto as Director	Mgmt			
8.D	Fix Number of Directors at 9	Mgmt	For	For	For

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.E	Reelect Miguel Stilwell de Andrade as Director	Mgmt	For	For	For
8.F	Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	Mgmt	For	For	For
8.G	Reelect Manuel Menendez Menendez as Director	Mgmt	For	For	For
8.H	Reelect Antonio Sarmento Gomes Mota as Director	Mgmt	For	For	For
8.I	Reelect Rosa Maria Garcia Garcia as Director	Mgmt	For	For	For
8.J	Reelect Jose Manuel Felix Morgado as Director	Mgmt	For	For	For
8.K	Reelect Allan J. Katz as Director	Mgmt	For	For	For
8.L	Reelect Cynthia Kay McCall as Director	Mgmt	For	For	For
8.M	Elect Ana Paula de Sousa Freitas Madureira Serra as Director	Mgmt	For	For	For
9	Amend Remuneration Policy	Mgmt	For	Against	Against
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Rio Tinto Plc

Meeting Date: 04/04/2024

Country: United Kingdom

Ticker: RIO

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: G75754104

Shares Voted: 13,231

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

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Dominic Barton as Director	Mgmt	For	For	For
11	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
12	Re-elect Simon Henry as Director	Mgmt	For	For	For
13	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
14	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For
15	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
16	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
17	Re-elect Ngaire Woods as Director	Mgmt	For	For	For
18	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
19	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
20	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt			
22	Approve Amendments to Rio Tinto Limited's Constitution	Mgmt	For	For	For
	Resolutions 23 to 26 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt			
23	Authorise Issue of Equity	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Scentre Group

Meeting Date: 04/04/2024

Country: Australia

Ticker: SCG

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: Q8351E109

Shares Voted: 58,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions of the Scentre Group Limited (Company)	Mgmt			
2	Elect Carolyn Kay as Director	Mgmt	For	For	For
3	Elect Guy Russo as Director	Mgmt	For	For	For
4	Elect Margaret Seale as Director	Mgmt	For	For	For

Scentre Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Grant of Performance Rights to Elliott Rusanow	Mgmt	For	For	For
7	Approve Amendment to the Constitution of Scentre Group Limited	Mgmt	For	For	For
	Resolution of Scentre Group Trust 1	Mgmt			
8	Approve Amendment to the Constitution of Scentre Group Trust 1	Mgmt	For	For	For
	Resolution of Scentre Group Trust 2	Mgmt			
9	Approve Amendment to the Constitution of Scentre Group Trust 2	Mgmt	For	For	For
	Resolution of Scentre Group Trust 3	Mgmt			
10	Approve Amendment to the Constitution of Scentre Group Trust 3	Mgmt	For	For	For

UPM-Kymmene Oyj

Meeting Date: 04/04/2024

Country: Finland

Ticker: UPM

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: X9518S108

Shares Voted: 6,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Remuneration of Directors in the Amount of EUR 231,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Elect Melanie Maas-Brunner as New Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young Oy as Auditor for FY 2025	Mgmt	For	For	For
17	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Authorize Charitable Donations	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Clariant AG

Meeting Date: 04/09/2024

Country: Switzerland

Ticker: CLN

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: H14843165

Shares Voted: 2,784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share	Mgmt	For	For	For
4.1.a	Reelect Ahmed Al Umar as Director	Mgmt	For	For	For
4.1.b	Reelect Guenter von Au as Director	Mgmt	For	Refer	Against
4.1.c	Reelect Roberto Gualdoni as Director	Mgmt	For	For	For

Clariant AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.d	Elect Jens Lohmann as Director	Mgmt	For	For	For
4.1.e	Reelect Thilo Mannhardt as Director	Mgmt	For	For	For
4.1.f	Reelect Geoffery Merszei as Director	Mgmt	For	For	For
4.1.g	Reelect Eveline Saupper as Director	Mgmt	For	For	For
4.1.h	Reelect Peter Steiner as Director	Mgmt	For	For	For
4.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	Mgmt	For	Against	Against
4.1.j	Reelect Susanne Wamsler as Director	Mgmt	For	For	For
4.1.k	Reelect Konstantin Winterstein as Director	Mgmt	For	For	For
4.2	Reelect Guenter von Au as Board Chair	Mgmt	For	Refer	Against
4.3.1	Appoint Jens Lohmann as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	Mgmt	For	Against	Against
4.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Designate Balthasar Settelen as Independent Proxy	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	For	For	For
5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For	For	For
6.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against
6.2	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against

Indutrade AB

Meeting Date: 04/09/2024 **Country:** Sweden **Ticker:** INDT
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: W4939U106

Shares Voted: 3,217

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

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Board's and Board Committee's Reports	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10b	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	Mgmt	For	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10d.1	Approve Discharge of Bo Annvik	Mgmt	For	For	For
10d.2	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
10d.3	Approve Discharge of Anders Jernhall	Mgmt	For	For	For
10d.4	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
10d.8	Approve Discharge of Krister Mellve	Mgmt	For	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
11	Receive Nominating Committee's Report	Mgmt			
12.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 920,000 for Chairman and SEK 460,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.1b	Reelect Susanna Campbell as Director	Mgmt	For	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.1c	Reelect Anders Jernhall as Director	Mgmt	For	For	For
14.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For	For
14.1e	Reelect Ulf Lundahl as Director	Mgmt	For	For	For
14.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
14.1g	Reelect Lars Pettersson as Director	Mgmt	For	For	For
14.1h	Elect Pia Brantgarde Linder as New Director	Mgmt	For	For	For
14.2	Reelect Katarina Martinson as Board Chairman	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18.a	Approve Performance Share Incentive Plan LTIP 2024 for Key Employees	Mgmt	For	For	For
18.b	Approve Equity Plan Financing	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/09/2024 **Country:** Denmark **Ticker:** VWS
Record Date: 04/02/2024 **Meeting Type:** Annual
Primary Security ID: K9773J201

Shares Voted: 11,844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman, DKK 946,764 for Vice Chairman and DKK 473,382 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	For
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	For

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	For
6.d	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	For
6.e	Reelect Lena Marie Olving as Director	Mgmt	For	For	For
6.f	Elect William (Bill) Fehrman as New Director	Mgmt	For	For	For
6.g	Elect Henriette Hallberg Thygesen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

VINCI SA

Meeting Date: 04/09/2024

Country: France

Ticker: DG

Record Date: 04/05/2024

Meeting Type: Annual/Special

Primary Security ID: F5879X108

Shares Voted: 5,894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.50 per Share	Mgmt	For	For	For
4	Reelect Benoit Bazin as Director	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report	Mgmt	For	For	For

VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Airbus SE

Meeting Date: 04/10/2024 **Country:** Netherlands **Ticker:** AIR
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: N0280G100

Shares Voted: 7,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Extraordinary Dividend	Mgmt	For	For	For
4	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
7	Approve Implementation of Remuneration Policy	Mgmt	For	For	For
8	Approve Remuneration Policy for Board of Directors	Mgmt	For	For	For
9	Reelect Rene Obermann as Non-Executive Director	Mgmt	For	For	For
10	Reelect Victor Chu as Non-Executive Director	Mgmt	For	For	For
11	Reelect Jean-Pierre Clamadiou as Non-Executive Director	Mgmt	For	For	For
12	Reelect Amparo Moraleda as Non-Executive Director	Mgmt	For	For	For

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Elect Feiyu Xu as Non-Executive Director	Mgmt	For	For	For
14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For	For
15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For

Deutsche Telekom AG

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

Shares Voted: 37,852

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

Deutsche Telekom AG

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

EDP-Energias de Portugal SA

Meeting Date: 04/10/2024 **Country:** Portugal **Ticker:** EDP
Record Date: 04/03/2024 **Meeting Type:** Annual
Primary Security ID: X67925119

Shares Voted: 37,944

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
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

EDP-Energias de Portugal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.4	Elect General Meeting Board for 2024-2026 Term	SH	For	Refer	For
9.5	Elect Remuneration Committee for 2024-2026 Term	SH	For	Refer	For
9.6	Approve Remuneration of Remuneration Committee Members	SH	For	Refer	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/10/2024 **Country:** Netherlands **Ticker:** AD
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: N0074E105

Shares Voted: 11,556

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
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

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 04/10/2024 **Country:** Sweden **Ticker:** LUND.B
Record Date: 04/02/2024 **Meeting Type:** Annual
Primary Security ID: W54114108

Shares Voted: 954

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			
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

LE Lundbergforetagen AB

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

ROCKWOOL A/S

Meeting Date: 04/10/2024

Country: Denmark

Ticker: ROCK.B

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: K8254S144

Shares Voted: 91

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Receive Annual Report and Auditor's Report	Mgmt			
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors for 2024/2025	Mgmt	For	For	For
6	Approve Allocation of Income and Dividends of DKK 43 Per Share	Mgmt	For	For	For
7.1	Reelect Jes Munk Hansen as Director	Mgmt	For	For	For
7.2	Reelect Ilse Irene Henne as Director	Mgmt	For	For	For
7.3	Reelect Rebekka Glasser Herlofsen as Director	Mgmt	For	For	For
7.4	Reelect Carsten Kahler as Director	Mgmt	For	For	For
7.5	Reelect Thomas Kahler (Chair) as Director	Mgmt	For	For	For
7.6	Reelect Jorgen Tang-Jensen (Deputy Chair) as Director	Mgmt	For	Refer	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9.a	Authorize Share Repurchase Program	Mgmt	For	For	For
9.b	Approve Remuneration Policy	Mgmt	For	For	For
9.c	Approve Contribution of 100 MDKK to Support Foundation for Ukrainian Reconstruction	Mgmt	For	For	For

ROCKWOOL A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Other Business	Mgmt			

Telia Co. AB

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

Shares Voted: 27,819

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
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	For	For	For
14.2	Reelect Ingrid Bonde as Director	Mgmt	For	Against	Against
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	Against	Against
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

Country: Switzerland

Ticker: ZURN

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 1,721

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
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

Zurich Insurance Group AG

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

Adecco Group AG

Meeting Date: 04/11/2024 **Country:** Switzerland **Ticker:** ADEN
Record Date: 04/04/2024 **Meeting Type:** Annual
Primary Security ID: H00392318

Shares Voted: 1,934

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Rachel Duan as Director	Mgmt	For	For	For
5.1.3	Reelect Alexander Gut as Director	Mgmt	For	For	For
5.1.4	Reelect Didier Lamouche as Director	Mgmt	For	For	For
5.1.5	Reelect Kathleen Taylor as Director	Mgmt	For	For	For
5.1.6	Reelect Sandhya Venugopal as Director	Mgmt	For	For	For
5.1.7	Reelect Regula Wallimann as Director	Mgmt	For	For	For
5.1.8	Elect Stefano Grassi as Director	Mgmt	For	For	For
5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	For	For	For

Adecco Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Amend Articles of Association	Mgmt	For	For	For
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	For
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 18.5 Million and the Lower Limit of CHF 15.2 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	For	For
7	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

Shares Voted: 18,171

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

AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8	Amend Performance Share Plan 2020	Mgmt	For	For	For
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	Against	Against

Davide Campari-Milano NV

Meeting Date: 04/11/2024

Country: Netherlands

Ticker: CPR

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: N24565108

Shares Voted: 7,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Annual Report	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	Against
2c	Adopt Financial Statements	Mgmt	For	For	For
3a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3b	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Executive Directors	Mgmt	For	For	For
4b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5a	Elect Matteo Fantacchiotti as Executive Director	Mgmt	For	For	For
5b	Elect Robert Kunze-Concewitz as Non-Executive Director	Mgmt	For	Refer	Against

Davide Campari-Milano NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Policy	Mgmt	For	For	Against
7	Approve Long Term Incentive Plan for the Members of the Lead Team	Mgmt	For	For	For
8	Approve Long Term Incentive Plan for Selected Beneficiaries, other than the Members of the Lead Team	Mgmt	For	For	For
9	Approve CFOO Last Mile Incentive Plan	Mgmt	For	For	Against
10	Authorize Board to Repurchase Shares	Mgmt	For	Against	Against
11	Close Meeting	Mgmt			

Ferrovial SE

Meeting Date: 04/11/2024

Country: Netherlands

Ticker: FER

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: N3168P101

Shares Voted: 6,257

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	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2c	Discussion on Company's Corporate Governance Structure	Mgmt			
2d	Approve Remuneration Report	Mgmt	For	For	For
2e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Climate Strategy Report	Mgmt	For	For	For
4	Approve Discharge of Directors	Mgmt	For	For	For
5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
6b	Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital for Purposes of Scrip Dividends	Mgmt	For	For	For
7a	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances for Purposes of Scrip Dividends	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Ferrovial SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Cancellation of Shares	Mgmt	For	For	For
10	Close Meeting	Mgmt			

Industrivarden AB

Meeting Date: 04/11/2024

Country: Sweden

Ticker: INDU.A

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: W45430100

Shares Voted: 3,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.c	Receive Board's Proposal on Allocation of Income and Dividends	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 7.75 per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	For
9c.2	Approve Discharge of Par Boman	Mgmt	For	For	For
9c.3	Approve Discharge of Christian Caspar	Mgmt	For	For	For
9c.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	For
9c.5	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
9c.6	Approve Discharge of Katarina Martinso	Mgmt	For	For	For
9c.7	Approve Discharge of Lars Petterson	Mgmt	For	For	For

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
9c.9	Approve Discharge of CEO Helena Stjernholm	Mgmt	For	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 712,000 for Other Directors	Mgmt	For	For	For
12.a	Reelect Par Boman as Director	Mgmt	For	Against	Against
12.b	Reelect Christian Caspar as Director	Mgmt	For	For	For
12.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
12.d	Reelect Bengt Kjell as Director	Mgmt	For	Against	Against
12.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Against
12.f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
12.g	Elect Fredrik Persson as New Director	Mgmt	For	Against	Against
12.h	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
12.i	Reelect Helena Stjernholm as Director	Mgmt	For	For	For
12.j	Reelect Fredrik Lundberg as Board Chairman	Mgmt	For	Against	Against
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	Against
18	Approve Performance Share Matching Plan	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Julius Baer Gruppe AG

Meeting Date: 04/11/2024

Country: Switzerland

Ticker: BAER

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: H4414N103

Shares Voted: 2,470

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

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.7 Million	Mgmt	For	For	For
4.2.1	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2024	Mgmt	For	For	For
4.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14.8 Million for Fiscal Year 2025	Mgmt	For	For	For
4.2.3	Approve Supplementary Remuneration of Executive Committee for the Period from 2024 AGM to 2025 AGM	Mgmt	For	For	For
5.1.1	Reelect Romeo Lacher as Director	Mgmt	For	For	For
5.1.2	Reelect Richard Campbell-Breeden as Director	Mgmt	For	For	For
5.1.3	Reelect Juerg Hunziker as Director	Mgmt	For	For	For
5.1.4	Reelect Kathryn Shih as Director	Mgmt	For	For	For
5.1.5	Reelect Tomas Muina as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
5.1.7	Reelect Olga Zoutendijk as Director	Mgmt	For	For	For
5.2.1	Elect Bruce Fletcher as Director	Mgmt	For	For	For
5.2.2	Elect Andrea Sambo as Director	Mgmt	For	For	For
5.3	Reelect Romeo Lacher as Board Chair	Mgmt	For	For	For
5.4.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.2	Appoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Marc Nater as Independent Proxy	Mgmt	For	For	For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of CHF 460,000 Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Saab AB

Meeting Date: 04/11/2024 **Country:** Sweden **Ticker:** SAAB.B
Record Date: 04/03/2024 **Meeting Type:** Annual
Primary Security ID: W72838175

Shares Voted: 952

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
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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	Refer	For
11.h	Reelect Erika Soderberg Johnson as Director	Mgmt	For	For	For
11.i	Reelect Sebastian Tham as Director	Mgmt	For	For	For
11.j	Reelect Marcus Wallenberg as Director	Mgmt	For	Refer	Against
11.k	Reelect Joakim Westh as Director	Mgmt	For	For	For
11.l	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Refer	Against
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For

Saab AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
14.b	Approve Equity Plan Financing	Mgmt	For	For	For
14.c	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Mgmt	For	For	For
15.a	Authorize Share Repurchase Program	Mgmt	For	For	For
15.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
15.c	Approve Transfer of Shares for Previous Year's Incentive Programs	Mgmt	For	For	For
16	Approve 4:1 Stock Split; Amend Articles: Set Minimum (450 Million) and Maximum (1.8 Billion) Number of Shares	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Santos Limited

Meeting Date: 04/11/2024

Country: Australia

Ticker: STO

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: Q82869118

Shares Voted: 37,470

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

Telefonica SA

Meeting Date: 04/11/2024

Country: Spain

Ticker: TEF

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: 879382109

Shares Voted: 56,428

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

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: 1,552

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 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	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 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	For	For
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			

Straumann Holding AG

Meeting Date: 04/12/2024

Country: Switzerland

Ticker: STMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8300N127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.2 Million	Mgmt	For	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	For	For
6.1	Reelect Petra Rumpf as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Olivier Filliol as Director	Mgmt	For	For	For
6.3	Reelect Marco Gadola as Director	Mgmt	For	Against	Against
6.4	Reelect Thomas Straumann as Director	Mgmt	For	For	For
6.5	Reelect Regula Wallimann as Director	Mgmt	For	For	For
6.6	Elect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.7	Elect Stefan Meister as Director	Mgmt	For	For	For
7.1	Appoint Olivier Filliol as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For	Against	Against
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Designate NEOVIUS AG as Independent Proxy	Mgmt	For	For	For
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/12/2024

Country: Switzerland

Ticker: SREN

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: H8431B109

Shares Voted: 3,541

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

Swiss Re AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 29 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

UniCredit SpA

Meeting Date: 04/12/2024 **Country:** Italy **Ticker:** UCG
Record Date: 04/03/2024 **Meeting Type:** Annual/Special
Primary Security ID: T9T23L642

Shares Voted: 18,092

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate 1 Submitted by Management	Mgmt	For	For	For
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
10	Approve 2024 Group Incentive System	Mgmt	For	For	For
11	Approve Employees Share Ownership Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Holmen AB

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

Shares Voted: 866

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	Refer	Against

Holmen AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Ratify PricewaterhouseCoopers AB as Auditor	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	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			

Stellantis NV

Meeting Date: 04/16/2024 **Country:** Netherlands **Ticker:** STLAM
Record Date: 03/19/2024 **Meeting Type:** Annual
Primary Security ID: N82405106

Shares Voted: 26,812

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Discussion on Company's Corporate Governance Structure	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	Refer	Against
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends	Mgmt	For	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For	For
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	Refer	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6.a	Approve Cancellation of Common Shares	Mgmt	For	For	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For	For	For
7	Close Meeting	Mgmt			

AerCap Holdings NV

Meeting Date: 04/17/2024 **Country:** Netherlands **Ticker:** AER
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: N00985106

Shares Voted: 2,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Board Report (Non-Voting)	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Appointment of Peter L. Juhas as the Person Referred to in Article 16, Paragraph 8 of the Company's Articles of Association	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares and Grant Additional Rights to Subscribe for Shares	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 8a	Mgmt	For	For	For
9a	Authorize Repurchase Shares	Mgmt	For	For	For
9b	Conditional Authorization to Repurchase Additional Shares	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Allow Questions	Mgmt			
12	Open Meeting	Mgmt			

Covestro AG

Meeting Date: 04/17/2024 **Country:** Germany **Ticker:** 1COV
Record Date: 03/26/2024 **Meeting Type:** Annual
Primary Security ID: D15349109

Shares Voted: 2,210

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 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	Approve Remuneration Report	Mgmt	For	For	For
5	Ratify KPMG AG 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	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares; Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
7	Approve Affiliation Agreement with Covestro First Real Estate GmbH	Mgmt	For	For	For

Covivio SA

Meeting Date: 04/17/2024

Country: France

Ticker: COV

Record Date: 04/15/2024

Meeting Type: Annual/Special

Primary Security ID: F2R22T119

Shares Voted: 613

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 Treatment of Losses and Dividends of EUR 3.30 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Jean-Luc Biamonti, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Christophe Kullmann, CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Olivier Esteve, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Christophe Kullmann as Director	Mgmt	For	For	For
15	Reelect Catherine Soubie as Director	Mgmt	For	For	For
16	Reelect Patricia Savin as Director	Mgmt	For	For	For
17	Appoint KPMG SA as Auditor	Mgmt	For	For	For
18	Appoint ERNST & YOUNG et Autres 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 Capitalization of Reserves of Up to EUR 30,300,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 75,750,000	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 30,300,000	Mgmt	For	For	For
24	Authorize Capital Increase of Up to 10 Percent of Issued Share Capital for Future Exchange Offers	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Authorize Capital Increase of Up to EUR 70,000,000 for Future Exchange Offers Initiated by the Company on Shares Issued by Covivio Hotels	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ferrari NV

Meeting Date: 04/17/2024

Country: Netherlands

Ticker: RACE

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: N3167Y103

Shares Voted: 1,524

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Director's Board Report (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Discuss Corporate Governance Chapter in Board Report	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends	Mgmt	For	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For	For
3.a	Reelect John Elkann as Executive Director	Mgmt	For	Refer	Against
3.b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	For	For
3.c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	For	For
3.d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	Against	Against
3.e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	Against	Against
3.f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	For	For
3.g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	For	For
3.h	Reelect John Galantic as Non-Executive Director	Mgmt	For	For	For
3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For	For	For
3.j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	Against	Against
3.k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For	For	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Amend Remuneration Policy of Board of Directors	Mgmt	For	For	For

Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For	For
7	Reappoint Auditors	Mgmt	For	For	For
8	Approve Awards to Executive Director	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Geberit AG

Meeting Date: 04/17/2024 **Country:** Switzerland **Ticker:** GEBN
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: H2942E124

Shares Voted: 385

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

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 12.9 Million	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Royal KPN NV

Meeting Date: 04/17/2024 **Country:** Netherlands **Ticker:** KPN
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: N4297B146

Shares Voted: 39,279

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			
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, Figeo, Garsen and Snoep to Management Board	Mgmt			
14	Discuss Composition of the Supervisory Board	Mgmt			
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For

Royal KPN NV

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

Aena S.M.E. SA

Meeting Date: 04/18/2024

Country: Spain

Ticker: AENA

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: E526K0106

Shares Voted: 858

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Reclassification of Capitalization Reserves to Voluntary Reserves	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Approve Discharge of Board	Mgmt	For	For	For
7.1	Ratify Appointment of and Elect Beatriz Alcocer Pinilla as Director	Mgmt	For	Against	Against
7.2	Ratify Appointment of and Elect Angel Faus Alcaraz as Director	Mgmt	For	Against	Against
7.3	Ratify Appointment of and Elect Ainhoa Morondo Quintano as Director	Mgmt	For	Against	Against
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Advisory Vote on Company's 2023 Updated Report on Climate Action Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Banco BPM SpA

Meeting Date: 04/18/2024

Country: Italy

Ticker: BAMI

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: T1708N101

Shares Voted: 14,383

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 Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration	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
5.1	Approve 2024 Short-Term Incentive Plan	Mgmt	For	For	For
5.2	Approve 2024-2026 Long-Term Incentive Plan	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Compensation Plans	Mgmt	For	For	For

Beiersdorf AG

Meeting Date: 04/18/2024

Country: Germany

Ticker: BEI

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: D08792109

Shares Voted: 1,173

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

Beiersdorf AG

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

Chocoladefabriken Lindt & Spruengli AG

Meeting Date: 04/18/2024 **Country:** Switzerland **Ticker:** LISN
Record Date: 04/03/2024 **Meeting Type:** Annual
Primary Security ID: H49983176

Shares Voted: 1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Refer	Against
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 1,400 per Registered Share and CHF 140 per Participation Certificate	Mgmt	For	For	For
6	Approve CHF 62,400 Reduction in Share Capital and CHF 511,800 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7.1.1	Reelect Ernst Tanner as Director and Board Chair	Mgmt	For	Against	Against
7.1.2	Reelect Dieter Weisskopf as Director	Mgmt	For	Against	Against
7.1.3	Reelect Rudolf Spruengli as Director	Mgmt	For	Against	Against
7.1.4	Reelect Elisabeth Guertler as Director	Mgmt	For	Against	Against
7.1.5	Reelect Thomas Rinderknecht as Director	Mgmt	For	For	For
7.1.6	Reelect Silvio Denz as Director	Mgmt	For	For	For
7.1.7	Reelect Monique Bourquin as Director	Mgmt	For	Refer	Against

Chocoladefabriken Lindt & Spruengli AG

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

Elbit Systems Ltd.

Meeting Date: 04/18/2024

Country: Israel

Ticker: ESLT

Record Date: 03/04/2024

Meeting Type: Special

Primary Security ID: M3760D101

Shares Voted: 331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	Against
2	Approve Amended Employment Terms of Bezahel Machlis, President and CEO	Mgmt	For	Against	Against
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	For	For

Genting Singapore Limited

Meeting Date: 04/18/2024

Country: Singapore

Ticker: G13

Record Date:

Meeting Type: Annual

Primary Security ID: Y2692C139

Genting Singapore Limited

Shares Voted: 62,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Tan Wah Yeow as Director	Mgmt	For	For	For
4	Elect Hauw Sze Shiung Winston as Director	Mgmt	For	For	For
5(a)	Approve Directors' Fees	Mgmt	For	For	For
5(b)	Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	Mgmt	For	Against	Against
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For	For

Husqvarna AB

Meeting Date: 04/18/2024

Country: Sweden

Ticker: HUSQ.B

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: W4235G116

Shares Voted: 3,832

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 Financial Statements and Statutory Reports	Mgmt			
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
8c.1	Approve Discharge of Tom Johnstone	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8c.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
8c.3	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
8c.4	Approve Discharge of Bertrand Neuschwander	Mgmt	For	For	For
8c.5	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For
8c.6	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
8c.7	Approve Discharge of Christine Robins	Mgmt	For	For	For
8c.8	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
8c.9	Approve Discharge of CEO Henric Andersson	Mgmt	For	For	For
9a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 2.35 Million to Chairman, SEK 950,000 for Vice Chairman and SEK 680,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
11a.1	Reelect Tom Johnstone as Director	Mgmt	For	Refer	Against
11a.2	Reelect Ingrid Bonde as Director	Mgmt	For	Against	Against
11a.3	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
11a.4	Reelect Bertrand Neuschwander as Director	Mgmt	For	For	For
11a.5	Reelect Daniel Nodhall as Director	Mgmt	For	Against	Against
11a.6	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
11a.7	Reelect Christine Robins as Director	Mgmt	For	For	For
11a.8	Reelect Torbjorn Loof as Director	Mgmt	For	Against	Against
11a.9	Elect Pavel Hajman as New Director	Mgmt	For	For	For
11b	Reelect Tom Johnstone as Board Chair	Mgmt	For	Refer	Against
12a	Ratify KPMG as Auditors	Mgmt	For	For	For
12b	Approve Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Performance Share Incentive Program LTI 2024	Mgmt	For	For	For
15	Approve Equity Plan Financing	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Jeronimo Martins SGPS SA

Meeting Date: 04/18/2024

Country: Portugal

Ticker: JMT

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: X40338109

Shares Voted: 3,331

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

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024

Country: France

Ticker: MC

Record Date: 04/16/2024

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 3,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Antoine Arnault as Director	Mgmt	For	Refer	Against
6	Elect Henri de Castries as Director	Mgmt	For	Refer	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Refer	Against
8	Elect Frederic Arnault as Director	Mgmt	For	Refer	Against
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Refer	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Refer	Against

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	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

Nestle SA

Meeting Date: 04/18/2024

Country: Switzerland

Ticker: NESN

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 31,296

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	For	For
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For
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

Country: Norway

Ticker: ORK

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: R67787102

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

Prismian SpA

Meeting Date: 04/18/2024

Country: Italy

Ticker: PRY

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: T7630L105

Shares Voted: 2,983

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

SEGRO PLC

Meeting Date: 04/18/2024

Country: United Kingdom

Ticker: SGRO

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: G80277141

Shares Voted: 14,439

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 Andy Harrison as Director	Mgmt	For	For	For
5	Re-elect Mary Barnard as Director	Mgmt	For	For	For
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For	For
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
9	Re-elect Simon Fraser as Director	Mgmt	For	For	For

SEGR0 PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect David Sleath as Director	Mgmt	For	For	For
11	Re-elect Linda Yueh as Director	Mgmt	For	Against	Against
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Board to Offer Scrip Dividend	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	Against	Against

Siemens Healthineers AG

Meeting Date: 04/18/2024

Country: Germany

Ticker: SHL

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 3,346

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2023	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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	Refer	Against
9.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	For	For

Siemens Healthineers AG

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

United Overseas Bank Limited (Singapore)

Meeting Date: 04/18/2024

Country: Singapore

Ticker: U11

Record Date:

Meeting Type: Annual

Primary Security ID: Y9T10P105

Shares Voted: 14,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Wong Kan Seng as Director	Mgmt	For	For	For
6	Elect Michael Lien Jown Leam as Director	Mgmt	For	For	For
7	Elect Dinh Ba Thanh as Director	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For

Keppel Limited

Meeting Date: 04/19/2024

Country: Singapore

Ticker: BN4

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: Y4722Z120

Shares Voted: 16,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' Report	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Penny Goh as Director	Mgmt	For	For	For
4	Elect Ang Wan Ching as Director	Mgmt	For	For	For
5	Approve Additional Directors' Fees for FY 2023	Mgmt	For	For	For
6	Approve Directors' Fees for FY 2024	Mgmt	For	For	For
7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For

Keppel Limited

Meeting Date: 04/19/2024

Country: Singapore

Ticker: BN4

Record Date: 04/17/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y4722Z120

Shares Voted: 16,300

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

Wilmar International Limited

Meeting Date: 04/19/2024

Country: Singapore

Ticker: F34

Record Date:

Meeting Type: Annual

Primary Security ID: Y9586L109

Shares Voted: 23,000

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
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

BKW AG

Meeting Date: 04/22/2024

Country: Switzerland

Ticker: BKW

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: H10053108

Shares Voted: 258

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	Against	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

BKW AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 3.40 per Share	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million	Mgmt	For	For	For
5.1.1	Reelect Carole Ackermann as Director	Mgmt	For	For	For
5.1.2	Reelect Roger Baillod as Director	Mgmt	For	Refer	For
5.1.3	Reelect Petra Denk as Director	Mgmt	For	For	For
5.1.4	Reelect Rebecca Guntern as Director	Mgmt	For	For	For
5.1.5	Reelect Martin a Porta as Director	Mgmt	For	For	For
5.1.6	Reelect Kurt Schaer as Director	Mgmt	For	For	For
5.2	Reelect Roger Baillod as Board Chair	Mgmt	For	Refer	For
5.3.1	Reappoint Roger Baillod as Member of the Personnel and Compensation Committee	Mgmt	For	Refer	For
5.3.2	Reappoint Rebecca Guntern as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Andreas Rickenbacher as Member of the Personnel and Compensation Committee	Mgmt	For	For	For
5.4	Designate Andreas Byland as Independent Proxy	Mgmt	For	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Getinge AB

Meeting Date: 04/22/2024

Country: Sweden

Ticker: GETI.B

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: W3443C107

Shares Voted: 2,666

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			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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	For	For
15.d	Reelect Dan Frohm as Director	Mgmt	For	Against	Against
15.e	Reelect Johan Malmquist as Director	Mgmt	For	For	For
15.f	Reelect Mattias Perjos as Director	Mgmt	For	For	For
15.g	Reelect Malin Persson as Director	Mgmt	For	Against	Against

Getinge AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.h	Reelect Kristian Samuelsson as Director	Mgmt	For	For	For
15.i	Reelect Johan Malmquist as Board Chair	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Henkel AG & Co. KGaA

Meeting Date: 04/22/2024 **Country:** Germany **Ticker:** HEN
Record Date: 03/29/2024 **Meeting Type:** Annual
Primary Security ID: D3207M102

Shares Voted: 1,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Shareholders' Committee for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7.1	Elect Simone Bagel-Trah to the Supervisory Board	Mgmt	For	Refer	Against
7.2	Elect Lutz Bunnenberg to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Vinzenz Gruber to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Benedikt-Richard Freiherr von Herman to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Barbara Kux to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Anja Langenbacher to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Laurent Martinez to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Simone Menne to the Supervisory Board	Mgmt	For	For	For

Henkel AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Elect Paul Achleitner to the Shareholders' Committee	Mgmt	For	For	For
8.2	Elect Simone Bagel-Trah to the Shareholders' Committee	Mgmt	For	Refer	Against
8.3	Elect Alexander Birken to the Shareholders' Committee	Mgmt	For	For	For
8.4	Elect Kaspar von Braun to the Shareholders' Committee	Mgmt	For	For	For
8.5	Elect Christoph Kneip to the Shareholders' Committee	Mgmt	For	For	For
8.6	Elect Thomas Manchot to the Shareholders' Committee	Mgmt	For	For	For
8.7	Elect James Rowan to the Shareholders' Committee	Mgmt	For	Against	Against
8.8	Elect Konstantin von Unger to the Shareholders' Committee	Mgmt	For	For	For
8.9	Elect Jean-Francois van Boxmeer to the Shareholders' Committee	Mgmt	For	For	For
8.10	Elect Poul Weihrauch to the Shareholders' Committee	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration Policy for the Supervisory Board and Shareholders' Committee	Mgmt	For	For	For
11	Approve Affiliation Agreements with Henkel Zwoelfte Verwaltungsgesellschaft mbH, Henkel Dreizehnte Verwaltungsgesellschaft mbH, Henkel Vierzehnte Verwaltungsgesellschaft mbH and Henkel Fuenfzehnte Verwaltungsgesellschaft mbH	Mgmt	For	For	For

ING Groep NV

Meeting Date: 04/22/2024 **Country:** Netherlands **Ticker:** INGA
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: N4578E595

Shares Voted: 40,162

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

ING Groep NV

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

Recordati SpA

Meeting Date: 04/22/2024

Country: Italy

Ticker: REC

Record Date: 04/11/2024

Meeting Type: Annual

Primary Security ID: T78458139

Shares Voted: 1,299

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

Recordati SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.a	Approve Remuneration Policy	Mgmt	For	Against	Against
2.b	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Assicurazioni Generali SpA

Meeting Date: 04/23/2024 **Country:** Italy **Ticker:** G
Record Date: 04/12/2024 **Meeting Type:** Annual/Special
Primary Security ID: T05040109

Shares Voted: 11,880

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

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3l	Amend Company Bylaws Re: Article 34.1	Mgmt	For	For	For
	Ordinary Business	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For

AXA SA

Meeting Date: 04/23/2024

Country: France

Ticker: CS

Record Date: 04/19/2024

Meeting Type: Annual/Special

Primary Security ID: F06106102

Shares Voted: 21,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.98 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Antoine Gosset-Grainville as Director	Mgmt	For	For	For
12	Reelect Clotilde Delbos as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Isabel Hudson as Director	Mgmt	For	For	For
14	Reelect Angélien Kemna as Director	Mgmt	For	For	For
15	Reelect Marie-France Tschudin as Director	Mgmt	For	For	For
16	Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of Axa Group	Mgmt			
A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Benjamin Saunier as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
17	Appoint KPMG SA as Auditor	Mgmt	For	For	For
18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
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
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 04/23/2024

Country: Sweden

Ticker: BEIJ.B

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: W14029123

Shares Voted: 4,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Madeleine Rydberger as 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 CEO's Report	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 1.30 Per Share	Mgmt	For	For	For
8.c	Approve Remuneration Report	Mgmt	For	For	For
8.d.1	Approve Discharge of Kate Swann	Mgmt	For	For	For
8.d.2	Approve Discharge of Per Bertland	Mgmt	For	For	For
8.d.3	Approve Discharge of Nathalie Delbreuves	Mgmt	For	For	For
8.d.4	Approve Discharge of Albert Gustafsson	Mgmt	For	For	For
8.d.5	Approve Discharge of Kerstin Lindvall	Mgmt	For	For	For
8.d.6	Approve Discharge of Joen Magnusson	Mgmt	For	For	For
8.d.7	Approve Discharge of Frida Norrbom Sams	Mgmt	For	For	For
8.d.8	Approve Discharge of William Striebe	Mgmt	For	For	For
8.d.9	Approve Discharge of Christopher Norbye	Mgmt	For	For	For
9	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 925,000 for Chairman and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Per Bertland as Director	Mgmt	For	Against	Against
12.b	Reelect Nathalie Delbreuve as Director	Mgmt	For	For	For

Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.c	Reelect Albert Gustafsson as Director	Mgmt	For	Against	Against
12.d	Reelect Kerstin Lindvall as Director	Mgmt	For	For	For
12.e	Reelect Joen Magnusson as Director	Mgmt	For	Against	Against
12.f	Reelect Frida Norrbom Sams as Director	Mgmt	For	For	For
12.g	Reelect William Striebe as Director	Mgmt	For	For	For
12.h	Reelect Kate Swann as Director	Mgmt	For	Against	Against
12.i	Reelect Kate Swann as Board Chair	Mgmt	For	Against	Against
13	Ratify Deloitte as Auditors	Mgmt	For	For	For
14	Approve Nomination Committee Procedures	Mgmt	For	Against	Against
15	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
16.A	Approve Performance Share Matching Plan LTI 2024 for Key Employees	Mgmt	For	For	For
16.B	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	Mgmt	For	For	For
16.C	Approve Alternative Equity Plan Financing of LTI 2024, if Item 16.B is Not Approved	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Boliden AB

Meeting Date: 04/23/2024 **Country:** Sweden **Ticker:** BOL
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: W17218210

Shares Voted: 3,285

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

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

Boliden AB

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

Infrastrutture Wireless Italiane SpA

Meeting Date: 04/23/2024

Country: Italy

Ticker: INW

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: T6032P102

Shares Voted: 4,139

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

Infrastrutture Wireless Italiane SpA

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

L'Oreal SA

Meeting Date: 04/23/2024 **Country:** France **Ticker:** OR
Record Date: 04/19/2024 **Meeting Type:** Annual/Special
Primary Security ID: F58149133

Shares Voted: 2,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Jacques Ripoll as Director	Mgmt	For	For	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	Against	Against
6	Reelect Ilham Kadri as Director	Mgmt	For	Against	Against
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For	For
8	Reelect Nicolas Meyers as Director	Mgmt	For	Against	Against
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For

L'Oreal SA

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

NatWest Group Plc

Meeting Date: 04/23/2024 **Country:** United Kingdom **Ticker:** NWG
Record Date: 04/19/2024 **Meeting Type:** Annual
Primary Security ID: G6422B147

Shares Voted: 65,285

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 Rick Haythornthwaite as Director	Mgmt	For	For	For
5	Elect Paul Thwaite as Director	Mgmt	For	For	For

NatWest Group Plc

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

Sembcorp Industries Ltd.

Meeting Date: 04/23/2024

Country: Singapore

Ticker: U96

Record Date:

Meeting Type: Annual

Primary Security ID: Y79711159

Sembcorp Industries Ltd.

Shares Voted: 10,661

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 Ming Yan as Director	Mgmt	For	For	For
4	Elect Josephine Kwa Lay Keng as Director	Mgmt	For	For	For
5	Elect Wong Kim Yin as Director	Mgmt	For	For	For
6	Elect Kunnasagaran Chinniah as Director	Mgmt	For	For	For
7	Elect Marina Chin Li Yuen as Director	Mgmt	For	For	For
8	Elect Ong Chao Choon as Director	Mgmt	For	For	For
9	Approve Directors' Fees	Mgmt	For	For	For
10	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
12	Approve Grant of Awards and Issuance of Shares Under the Sembcorp Industries Share Plans	Mgmt	For	For	For
13	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
14	Authorize Share Repurchase Program	Mgmt	For	For	For

SIG Group AG

Meeting Date: 04/23/2024

Country: Switzerland

Ticker: SIGN

Record Date: 04/12/2024

Meeting Type: Annual

Primary Security ID: H76406117

Shares Voted: 3,691

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 Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Dividends of CHF 0.48 per Share from Capital Contribution Reserves	Mgmt	For	For	For

SIG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	Mgmt	For	For	For
7.1.1	Reelect Andreas Umbach as Director	Mgmt	For	For	For
7.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	For
7.1.3	Reelect Wah-Hui Chu as Director	Mgmt	For	For	For
7.1.4	Reelect Mariel Hoch as Director	Mgmt	For	For	For
7.1.5	Reelect Florence Jeantet as Director	Mgmt	For	For	For
7.1.6	Reelect Laurens Last as Director	Mgmt	For	For	For
7.1.7	Reelect Abdallah al Obeikan as Director	Mgmt	For	For	For
7.1.8	Reelect Martine Snels as Director	Mgmt	For	For	For
7.1.9	Reelect Matthias Waehren as Director	Mgmt	For	For	For
7.2	Elect Thomas Dittrich as Director	Mgmt	For	For	For
7.3	Reelect Andreas Umbach as Board Chair	Mgmt	For	For	For
7.4.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	Mgmt	For	For	For
7.4.2	Reappoint Matthias Waehren as Member of the Compensation Committee	Mgmt	For	For	For
7.4.3	Appoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Taylor Wimpey Plc

Meeting Date: 04/23/2024

Country: United Kingdom

Ticker: TW

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: G86954107

Shares Voted: 43,604

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

Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Robert Noel as Director	Mgmt	For	For	For
4	Re-elect Jennie Daly as Director	Mgmt	For	For	For
5	Re-elect Chris Carney as Director	Mgmt	For	For	For
6	Re-elect Humphrey Singer as Director	Mgmt	For	For	For
7	Re-elect Irene Dorner as Director	Mgmt	For	For	For
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
9	Re-elect Scilla Grimble as Director	Mgmt	For	For	For
10	Re-elect Mark Castle as Director	Mgmt	For	For	For
11	Re-elect Clodagh Moriarty as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Telecom Italia SpA

Meeting Date: 04/23/2024

Country: Italy

Ticker: TIT

Record Date: 04/12/2024

Meeting Type: Annual/Special

Primary Security ID: T92778108

Shares Voted: 117,717

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	Mgmt	For	For	For

Telecom Italia SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Approve Remuneration Policy	Mgmt	For	Against	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3.1	Fix Number of Directors	Mgmt	For	For	For
3.2	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.3.a	Slate 1 Submitted by Management	Mgmt	For	Refer	For
3.3.b	Slate 2 Submitted by Merlyn Partners SCSp	SH	None	Refer	Against
3.3.c	Slate 3 Submitted by Associati ASATI	SH	None	Refer	Against
3.3.d	Slate 4 Submitted by Bluebell Capital Partners Limited	SH	None	Refer	Against
3.4	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.1.a	Slate 1 Submitted by Vivendi SE	SH	None	For	For
4.1.b	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Vivendi SA	Mgmt			
4.3	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
5	Amend Stock Option Plan 2022-2024	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
6	Deliberations Related to the Reduction of the Legal Reserve	Mgmt	For	For	For

ABN AMRO Bank NV

Meeting Date: 04/24/2024

Country: Netherlands

Ticker: ABN

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: N0162C102

Shares Voted: 5,831

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.c	Receive Presentation of the Employee Council	Mgmt			
2.d	Discussion on Company's Corporate Governance Structure	Mgmt			
2.e	Approve Remuneration Report	Mgmt	For	For	For
2.f	Receive Presentation of the Auditor	Mgmt			
2.g	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Receive Auditor's Report (Non-Voting)	Mgmt			
5.b	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
6.a	Amend Remuneration Policy of the Supervisory Board	Mgmt	For	For	For
6.b	Approve Remuneration Policy of the Executive Board	Mgmt	For	For	For
7.a	Announce Vacancies on the Supervisory Board	Mgmt			
7.b	Opportunity to Make Recommendations	Mgmt			
7.c	Opportunity for Employees Council to Explain the Position Statements	Mgmt			
7.d.1	Reelect Laetitia Griffith to Supervisory Board	Mgmt	For	For	For
7.d.2	Reelect Arjen Dorland to Supervisory Board	Mgmt	For	For	For
8.a	Announce Intention to Reappoint Robert Swaak as Member of the Executive Board with the Title Chief Executive Officer (CEO)	Mgmt			
8.b	Announce Intention to Appoint Caroline Oosterloo - van 't Hoff as Interim Member of the Executive Board with the Title Chief Risk Officer (CRO)	Mgmt			
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For

ABN AMRO Bank NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

abr dn Plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: ABDN

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G0152L102

Shares Voted: 23,494

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	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6A	Re-elect Sir Douglas Flint as Director	Mgmt	For	For	For
6B	Re-elect Jonathan Asquith as Director	Mgmt	For	For	For
6C	Re-elect Stephen Bird as Director	Mgmt	For	For	For
6D	Re-elect John Devine as Director	Mgmt	For	For	For
6E	Re-elect Hannah Grove as Director	Mgmt	For	For	For
6F	Re-elect Pam Kaur as Director	Mgmt	For	For	For
6G	Re-elect Michael O'Brien as Director	Mgmt	For	For	For
6H	Re-elect Cathleen Raffaeli as Director	Mgmt	For	For	For
7	Elect Jason Windsor as Director	Mgmt	For	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds	Mgmt	For	For	For

abrdrn Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
15	Approve Sharesave Plan	Mgmt	For	For	For
16	Approve Employee Share Plan	Mgmt	For	For	For
17	Approve Executive Long Term Incentive Plan	Mgmt	For	For	For

Amplifon SpA

Meeting Date: 04/24/2024 **Country:** Italy **Ticker:** AMP
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: T0388E118

Shares Voted: 1,532

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	Refer	Against
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Anheuser-Busch InBev SA/NV

Meeting Date: 04/24/2024 **Country:** Belgium **Ticker:** ABI
Record Date: 04/10/2024 **Meeting Type:** Annual
Primary Security ID: B639CJ108

Anheuser-Busch InBev SA/NV

Shares Voted: 10,207

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

ASML Holding NV

Meeting Date: 04/24/2024

Country: Netherlands

Ticker: ASML

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: N07059202

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

Meeting Date: 04/24/2024

Country: Sweden

Ticker: ASSA.B

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: W0817X204

Shares Voted: 11,541

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

Assa Abloy AB

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

Atlas Copco AB

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

Shares Voted: 50,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive CEO's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For	For
8.b2	Approve Discharge of Staffan Bohman	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helene Mellquist	Mgmt	For	For	For
8.b5	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	For
8.b6	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For	For
8.b8	Approve Discharge of Hans Straberg	Mgmt	For	For	For
8.b9	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	For
8.b10	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	For
8.b11	Approve Discharge of Benny Larsson	Mgmt	For	For	For

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b12	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	Mgmt	For	For	For
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	For	For
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	For	For
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	Against	Against
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For	For
10.a6	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	Against
10.b1	Elect Vagner Rego as New Director	Mgmt	For	Against	Against
10.b2	Elect Karin Radstrom as New Director	Mgmt	For	For	For
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Report	Mgmt	For	For	For
12.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12.c	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For	For
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For	For
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2024	Mgmt	For	For	For
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	For

Atlas Copco AB

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

Bachem Holding AG

Meeting Date: 04/24/2024 **Country:** Switzerland **Ticker:** BANB
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: H04002145

Shares Voted: 425

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	Against	Against
1.3	Approve Sustainability 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 0.40 per Share and CHF 0.40 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For	For
5.1	Reelect Kuno Sommer as Director and Board Chair	Mgmt	For	Against	Against
5.2	Reelect Nicole Hoetzer as Director	Mgmt	For	Against	Against
5.3	Reelect Helma Wennemers as Director	Mgmt	For	Against	Against
5.4	Reelect Steffen Lang as Director	Mgmt	For	Against	Against
5.5	Reelect Alex Faessler as Director	Mgmt	For	Against	Against
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Alex Faessler as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Ratify MAZARS SA as Auditors	Mgmt	For	For	For
8	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

British American Tobacco plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: BATS

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G1510J102

Shares Voted: 23,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Luc Jobin as Director	Mgmt	For	For	For
6	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
7	Re-elect Kandy Anand as Director	Mgmt	For	For	For
8	Re-elect Karen Guerra as Director	Mgmt	For	For	For
9	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
10	Re-elect Veronique Laury as Director	Mgmt	For	For	For
11	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
12	Elect Murray Keller as Director	Mgmt	For	For	For
13	Elect Serpil Timuray as Director	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Bunzl Plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: BNZL

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G16968110

Shares Voted: 3,937

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

Bunzl Plc

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

City Developments Limited

Meeting Date: 04/24/2024

Country: Singapore

Ticker: C09

Record Date:

Meeting Type: Annual

Primary Security ID: V23130111

Shares Voted: 5,000

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	Approve Directors' Fees	Mgmt	For	For	For
4(a)	Elect Kwek Leng Beng as Director	Mgmt	For	For	For

City Developments Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4(b)	Elect Sherman Kwek Eik Tse as Director	Mgmt	For	For	For
4(c)	Elect Lee Jee Cheng Philip as Director	Mgmt	For	For	For
4(d)	Elect Chan Swee Liang Carolina (Carol Fong) as Director	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Approve Mandate for Interested Person Transactions	Mgmt	For	For	For

Croda International Plc

Meeting Date: 04/24/2024

Country: United Kingdom

Ticker: CRDA

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G25536155

Shares Voted: 1,589

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 Chris Good as Director	Mgmt	For	For	For
5	Elect Danuta Gray as Director	Mgmt	For	For	For
6	Re-elect Louisa Burdett as Director	Mgmt	For	For	For
7	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
8	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
9	Re-elect Steve Foots as Director	Mgmt	For	For	For
10	Re-elect Julie Kim as Director	Mgmt	For	For	For
11	Re-elect Keith Layden as Director	Mgmt	For	For	For
12	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For
13	Re-elect John Ramsay as Director	Mgmt	For	For	For
14	Reappoint KPMG 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

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
22	Approve Amendment to the Performance Share Plan 2014	Mgmt	For	For	For

DiaSorin SpA

Meeting Date: 04/24/2024 **Country:** Italy **Ticker:** DIA
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: T3475Y104

Shares Voted: 241

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Eiffage SA

Meeting Date: 04/24/2024 **Country:** France **Ticker:** FGR
Record Date: 04/22/2024 **Meeting Type:** Annual/Special
Primary Security ID: F2924U106

Shares Voted: 852

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.10 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 KPMG Audit IS as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
6	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Elect Meka Brunel as Director	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Benoit de Ruffray, Chairman and CEO	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 15, 16 and 17	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Eiffage SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16, 17 and 19 at EUR 39.2 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
23	Ordinary Business Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Endesa SA

Meeting Date: 04/24/2024

Country: Spain

Ticker: ELE

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: E41222113

Shares Voted: 3,398

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	Against	Against
9	Ratify Appointment of and Elect Gianni Vittorio Armani as Director	Mgmt	For	For	For
10	Reelect Eugenia Bieto Caubet as Director	Mgmt	For	Refer	For
11	Reelect Pilar Gonzalez de Frutos as Director	Mgmt	For	Refer	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	Against	Against
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

Entain Plc

Meeting Date: 04/24/2024

Country: Isle of Man

Ticker: ENT

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G3167C109

Shares Voted: 7,561

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	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Barry Gibson as Director	Mgmt	For	For	For
6	Re-elect Pierre Bouchut as Director	Mgmt	For	For	For
7	Re-elect Stella David as Director	Mgmt	For	For	For
8	Re-elect Virginia McDowell as Director	Mgmt	For	For	For
9	Re-elect David Satz as Director	Mgmt	For	For	For
10	Re-elect Rahul Welde as Director	Mgmt	For	For	For
11	Re-elect Rob Wood as Director	Mgmt	For	For	For
12	Elect Amanda Brown as Director	Mgmt	For	For	For
13	Elect Ronald Kramer as Director	Mgmt	For	Against	Against
14	Elect as Ricky Sandler Director	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

FinecoBank SpA

Meeting Date: 04/24/2024

Country: Italy

Ticker: FBK

Record Date: 04/15/2024

Meeting Type: Annual/Special

Primary Security ID: T4R999104

Shares Voted: 7,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5	Approve 2024 Incentive System for Employees	Mgmt	For	For	For
6	Approve 2024-2026 Long Term Incentive Plan for Employees	Mgmt	For	For	For
7	Approve 2024 Incentive System for Personal Financial Advisors	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024 Incentive System for Personal Financial Advisors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2024 Incentive System for Employees	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service 2023 Incentive System	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service 2024-2026 Long Term Incentive Plan	Mgmt	For	For	For

Hong Kong Exchanges and Clearing Limited

Meeting Date: 04/24/2024

Country: Hong Kong

Ticker: 388

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: Y3506N139

Shares Voted: 14,182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Nicholas Charles Allen as Director	Mgmt	For	For	For
2b	Elect Cheung Ming Ming, Anna as Director	Mgmt	For	For	For

Hong Kong Exchanges and Clearing Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2c	Elect Zhang Yichen as Director	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For

Intesa Sanpaolo SpA

Meeting Date: 04/24/2024 **Country:** Italy **Ticker:** ISP
Record Date: 04/15/2024 **Meeting Type:** Annual/Special
Primary Security ID: T55067101

Shares Voted: 171,049

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

Lifco AB

Meeting Date: 04/24/2024 **Country:** Sweden **Ticker:** LIFCO.B
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: W5321L166

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

Lifco AB

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

Moncler SpA

Meeting Date: 04/24/2024 **Country:** Italy **Ticker:** MONC
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: T6730E110

Shares Voted: 2,362

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

Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve 2024 Performance Shares Plan	Mgmt	For	For	For

UBS Group AG

Meeting Date: 04/24/2024

Country: Switzerland

Ticker: UBSG

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: H42097107

Shares Voted: 38,432

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

UBS Group AG

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

Warehouses De Pauw SCA

Meeting Date: 04/24/2024

Country: Belgium

Ticker: WDP

Record Date: 04/10/2024

Meeting Type: Annual/Special

Primary Security ID: B9T59Z100

Shares Voted: 1,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Directors' Reports of Sigmo NV/SA (Non-Voting)	Mgmt			
4	Receive Auditors' Reports of Sigmo NV/SA (Non-Voting)	Mgmt			
5	Acknowledge Optional Dividend Payment	Mgmt			
6	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Financial Statements and Allocation of Income of Sigmo NV/SA	Mgmt	For	For	For

Warehouses De Pauw SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Discharge of Directors of Sigmo NV/SA	Mgmt	For	For	For
11	Approve Discharge of Auditors of Sigmo NV/SA	Mgmt	For	For	For
12	Elect Patrick O as Independent Director	Mgmt	For	For	For
13	Approve Variable Remuneration of the Co-CEOs and Other Members of the Management Committee	Mgmt	For	For	For
14	Approve Remuneration Policy	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16.1	Approve Change-of-Control Clause Re: Credit Agreements	Mgmt	For	For	For
16.2	Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting	Mgmt	For	For	For
	Special Meeting Agenda	Mgmt			
A1	Receive Special Board Report in Application of Article 7:199 of the Belgian Code of Companies and Associations	Mgmt			
A2I	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	Mgmt	For	For	For
A2II	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	Mgmt	For	For	For
A2III	Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	Mgmt	For	For	For
B	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Woodside Energy Group Ltd.

Meeting Date: 04/24/2024

Country: Australia

Ticker: WDS

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: Q98327333

Shares Voted: 22,278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Richard Goyder as Director	Mgmt	For	For	For
2b	Elect Ashok Belani as Director	Mgmt	For	For	For

Woodside Energy Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	Mgmt	For	For	For
5	Approve Leaving Entitlements	Mgmt	For	For	For
6	Approve Climate Transition Action Plan and 2023 Progress Report	Mgmt	For	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: 3,072

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-Focatis 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

Admiral Group Plc

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

Akzo Nobel NV

Meeting Date: 04/25/2024 **Country:** Netherlands **Ticker:** AKZA
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: N01803308

Shares Voted: 1,926

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	Against	Against
6c	Elect W.A. Kolk to Supervisory Board	Mgmt	For	For	For
6d	Reelect B.E. Grote to Supervisory Board	Mgmt	For	For	For
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For

Akzo Nobel NV

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

Alfa Laval AB

Meeting Date: 04/25/2024 **Country:** Sweden **Ticker:** ALFA
Record Date: 04/17/2024 **Meeting Type:** Annual
Primary Security ID: W04008152

Shares Voted: 3,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	For
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	For
9.c3	Approve Discharge of Finn Rausing	Mgmt	For	For	For
9.c4	Approve Discharge of Henrik Lange	Mgmt	For	For	For
9.c5	Approve Discharge of Jorn Rausing	Mgmt	For	For	For
9.c6	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	For
9.c7	Approve Discharge of Nadine Crauwels	Mgmt	For	For	For
9.c8	Approve Discharge of Ray Maurtsson	Mgmt	For	For	For
9.c9	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c10	Approve Discharge of Anna Muller	Mgmt	For	For	For
9.c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For	For
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	For
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	For
9.c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For	For
9.c15	Approve Discharge of Stefan Sandell	Mgmt	For	For	For
9.c16	Approve Discharge of Leif Norkvist	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.05 Million to the Chair and SEK 680,000 to Other Directors	Mgmt	For	For	For
12.2	Approve Remuneration of Committee Work	Mgmt	For	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Dennis Jonsson as Director	Mgmt	For	For	For
13.2	Reelect Finn Rausing as Director	Mgmt	For	Refer	For
13.3	Reelect Henrik Lange as Director	Mgmt	For	For	For
13.4	Reelect Jorn Rausing as Director	Mgmt	For	For	For
13.5	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
13.6	Reelect Ray Mauritsson as Director	Mgmt	For	For	For
13.7	Reelect Ulf Wiinberg as Director	Mgmt	For	For	For
13.8	Reelect Anna Muller as Director	Mgmt	For	For	For
13.9	Reelect Nadine Crauwels as Director	Mgmt	For	For	For
13.10	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For	For
13.11	Ratify Andreas Troberg as Auditor	Mgmt	For	For	For
13.12	Ratify Hanna Fehland as Auditor	Mgmt	For	For	For
13.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	For
13.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Banque Cantonale Vaudoise

Meeting Date: 04/25/2024

Country: Switzerland

Ticker: BCVN

Record Date: 04/05/2024

Meeting Type: Annual

Primary Security ID: H04825354

Shares Voted: 366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Receive Executive Management Report (Non-Voting)	Mgmt			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.2	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.7 Million	Mgmt	For	For	For
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 11,336 Shares	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Refer	Against
7.2	Amend Articles Re: Shares and Share Capital; Board of Directors; Compensation	Mgmt	For	For	For
7.3	Amend Articles Re: Age Limit for Board and Senior Management	Mgmt	For	For	For
8	Reelect Jack Clemons as Director	Mgmt	For	For	For
9	Designate Christophe Wilhelm as Independent Proxy	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

BASF SE

Meeting Date: 04/25/2024

Country: Germany

Ticker: BAS

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: D06216317

Shares Voted: 10,473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Reelect Stefan Asenkerschbaumer to the Supervisory Board	Mgmt	For	For	For
6.2	Reelect Kurt Bock to the Supervisory Board	Mgmt	For	For	Against
6.3	Reelect Thomas Carell to the Supervisory Board	Mgmt	For	For	For
6.4	Reelect Liming Chen to the Supervisory Board	Mgmt	For	For	For
6.5	Reelect Alessandra Genco to the Supervisory Board	Mgmt	For	For	For
6.6	Elect Tamara Weinert to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 300 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

BE Semiconductor Industries NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: BESI

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N13107144

Shares Voted: 932

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

BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.b	Approve Dividends	Mgmt	For	For	For
5.a	Approve Discharge of Management Board	Mgmt	For	For	For
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	Against
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Bouygues SA

Meeting Date: 04/25/2024

Country: France

Ticker: EN

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F11487125

Shares Voted: 2,264

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

Bouygues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Refer	For
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 Dreuzy 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
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

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: BP

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G12793108

Shares Voted: 199,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Helge Lund as Director	Mgmt	For	For	For
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
5	Elect Kate Thomson as Director	Mgmt	For	For	For
6	Re-elect Melody Meyer as Director	Mgmt	For	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
8	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For
10	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For
13	Re-elect Johannes Teysen as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Scrip Dividend Programme	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

CapitaLand Investment Ltd.

Meeting Date: 04/25/2024

Country: Singapore

Ticker: 9CI

Record Date:

Meeting Type: Annual

Primary Security ID: Y1091P105

Shares Voted: 28,521

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve First and Final Dividend	Mgmt	For	For	For
3	Approve Directors' Remuneration	Mgmt	For	For	For
4(a)	Elect Anthony Lim Weng Kin as Director	Mgmt	For	For	For
4(b)	Elect Lee Chee Koon as Director	Mgmt	For	For	For
4(c)	Elect Judy Hsu Chung Wei as Director	Mgmt	For	For	For
5	Elect Belita Ong as Director	Mgmt	For	For	For
6	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Grant of Awards and Issuance of Shares Under the CapitaLand Investment Performance Share Plan 2021 and the CapitaLand Investment Restricted Share Plan 2021	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For

Cellnex Telecom SA

Meeting Date: 04/25/2024

Country: Spain

Ticker: CLNX

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: E2R41M104

Shares Voted: 5,242

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	Refer	Against

Cellnex Telecom SA

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

CRH Plc

Meeting Date: 04/25/2024

Country: Ireland

Ticker: CRH

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: G25508105

Shares Voted: 8,326

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Re-elect Richie Boucher as Director	Mgmt	For	For	For
1b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
1c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
1d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
1e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
1f	Re-elect Badar Khan as Director	Mgmt	For	For	For
1g	Re-elect Lamar McKay as Director	Mgmt	For	For	For
1h	Re-elect Albert Manifold as Director	Mgmt	For	For	For
1i	Re-elect Jim Mintern as Director	Mgmt	For	For	For
1j	Re-elect Gillian Platt as Director	Mgmt	For	For	For
1k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
1l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
1m	Re-elect Christina Verchere as Director	Mgmt	For	For	For
2	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For
3a	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For
3b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
7	Authorise Reissuance of Treasury Shares	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: 7,591

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 & Associates 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 Schnepf, 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

Danone SA

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

Eurofins Scientific SE

Meeting Date: 04/25/2024 **Country:** Luxembourg **Ticker:** ERF
Record Date: 04/11/2024 **Meeting Type:** Annual/Special
Primary Security ID: L31839134

Shares Voted: 1,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's Reports	Mgmt	For	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Refer	For
10	Approve Remuneration Report	Mgmt	For	Refer	For
11	Reelect Gilles Martin as Executive Director	Mgmt	For	For	For
12	Reelect Yves-Loic Martin as Non-Executive Director	Mgmt	For	For	For
13	Reelect Valerie Hanote as Executive Director	Mgmt	For	For	For
14	Reelect Pascal Rakovsky as Non-Executive Director	Mgmt	For	For	For
15	Reelect Patrizia Luchetta as Non-Executive Director	Mgmt	For	For	For
16	Reelect Evie Roos as Non-Executive Director	Mgmt	For	For	For
17	Elect Erica Monfardini as Non-Executive Director	Mgmt	For	For	For
18	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	Mgmt	For	For	For

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Attendance Fees of Directors	Mgmt	For	For	For
20	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	Mgmt	For	For	For
21	Approve Share Repurchase Program	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
2	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Mgmt	For	Against	Against
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Gecina SA

Meeting Date: 04/25/2024

Country: France

Ticker: GFC

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F4268U171

Shares Voted: 501

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 5.30 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Jerome Brunel, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benat Ortega, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Ratify Appointment of Nathalie Charles as Censor	Mgmt	For	Against	Against
13	Reelect Jerome Brunel as Director	Mgmt	For	For	For
14	Elect Audrey Camus as Director	Mgmt	For	For	For
15	Elect Nathalie Charles as Director	Mgmt	For	For	For
16	Approve Company's Ambition to Reduce Greenhouse Gas Emissions from its Operating Buildings (Advisory)	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 50 Million for Future Exchange Offers	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Heineken Holding NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: HEIO

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N39338194

Shares Voted: 1,502

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	Refer	Against
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

Heineken NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: HEIA

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: N39427211

Shares Voted: 3,378

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

Hikma Pharmaceuticals Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: HIK

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G4576K104

Shares Voted: 2,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Hikma Pharmaceuticals Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Riad Mishlawi as Director	Mgmt	For	For	For
6	Re-elect Said Darwazah as Director	Mgmt	For	For	For
7	Re-elect Mazen Darwazah as Director	Mgmt	For	For	For
8	Re-elect Victoria Hull as Director	Mgmt	For	For	For
9	Re-elect Ali Al-Husry as Director	Mgmt	For	For	For
10	Re-elect John Castellani as Director	Mgmt	For	For	For
11	Re-elect Nina Henderson as Director	Mgmt	For	For	For
12	Re-elect Cynthia Flowers as Director	Mgmt	For	For	For
13	Re-elect Douglas Hurt as Director	Mgmt	For	For	For
14	Re-elect Laura Balan as Director	Mgmt	For	For	For
15	Re-elect Deneen Vojta as Director	Mgmt	For	For	For
16	Approve Remuneration Report	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	Against	Against
	Resolutions for Independent Shareholders Only	Mgmt			
22	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
23	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the Existing Awards Grant	Mgmt	For	Against	For
24	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2024 Awards Grant	Mgmt	For	Against	For
25	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2025 Awards Grant	Mgmt	For	Against	For

Kering SA

Meeting Date: 04/25/2024

Country: France

Ticker: KER

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F5433L103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For	For
4	Ratify Appointment of Maureen Chiquet as Director	Mgmt	For	For	For
5	Reelect Jean-Pierre Denis as Director	Mgmt	For	Against	Against
6	Elect Rachel Duan as Director	Mgmt	For	Against	Against
7	Elect Giovanna Melandri as Director	Mgmt	For	For	For
8	Elect Dominique D Hinnin as Director	Mgmt	For	Against	Against
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
11	Approve Transaction with Maureen Chiquet, Director	Mgmt	For	Against	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
14	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	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 for Employees of International Subsidiaries	Mgmt	For	For	For

Kering SA

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

La Francaise des Jeux SA

Meeting Date: 04/25/2024 **Country:** France **Ticker:** FDJ
Record Date: 04/23/2024 **Meeting Type:** Annual/Special
Primary Security ID: F55896108

Shares Voted: 1,136

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 1.78 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Stephane Pallez as Director	Mgmt	For	For	For
6	Reelect Union des Blesses de la Face et de la Tete as Director	Mgmt	For	For	For
7	Reelect Federation Nationale Andre Maginot des Anciens Combattants as Director	Mgmt	For	For	For
8	Reelect Predica as Director	Mgmt	For	For	For
9	Elect David Chianese as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
10	Elect Frederic Martins as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
11	Appoint Deloitte & Associe as Authorized Sustainability Auditors	Mgmt	For	For	For
12	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Stephane Pallez, Chairwoman and CEO	Mgmt	For	For	For
15	Approve Compensation of Charles Lantieri, Vice-CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

La Francaise des Jeux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

London Stock Exchange Group plc

Meeting Date: 04/25/2024 **Country:** United Kingdom **Ticker:** LSEG
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: G5689U103

Shares Voted: 4,889

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

London Stock Exchange Group plc

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

Metso Corp.

Meeting Date: 04/25/2024

Country: Finland

Ticker: METSO

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: X5404W104

Shares Voted: 7,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.36 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Metso Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 171,000 for Chairman, EUR 87,000 for Vice Chairman, and EUR 70,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipjarvi, Niko Pakalen, Ian W. Pearce, Reima Ryttsola, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors and Authorized Sustainability Auditors	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors and Authorized Sustainability Auditors	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Issuance of up to 82 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/25/2024

Country: Germany

Ticker: MUV2

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: D55535104

Shares Voted: 1,582

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	Mgmt	For	For	For

Muenchener Rueckversicherung-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	For	Against
7.2	Elect Clement Booth to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Julia Jaekel to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Renata Bruengger to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	For	For
7.7	Elect Victoria Ossadnik to the Supervisory Board	Mgmt	For	For	For
7.8	Elect Carsten Spohr to the Supervisory Board	Mgmt	For	For	For
7.9	Elect Jens Weidmann to the Supervisory Board	Mgmt	For	For	For
7.10	Elect Maximilian Zimmerer to the Supervisory Board	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

OCI NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: OCI

Record Date: 03/28/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: N6667A111

Shares Voted: 1,156

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Approve Sale of Fertiglobe Plc Shares Owned by the Company to Abu Dhabi National Oil Company P.J.S.C.	Mgmt	For	For	For
3	Amend Articles of Association Re: Reduction in Share Capital with Repayment to Shareholders	Mgmt	For	For	For
4	Close Meeting	Mgmt			

Persimmon Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: PSN

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G70202109

Shares Voted: 3,841

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 Roger Devlin as Director	Mgmt	For	For	For
5	Re-elect Dean Finch as Director	Mgmt	For	For	For
6	Re-elect Nigel Mills as Director	Mgmt	For	For	For
7	Re-elect Annemarie Durbin as Director	Mgmt	For	For	For
8	Re-elect Andrew Wyllie as Director	Mgmt	For	For	For

Persimmon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Shirine Khoury-Haq as Director	Mgmt	For	For	For
10	Elect Alexandra Depledge as Director	Mgmt	For	For	For
11	Elect Colette O'Shea as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

RELX Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: REL

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 22,078

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

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: 5,252

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

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 235,000 for Chair, EUR 135,000 for Vice Chairman and EUR 104,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Mgmt	For	For	For
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			

Schroders Plc

Meeting Date: 04/25/2024

Country: United Kingdom

Ticker: SDR

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: G78602144

Shares Voted: 10,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Iain Mackay as Director	Mgmt	For	For	For
5	Elect Richard Oldfield as Director	Mgmt	For	For	For
6	Elect Annette Thomas as Director	Mgmt	For	For	For
7	Elect Frederic Wakeman as Director	Mgmt	For	For	For
8	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
9	Re-elect Peter Harrison as Director	Mgmt	For	For	For

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Ian King as Director	Mgmt	For	For	For
11	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
12	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For
13	Re-elect Matthew Westerman as Director	Mgmt	For	For	For
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For
15	Re-elect Leonie Schroder as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
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	Against	Against

Sekisui House, Ltd.

Meeting Date: 04/25/2024

Country: Japan

Ticker: 1928

Record Date: 01/31/2024

Meeting Type: Annual

Primary Security ID: J70746136

Shares Voted: 7,361

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

Sekisui House, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Abe, Shinichi	Mgmt	For	For	For
3	Appoint Statutory Auditor Wada, Yoritomo	Mgmt	For	For	For

UCB SA

Meeting Date: 04/25/2024 **Country:** Belgium **Ticker:** UCB
Record Date: 04/11/2024 **Meeting Type:** Annual/Special
Primary Security ID: B93562120

Shares Voted: 1,443

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.36 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

UCB SA

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

UCB SA

Meeting Date: 04/25/2024

Country: Belgium

Ticker: UCB

Record Date: 04/11/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: B93562120

Shares Voted: 1,443

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

Umicore SA

Meeting Date: 04/25/2024

Country: Belgium

Ticker: UMI

Record Date: 04/11/2024

Meeting Type: Annual/Special

Primary Security ID: B95505184

Shares Voted: 2,597

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

Umicore SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt			
A.2	Approve Remuneration Report	Mgmt	For	For	For
A.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
A.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.5	Approve Discharge of Supervisory Board Members	Mgmt	For	For	For
A.6	Approve Discharge of Auditors	Mgmt	For	For	For
A.7.1	Reelect Thomas Leysen as Member of the Supervisory Board	Mgmt	For	For	For
A.7.2	Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.7.3	Reelect Mark Garrett as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.7.4	Reelect Birgit Behrendt as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.7.5	Elect Frederic Oudea as Member of the Supervisory Board	Mgmt	For	For	For
A.7.6	Elect Philip Eykerman as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.8	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
A.9.1	Ratify EY BV, Represented by Marnix Van Dooren and Eef Naessens, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
A.9.2	Appoint EY as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Special Shareholders' Meeting Agenda	Mgmt			
B.1.1	Approve Change-of-Control Clause Re: Grant Agreement	Mgmt	For	For	For
B.1.2	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	Mgmt	For	For	For
B.1.3	Approve Change-of-Control Clause Re: Finance Contract	Mgmt	For	For	For

Veolia Environnement SA

Meeting Date: 04/25/2024

Country: France

Ticker: VIE

Record Date: 04/23/2024

Meeting Type: Annual/Special

Primary Security ID: F9686M107

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

Veolia Environnement SA

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

A.P. Moller-Maersk A/S

Meeting Date: 04/26/2024

Country: Denmark

Ticker: MAERSK.B

Record Date: 04/19/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: K0514G101

Shares Voted: 78

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

A.P. Moller-Maersk A/S

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

Baloise Holding AG

Meeting Date: 04/26/2024

Country: Switzerland

Ticker: BALN

Record Date:

Meeting Type: Annual

Primary Security ID: H04530202

Shares Voted: 542

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 (Non-Binding)	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 7.70 per Share	Mgmt	For	For	For
4.1.1	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	Against	For
4.1.2	Reelect Christoph Maeder as Director	Mgmt	For	For	For
4.1.3	Reelect Maya Bundt as Director	Mgmt	For	For	For
4.1.4	Reelect Christoph Gloor as Director	Mgmt	For	For	For
4.1.5	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
4.1.6	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.7	Reelect Hans-Joerg Schmidt-Trenz as Director	Mgmt	For	For	For
4.1.8	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For
4.1.9	Elect Guido Fuerer as Director	Mgmt	For	For	For
4.2.1	Reappoint Christoph Gloor as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.4	Reappoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by zCapital AG	Mgmt			
6.1	Amend Articles Re: Removal of Restrictions on Registration and Voting Rights	SH	Against	For	For
6.2	Amend Articles Re: Regulation on Nominees	SH	Against	For	For
6.3	Amend Articles Re: Qualified Majority for Adoption of Resolutions	SH	Against	For	For
	Management Proposals	Mgmt			
7.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
7.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

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: 11,420

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

Bayer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Elect Ertharin Cousin to the Supervisory Board	Mgmt	For	For	For
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

CapitaLand Ascendas REIT

Meeting Date: 04/26/2024

Country: Singapore

Ticker: A17U

Record Date:

Meeting Type: Annual

Primary Security ID: Y0205X103

Shares Voted: 40,909

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

Meeting Date: 04/26/2024

Country: Germany

Ticker: CON

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: D16212140

Shares Voted: 1,210

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
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9.1	Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Elect Satish Khatu to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
9.3	Elect Sabine Neuss to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
9.4	Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against
9.5	Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	Against
9.6	Elect Dorothea von Boxberg to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.7	Elect Stefan Buchner to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.8	Elect Isabel Knauf to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.9	Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
9.10	Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Mgmt	For	Against	Against
10	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Evolution AB

Meeting Date: 04/26/2024

Country: Sweden

Ticker: EVO

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: W3287P115

Shares Voted: 2,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Elect Fredrik Palm as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5.1	Designate Erik Sprinchorn as Inspector of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of EUR 2.65 Per Share	Mgmt	For	For	For
7.c1	Approve Discharge of Jens von Bahr	Mgmt	For	For	For

Evolution AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c2	Approve Discharge of Fredrik Osterberg	Mgmt	For	For	For
7.c3	Approve Discharge of Ian Livingstone	Mgmt	For	For	For
7.c4	Approve Discharge of Joel Citron	Mgmt	For	For	For
7.c5	Approve Discharge of Jonas Engwall	Mgmt	For	For	For
7.c6	Approve Discharge of Mimi Drake	Mgmt	For	For	For
7.c7	Approve Discharge of Sandra Urie	Mgmt	For	For	For
7.c8	Approve Discharge of Martin Carlesund	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of EUR 400,000 to Chairman and EUR 100,000 for Other Directors	Mgmt	For	Against	Against
10.1	Reelect Jens von Bahr (Chair) as Director	Mgmt	For	For	For
10.2	Reelect Joel Citron as Director	Mgmt	For	Refer	For
10.3	Reelect Mimi Drake as Director	Mgmt	For	For	For
10.4	Reelect Ian Livingstone as Director	Mgmt	For	Refer	For
10.5	Reelect Sandra Urie as Director	Mgmt	For	For	For
10.6	Reelect Fredrik Osterberg as Director	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
19	Approve EUR 13,722.05 Reduction in Share Capital via Share Cancellation; Approve EUR 13,722.05 Increase in Share Capital Through a Bonus Issue	Mgmt	For	For	For
20	Approve Transfer of Shares to the Sellers of BTG	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Hang Lung Properties Limited

Meeting Date: 04/26/2024

Country: Hong Kong

Ticker: 101

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: Y30166105

Shares Voted: 22,000

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 Weber Wai Pak Lo as Director	Mgmt	For	For	For
3b	Elect Holly Tianfang Li as Director	Mgmt	For	For	For
3c	Authorize Board to Fix Remuneration of Directors to Fix Directors' Fees	Mgmt	For	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Kingspan Group Plc

Meeting Date: 04/26/2024

Country: Ireland

Ticker: KRX

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: G52654103

Shares Voted: 1,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Jost Massenber as Director	Mgmt	For	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	For	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	For	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For	For

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For	For
3j	Re-elect Senan Murphy as Director	Mgmt	For	For	For
3k	Elect Louise Phelan as Director	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
9	Authorise Market Purchase of Shares	Mgmt	For	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Merck KGaA

Meeting Date: 04/26/2024

Country: Germany

Ticker: MRK

Record Date: 04/04/2024

Meeting Type: Annual

Primary Security ID: D5357W103

Shares Voted: 1,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For	For

Merck KGaA

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

Pearson Plc

Meeting Date: 04/26/2024 **Country:** United Kingdom **Ticker:** PSON
Record Date: 04/24/2024 **Meeting Type:** Annual
Primary Security ID: G69651100

Shares Voted: 7,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Omar Abbosh as Director	Mgmt	For	For	For
4	Elect Alison Dolan as Director	Mgmt	For	For	For
5	Elect Alex Hardiman as Director	Mgmt	For	For	For
6	Re-elect Sherry Coutu as Director	Mgmt	For	For	For
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Omid Kordestani as Director	Mgmt	For	For	For
9	Re-elect Esther Lee as Director	Mgmt	For	For	For
10	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For	For
12	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	Refer	For
14	Approve Save for Shares Plan	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

Pearson Plc

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

Randstad NV

Meeting Date: 04/26/2024 **Country:** Netherlands **Ticker:** RAND
Record Date: 03/29/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N7291Y137

Shares Voted: 1,312

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

Seatrium Ltd.

Meeting Date: 04/26/2024 **Country:** Singapore **Ticker:** S51
Record Date: 04/24/2024 **Meeting Type:** Annual
Primary Security ID: Y8231K102

Shares Voted: 543,322

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	Elect Mark Gainsborough as Director	Mgmt	For	For	For
3	Elect Nagi Hamiyeh as Director	Mgmt	For	For	For
4	Elect Ieda Gomes Yell as Director	Mgmt	For	For	For
5	Elect Sarjit Singh Gill as Director	Mgmt	For	For	For
6	Elect Astrid Skarheim Onsum as Director	Mgmt	For	For	For

Seatrium Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Mariel von Schumann as Director	Mgmt	For	For	For
8	Approve Directors' Fees	Mgmt	For	For	For
9	Approve KPMG 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 Share Plan Grant	Mgmt	For	For	For
12	Approve Renewal of Mandate for Interested Person Transactions	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For
14	Approve Share Consolidation	Mgmt	For	For	For

Singapore Technologies Engineering Ltd.

Meeting Date: 04/26/2024

Country: Singapore

Ticker: S63

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: Y7996W103

Shares Voted: 16,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Lim Chin Hu as Director	Mgmt	For	For	For
4	Elect Ng Bee Bee (May) as Director	Mgmt	For	For	For
5	Elect Ong Su Kiat Melvyn as Director	Mgmt	For	Against	Against
6	Elect Aaron Beng Yao Cheng as Director	Mgmt	For	For	For
7	Elect Neo Gim Huay as Director	Mgmt	For	For	For
8	Approve Directors' Remuneration for the Financial Year Ending December 31, 2024	Mgmt	For	For	For
9	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
11	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	Mgmt	For	For	For

Singapore Technologies Engineering Ltd.

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

SITC International Holdings Company Limited

Meeting Date: 04/26/2024 **Country:** Cayman Islands **Ticker:** 1308
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: G8187G105

Shares Voted: 16,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Yang Xianxiang as Director	Mgmt	For	For	For
4	Elect Liu Kecheng as Director	Mgmt	For	For	For
5	Elect Yang Xin as Director	Mgmt	For	For	For
6	Elect Tse Siu Ngan as Director	Mgmt	For	For	For
7	Elect Liu Ka Ying, Rebecca as Director	Mgmt	For	For	For
8	Elect Hu Mantian as Director	Mgmt	For	For	For
9	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
10	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
13	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
14	Adopt Share Scheme and Terminate Existing Share Award Scheme	Mgmt	For	Against	Against
15	Amend Existing Articles of Association by Way of Adoption of the Third Amended and Restated Articles of Association	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

Smurfit Kappa Group Plc

Shares Voted: 3,022

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	Against	Against
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	Against	Against
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
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	Against	Against

CapitaLand Integrated Commercial Trust

Meeting Date: 04/29/2024

Country: Singapore

Ticker: C38U

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: Y1100L160

CapitaLand Integrated Commercial Trust

Shares Voted: 59,207

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

DNB Bank ASA

Meeting Date: 04/29/2024

Country: Norway

Ticker: DNB

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: R1R15X100

Shares Voted: 10,696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 16 Per Share	Mgmt	For	For	For
5	Approve NOK 626 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State	Mgmt	For	For	For
6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
7	Authorize Board to Raise Debt Capital	Mgmt	For	Against	Against
8.a	Approve Remuneration Statement (Advisory)	Mgmt	For	For	For
8.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
9	Approve Company's Corporate Governance Statement	Mgmt	For	For	For

DNB Bank ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reelect Kim Wahl and Olaug Svarva (Chair) as Directors	Mgmt	For	For	For
11	Reelect Ingebret G. Hisdal, Jan Tore Fosund, Andre Stoylen and Camilla Grieg (Chair) as Members of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of NOK 1.2 Million for Chairman, NOK 520,000 for Vice Chairman and NOK 470,000 for Other Directors; Approve Remuneration for Nominating Committee	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
	Shareholder Proposals Submitted by Roald Skjoldheim	Mgmt			
14	Eliminate Equity Investment Programmes for Employees, Abstain from Financing Wind Power Projects and Purchase of Electric Vehicle, Approve Monthly Payout of Accrued Interest, Approve Bitcoin exchange to cash	SH	Against	Against	Against

Hexagon AB

Meeting Date: 04/29/2024

Country: Sweden

Ticker: HEXA.B

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: W4R431112

Shares Voted: 24,228

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

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 EUR 0.13 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Ola Rollen	Mgmt	For	For	For
9.c2	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c3	Approve Discharge of Marta Schorling	Mgmt	For	For	For
9.c4	Approve Discharge of John Brandon	Mgmt	For	For	For
9.c5	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	For
9.c6	Approve Discharge of Brett Watson	Mgmt	For	For	For
9.c7	Approve Discharge of Erik Huggers	Mgmt	For	For	For
9.c8	Approve Discharge of Ulrika Francke	Mgmt	For	For	For
9.c9	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
9c.10	Approve Discharge of Patrick Soderlund	Mgmt	For	For	For
9c.11	Approve Discharge of Paolo Guglielmini	Mgmt	For	For	For
9c.12	Approve Discharge of Ola Rollen	Mgmt	For	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair and SEK 740,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Ola Rollen as Director	Mgmt	For	Against	Against
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	For	For
12.3	Reelect John Brandon as Director	Mgmt	For	For	For
12.4	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Against
12.5	Reelect Gun Nilsson as Director	Mgmt	For	For	For
12.6	Reelect Brett Watson as Director	Mgmt	For	For	For
12.7	Reelect Erik Huggers as Director	Mgmt	For	For	For
12.8	Elect Annika Falkengren as New Director	Mgmt	For	For	For
12.9	Elect Ralph Haupter as New Director	Mgmt	For	For	For
12.10	Reelect Ola Rollen as Board Chair	Mgmt	For	Against	Against
12.11	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Mikael Ek Dahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	For	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Jardine Cycle & Carriage Limited

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

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Audited Financial Statements, Directors' Statement and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Elect Steven Phan as Director	Mgmt	For	For	For
5	Elect Mikkel Larsen as Director	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	Mgmt	For	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
7B	Authorize Share Repurchase Program	Mgmt	For	For	For
7C	Approve Renewal of General Mandate for Interested Person Transactions	Mgmt	For	For	For

Meeting Date: 04/29/2024

Country: United Kingdom

Ticker: OCDO

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: G6718L106

Shares Voted: 7,313

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	Against
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Rick Haythornthwaite as Director	Mgmt	For	For	For
5	Re-elect Tim Steiner as Director	Mgmt	For	For	For
6	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
7	Re-elect Jorn Rausing as Director	Mgmt	For	For	For
8	Re-elect Andrew Harrison as Director	Mgmt	For	For	For
9	Re-elect Emma Lloyd as Director	Mgmt	For	For	For
10	Re-elect Julie Southern as Director	Mgmt	For	For	For
11	Re-elect Nadia Shouraboura as Director	Mgmt	For	For	For
12	Re-elect Julia Brown as Director	Mgmt	For	For	For
13	Elect Rachel Osborne as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Performance Share Plan	Mgmt	For	For	Against
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity in Connection with a Rights Issue	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	Against	Against

Meeting Date: 04/29/2024

Country: Sweden

Ticker: SAND

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: W74857165

Shares Voted: 12,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Elect Patrik Marcellus as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.1	Approve Discharge of Johan Molin	Mgmt	For	For	For
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For	For
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For	For
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	For
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For	For
10.6	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For	For
10.8	Approve Discharge of Kai Warn	Mgmt	For	For	For
10.9	Approve Discharge of Thomas Andersson	Mgmt	For	For	For
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For	For
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For	For
10.13	Approve Discharge of CEO Stefan Widing	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For	For
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For	For
14.1	Elect Susanna Schneeberger as New Director	Mgmt	For	For	For
14.2	Reelect Claes Boustedt as Director	Mgmt	For	Against	Against
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For	For
14.4	Reelect Johan Molin as Director	Mgmt	For	For	For
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
14.7	Reelect Stefan Widing as Director	Mgmt	For	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For	For
15	Reelect Johan Molin as Board Chair	Mgmt	For	For	For
16.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Vivendi SE

Meeting Date: 04/29/2024

Country: France

Ticker: VIV

Record Date: 04/25/2024

Meeting Type: Annual/Special

Primary Security ID: F97982106

Shares Voted: 7,934

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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
6	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Refer	Against
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	For	For
8	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	For	For
9	Approve Compensation of Francois Laroze, Management Board Member	Mgmt	For	Refer	Against
10	Approve Compensation of Claire Leost, Management Board Member	Mgmt	For	Refer	Against
11	Approve Compensation of Celine Merle-Beral, Management Board Member	Mgmt	For	Refer	Against
12	Approve Compensation of Maxime Saada, Management Board Member	Mgmt	For	Refer	Against
13	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Against	Against
14	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	Against
16	Reelect Yannick Bollore as Supervisory Board Member	Mgmt	For	For	For
17	Reelect Laurent Dassault as Supervisory Board Member	Mgmt	For	Refer	Against
18	Appoint Grant Thornton as Auditor	Mgmt	For	For	For
19	Appoint Grant Thornton as Authorized Sustainability Auditors	Mgmt	For	For	For
20	Appoint Deloitte & Associes as Authorized Sustainability Auditors	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 04/30/2024

Country: France

Ticker: AI

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 6,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	For	For
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
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Aker BP ASA

Meeting Date: 04/30/2024 **Country:** Norway **Ticker:** AKRBP
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: R0139K100

Shares Voted: 3,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports; Receive Corporate Governance Report	Mgmt	For	For	For
5	Approve Remuneration Statement	Mgmt	For	For	For
6	Approve Remuneration of Auditors	Mgmt	For	Against	Against
7	Approve Remuneration of Directors in the Amount of NOK 950,000 for Chairman, NOK 509,000 for Deputy Chair and NOK 446,000 for Other Directors	Mgmt	For	For	For
8	Approve Remuneration of Nomination Committee	Mgmt	For	For	For
9	Reelect Oyvind Eriksen, Trond Brandsrud, Valborg Lundegaard and Charles Ashley Heppenstall as Directors; Elect Doris Reiter as New Director	Mgmt	For	Against	Against
10	Reelect Svein Oskar Stoknes, Ingebret Hisdal and Donna Riley as Members of Nominating Committee	Mgmt	For	For	For
11	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against

Aker BP ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
13	Authorize Board to Distribute Dividends	Mgmt	For	For	For
14	Proposal for Resolution from the Norwegian People's Aid	Mgmt			
	Discuss with Stakeholders Company's Position and Mutually Acceptable Solution	SH	Against	Refer	Against

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: 1,532

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	For	For
4	Amend Company Bylaws	Mgmt	For	Against	Against

Anglo American Plc

Meeting Date: 04/30/2024

Country: United Kingdom

Ticker: AAL

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: G03764134

Shares Voted: 14,814

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect John Heasley as Director	Mgmt	For	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	For	For
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
6	Re-elect Ian Tyler as Director	Mgmt	For	For	For

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Magali Anderson as Director	Mgmt	For	For	For
8	Re-elect Ian Ashby as Director	Mgmt	For	For	For
9	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
10	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
11	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
12	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

ArcelorMittal SA

Meeting Date: 04/30/2024

Country: Luxembourg

Ticker: MT

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: L0302D210

Shares Voted: 5,860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
I	Approve Consolidated Financial Statements	Mgmt	For	For	For
II	Approve Financial Statements	Mgmt	For	For	For
III	Approve Dividends	Mgmt	For	For	For
IV	Approve Allocation of Income	Mgmt	For	For	For
V	Approve Remuneration Report	Mgmt	For	For	For
VI	Approve Remuneration of Directors	Mgmt	For	For	For
VII	Approve Discharge of Directors	Mgmt	For	For	For
VIII	Reelect Karyn Ovelmen as Director	Mgmt	For	For	For
IX	Reelect Clarissa Lins as Director	Mgmt	For	For	For
X	Approve Share Repurchase	Mgmt	For	For	For

ArcelorMittal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
XI	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
XII	Approve Grants of Share-Based Incentives for the Executive Chairman and the Chief Executive Officer	Mgmt	For	For	For

Commerzbank AG

Meeting Date: 04/30/2024 **Country:** Germany **Ticker:** CBK
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: D172W1279

Shares Voted: 11,951

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Manfred Knof for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Marcus Chromik for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Michael Kotzbauer for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Alexander Boursanoff (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stefan Burghardt (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Monika Fink (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Helmut Gottschalk (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Stefan Jennes (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Kerstin Jerchel for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Alexandra Krieger (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Maxi Leuchters (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nina Olderdissen (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Sandra Persiehl (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Michael Schramm (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2023	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Robin Stalker (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2023	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Sascha Uebel (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2023	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2024, until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9	Amend Articles Re: Electronic Securities	Mgmt	For	For	For

ENGIE SA

Meeting Date: 04/30/2024

Country: France

Ticker: ENGI

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F7629A107

Shares Voted: 21,342

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

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

ENGIE SA

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

EssilorLuxottica SA

Meeting Date: 04/30/2024

Country: France

Ticker: EL

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F31665106

Shares Voted: 3,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	Against
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	Against
11	Elect Francesco Milleri as Director	Mgmt	For	For	For
12	Elect Paul du Saillant as Director	Mgmt	For	For	For
13	Elect Romolo Bardin as Director	Mgmt	For	Against	Against
14	Elect Jean-Luc Biamonti as Director	Mgmt	For	For	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For	For
16	Elect Jose Gonzalo as Director	Mgmt	For	For	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For	For	For
18	Elect Mario Notari as Director	Mgmt	For	For	For
19	Elect Swati Piramal as Director	Mgmt	For	For	For
20	Elect Cristina Scocchia as Director	Mgmt	For	For	For
21	Elect Nathalie von Siemens as Director	Mgmt	For	For	For
22	Elect Andrea Zappia as Director	Mgmt	For	For	For
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For	For	For
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
	Ordinary Business	Mgmt			
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

GEA Group AG

Meeting Date: 04/30/2024

Country: Germany

Ticker: G1A

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: D28304109

Shares Voted: 1,816

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
9	Approve Climate Roadmap 2040	Mgmt	For	For	For

Hermes International SCA

Meeting Date: 04/30/2024

Country: France

Ticker: RMS

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F48051100

Shares Voted: 369

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Refer	Against
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Refer	Against
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Refer	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Against	Against
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	For	For
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Hermes International SCA

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

Knorr-Bremse AG

Meeting Date: 04/30/2024 **Country:** Germany **Ticker:** KBX
Record Date: 04/08/2024 **Meeting Type:** Annual
Primary Security ID: D4S43E114

Shares Voted: 822

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 1.64 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG 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
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Nexi SpA

Meeting Date: 04/30/2024 **Country:** Italy **Ticker:** NEXI
Record Date: 04/19/2024 **Meeting Type:** Annual/Special
Primary Security ID: T6S18J104

Shares Voted: 7,320

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

Nexi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Francesco Casiraghi as Director and Approve Director's Remuneration	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For

Novonesis AS Novozymes AS

Meeting Date: 04/30/2024

Country: Denmark

Ticker: NSIS.B

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: K7317J133

Shares Voted: 4,362

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	Refer	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; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	For	For
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	For	For
8.b	Reelect Sharon James as Director	Mgmt	For	For	For
8.c	Reelect Kasim Kutay as Director	Mgmt	For	For	For
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

Novonesis AS Novozymes AS

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

Oversea-Chinese Banking Corporation Limited

Meeting Date: 04/30/2024

Country: Singapore

Ticker: O39

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: Y64248209

Shares Voted: 39,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2a	Elect Andrew Lee Kok Keng as Director	Mgmt	For	For	For
2b	Elect Andrew Khoo Cheng Hoe as Director	Mgmt	For	For	For
2c	Elect Pramukti Surjaudaja as Director	Mgmt	For	For	For
3	Elect Seck Wai Kwong as Director	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5a	Approve Directors' Remuneration	Mgmt	For	For	For
5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	Mgmt	For	For	For

Oversea-Chinese Banking Corporation 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 Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Mgmt	For	For	For
9	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For

Rexel SA

Meeting Date: 04/30/2024

Country: France

Ticker: RXL

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F7782J366

Shares Voted: 2,726

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 1.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Ian Meakins, Chairman of the Board Until August 31, 2023	Mgmt	For	For	For
10	Approve Compensation of Agnes Touraine, Chairwoman of the Board Since September 1, 2023	Mgmt	For	For	For
11	Approve Compensation of Guillaume Texier, CEO	Mgmt	For	For	For

Rexel SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Elect Eric Labaye as Director	Mgmt	For	For	For
13	Elect Catherine Vandendorre as Director	Mgmt	For	For	For
14	Reelect Brigitte Cantaloube as Director	Mgmt	For	For	For
15	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	Against	Against
16	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
17	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt Mgmt	For	For	For
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
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees	Mgmt	For	For	For
22	Authorize up to 1.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
23	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Corporate Officers and Employees of Rexel Group	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Sandoz Group AG

Meeting Date: 04/30/2024

Country: Switzerland

Ticker: SDZ

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: H7140B103

Shares Voted: 4,683

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 Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	For	For	For

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.1	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Karen Huebscher as Director	Mgmt	For	For	For
5.1.3	Reelect Shamiram Feinglass as Director	Mgmt	For	For	For
5.1.4	Reelect Urs Riedener as Director	Mgmt	For	For	For
5.1.5	Reelect Aarti Shah as Director	Mgmt	For	For	For
5.1.6	Reelect Ioannis Skoufalos as Director	Mgmt	For	For	For
5.1.7	Reelect Maria Varsellona as Director	Mgmt	For	For	For
5.2.1	Elect Mathai Mammen as Director	Mgmt	For	For	For
5.2.2	Elect Graeme Pitkethly as Director	Mgmt	For	For	For
5.2.3	Elect Michael Rechsteiner as Director	Mgmt	For	For	For
5.3a1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a2	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a3	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3a4	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
5.3.2	Appoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.2 Million	Mgmt	For	For	For
6.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Advoro Zurich AG as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sanofi

Meeting Date: 04/30/2024

Country: France

Ticker: SAN

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F5548N101

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	Against	Against
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 Sundry 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
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Sanofi

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

Tenaris SA

Meeting Date: 04/30/2024 **Country:** Luxembourg **Ticker:** TEN
Record Date: 04/16/2024 **Meeting Type:** Annual/Special
Primary Security ID: L90272136

Shares Voted: 5,429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's and Auditor's Reports Re: Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Elect Directors (Bundled)	Mgmt	For	Refer	Against
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Refer	Against
9	Approve Remuneration Policy	Mgmt	For	Against	Against
10	Approve Audit Fees	Mgmt	For	For	For
11	Allow Electronic Distribution of Company Documents to Shareholders	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Meeting Date: 04/30/2024 **Country:** France **Ticker:** URW
Record Date: 04/26/2024 **Meeting Type:** Annual/Special
Primary Security ID: F95094581

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 Treatment of Losses	Mgmt	For	For	For
4	Approve Dividends of EUR 2.50 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Jean-Marie Tritant, Chairman of the Management Board	Mgmt	For	For	For
7	Approve Compensation of Sylvain Montcouquiol, Management Board Member	Mgmt	For	For	For
8	Approve Compensation of Fabrice Mouchel, Management Board Member	Mgmt	For	For	For
9	Approve Compensation of Vincent Rouget, Management Board Member Since June 1, 2023	Mgmt	For	For	For
10	Approve Compensation of Anne-Sophie Sancerre, Management Board Member Since May 2, 2023	Mgmt	For	For	For
11	Approve Compensation of Olivier Bossard, Management Board Member Until April 21, 2023	Mgmt	For	For	For
12	Approve Compensation of Caroline Puechoultres, Management Board Member Until April 21, 2023	Mgmt	For	For	For
13	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board Until May 11, 2023	Mgmt	For	For	For
14	Approve Compensation of Jacques Richier, Chairman of the Supervisory Board Since May 11, 2023	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
17	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
18	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
19	Reelect Susana Gallardo as Supervisory Board Member	Mgmt	For	For	For
20	Reelect Sara Lucas as Supervisory Board Member	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Reelect Aline Sylla-Walbaum as Supervisory Board Member	Mgmt	For	For	For
22	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
23	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

VERBUND AG

Meeting Date: 04/30/2024

Country: Austria

Ticker: VER

Record Date: 04/20/2024

Meeting Type: Annual

Primary Security ID: A91460104

Shares Voted: 847

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

VERBUND AG

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

Flutter Entertainment Plc

Meeting Date: 05/01/2024 **Country:** Ireland **Ticker:** FLTR
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: G3643J108

Shares Voted: 2,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect John Bryant as Director	Mgmt	For	Against	Against
2a	Re-elect Nancy Cruickshank as Director	Mgmt	For	For	For
2b	Re-elect Nancy Dubuc as Director	Mgmt	For	For	For
2c	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
2d	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For	For
2e	Re-elect Peter Jackson as Director	Mgmt	For	For	For
2f	Re-elect Holly Koeppel as Director	Mgmt	For	For	For
2g	Re-elect Carolan Lennon as Director	Mgmt	For	For	For
2h	Re-elect Atif Rafiq as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
6	Authorise Issue of Equity	Mgmt	For	For	For
7a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
10	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For

Flutter Entertainment Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Adopt New Articles of Association	Mgmt	For	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: 10,542

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	Refer	For
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	Refer	For
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	Refer	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

Smith & Nephew plc

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

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: 29,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve 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	Against	Against
22	Adopt New Articles of Association	Mgmt	For	For	For

Meeting Date: 05/02/2024

Country: Ireland

Ticker: A5G

Record Date: 04/28/2024

Meeting Type: Annual

Primary Security ID: G0R4HJ106

Shares Voted: 18,278

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	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
5a	Re-elect Anik Chaumartin as Director	Mgmt	For	For	For
5b	Re-elect Donal Galvin as Director	Mgmt	For	For	For
5c	Re-elect Basil Geoghegan as Director	Mgmt	For	For	For
5d	Re-elect Tanya Horgan as Director	Mgmt	For	For	For
5e	Re-elect Colin Hunt as Director	Mgmt	For	For	For
5f	Re-elect Sandy Kinney Pritchard as Director	Mgmt	For	For	For
5g	Re-elect Elaine MacLean as Director	Mgmt	For	For	For
5h	Re-elect Andrew Maguire as Director	Mgmt	For	For	For
5i	Re-elect Brendan McDonagh as Director	Mgmt	For	For	For
5j	Re-elect Helen Normoyle as Director	Mgmt	For	For	For
5k	Re-elect Ann O'Brien as Director	Mgmt	For	For	For
5l	Re-elect Fergal O'Dwyer as Director	Mgmt	For	For	For
5m	Re-elect James Pettigrew as Director	Mgmt	For	For	For
5n	Re-elect Jan Sijbrand as Director	Mgmt	For	For	For
5o	Re-elect Ranjit Singh as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9b	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

AIB Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
13	Approve the Directed Buyback Contract with the Minister for Finance	Mgmt	For	For	For
14	Amend Articles of Association Re: Odd-Lot Offer	Mgmt	For	For	For
15	Authorise Implementation of the Odd-lot Offer	Mgmt	For	For	For
16	Authorise Off-Market Purchase of Shares	Mgmt	For	For	For

AIB Group plc

Meeting Date: 05/02/2024 **Country:** Ireland **Ticker:** A5G
Record Date: 04/28/2024 **Meeting Type:** Special
Primary Security ID: G0R4HJ106

Shares Voted: 18,278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Buyback Contract with the Minister for Finance	Mgmt	For	For	For
2	Approve Related Party Transaction	Mgmt	For	For	For

Aviva Plc

Meeting Date: 05/02/2024 **Country:** United Kingdom **Ticker:** AV
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: G0683Q158

Shares Voted: 31,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Climate-Related Financial Disclosure	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Ian Clark as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Charlotte Jones as Director	Mgmt	For	For	For
10	Re-elect Andrea Blance as Director	Mgmt	For	For	For
11	Re-elect Mike Craston as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
12	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
13	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
14	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
15	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
16	Re-elect Jim McConville as Director	Mgmt	For	For	For
17	Re-elect Michael Mire as Director	Mgmt	For	For	For
18	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	Refer	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
29	Adopt New Articles of Association	Mgmt	For	For	For

Azrieli Group Ltd.

Meeting Date: 05/02/2024

Country: Israel

Ticker: AZRG

Record Date: 03/28/2024

Meeting Type: Special

Primary Security ID: M1571Q105

Shares Voted: 486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve One-Time Special Grant to Eyal Chenkin, CEO	Mgmt	For	Against	Against
2	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	Against
3	Approve Updated Employment Terms of Eyal Chenkin, CEO (Subject to Approval of Item #2)	Mgmt	For	For	For
4	Approve Grant of Options to Eyal Chenkin, CEO (Subject to Approval of Item #2)	Mgmt	For	For	For
5	Elect Nechemia Jacob Peres as Director	Mgmt	For	For	For
6	Elect Irit Sekler-Pilosof as Director	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Against	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Against	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	For	For

Groupe Bruxelles Lambert SA

Meeting Date: 05/02/2024

Country: Belgium

Ticker: GBLB

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: B4746J115

Groupe Bruxelles Lambert SA

Shares Voted: 1,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2.1	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.2	Adopt Financial Statements	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Discharge of Auditors	Mgmt	For	For	For
5.1	Reelect Ian Gallienne as Director	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers, Permanently Represented by Alexis Van Bavel SRL as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
5.3	Appoint PricewaterhouseCoopers as Auditors for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8.1	Receive Special Board Report Re: Article 7:227 of the Company Code with Respect to the Guarantees in Item 8.2	Mgmt			
8.2	Approve Guarantee to Acquire Shares under Profit-Sharing Plan	Mgmt	For	For	For
9	Transact Other Business	Mgmt			

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: 1,082

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

KBC Group SA/NV

Meeting Date: 05/02/2024

Country: Belgium

Ticker: KBC

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: B5337G162

Shares Voted: 2,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.15 per Share	Mgmt	For	For	For
5	Approve Increase in Fixed Remuneration of the Members of the Audit Committee and the Risk and Compliance Committee	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Discharge of Directors	Mgmt	For	For	For
9	Approve Discharge of Auditors	Mgmt	For	For	For
10	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	For	For	For
12.1	Reelect Johan Thijs as Director	Mgmt	For	For	For
12.2	Reelect Sonja De Becker as Director	Mgmt	For	Against	Against
12.3	Reelect Liesbet Okkerse as Director	Mgmt	For	Against	Against
12.4	Reelect Erik Clinck as Director	Mgmt	For	Against	Against
12.5	Reelect Theodoros Roussis as Director	Mgmt	For	Against	Against
12.6	Elect Diana Radl Rogerova as Independent Director	Mgmt	For	For	For
13	Transact Other Business	Mgmt			

Kerry Group Plc

Meeting Date: 05/02/2024

Country: Ireland

Ticker: KRZ

Record Date: 04/28/2024

Meeting Type: Annual

Primary Security ID: G52416107

Shares Voted: 1,819

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	Against	Against

Melrose Industries Plc

Meeting Date: 05/02/2024

Country: United Kingdom

Ticker: MRO

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: G5973J210

Melrose Industries Plc

Shares Voted: 16,055

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	Approve 2024 Melrose Performance Share Plan	Mgmt	For	For	For
6	Re-elect Peter Dilnot as Director	Mgmt	For	For	For
7	Elect Matthew Gregory as Director	Mgmt	For	For	For
8	Re-elect Justin Dowley as Director	Mgmt	For	Refer	For
9	Re-elect David Lis as Director	Mgmt	For	For	For
10	Re-elect Charlotte Twynning as Director	Mgmt	For	For	For
11	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
12	Elect Gillian Elcock as Director	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers 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	Against	Against
20	Approve Reduction of Capital	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Meeting Date: 05/02/2024

Country: United Kingdom

Ticker: RKT

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: G74079107

Reckitt Benckiser Group Plc

Shares Voted: 8,420

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

Rio Tinto Limited

Meeting Date: 05/02/2024

Country: Australia

Ticker: RIO

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: Q81437107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 1 to 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
5	Approve Increase to Non-Executive Directors' Fee Cap	Mgmt	For	For	For
6	Elect Dean Dalla Valle as Director	Mgmt	For	For	For
7	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
8	Elect Martina Merz as Director	Mgmt	For	For	For
9	Elect Joc O'Rourke as Director	Mgmt	For	For	For
10	Elect Dominic Barton as Director	Mgmt	For	For	For
11	Elect Peter Cunningham as Director	Mgmt	For	For	For
12	Elect Simon Henry as Director	Mgmt	For	For	For
13	Elect Kaisa Hietala as Director	Mgmt	For	For	For
14	Elect Sam Laidlaw as Director	Mgmt	For	For	For
15	Elect Jennifer Nason as Director	Mgmt	For	For	For
16	Elect Jakob Stausholm as Director	Mgmt	For	For	For
17	Elect Ngairé Woods as Director	Mgmt	For	For	For
18	Elect Ben Wyatt as Director	Mgmt	For	For	For
19	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
20	Authorize the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorize UK Political Donations and Expenditure	Mgmt	For	For	For
	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt			
22	Approve Amendments to Rio Tinto Limited's Constitution - Amendments that Constitute Class Rights Actions	Mgmt	For	For	For
	Resolutions 23 and 24 will be Voted on by Rio Tinto Limited's Shareholders Only	Mgmt			

Rio Tinto Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Approve Amendments to Rio Tinto Limited's Constitution - General Updates and Changes	Mgmt	For	For	For
24	Approve Renewal of On-Market Share Buy-Back Authority	Mgmt	For	For	For

CLP Holdings Limited

Meeting Date: 05/03/2024 **Country:** Hong Kong **Ticker:** 2
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: Y1660Q104

Shares Voted: 18,580

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

Deutsche Post AG

Meeting Date: 05/03/2024 **Country:** Germany **Ticker:** DHL
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: D19225107

Shares Voted: 11,545

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			

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Fastighets AB Balder

Meeting Date: 05/03/2024

Country: Sweden

Ticker: BALD.B

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: W2951M127

Shares Voted: 7,884

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	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor Report on Guidelines for Remuneration of Senior Executives	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For

Fastighets AB Balder

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 230,000 for Chair and SEK 135,000 for Other Directors Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Sten Duner (Chair) as Director	Mgmt	For	Against	Against
11.b	Reelect Erik Selin as Director	Mgmt	For	For	For
11.c	Reelect Fredrik Svensson as Director	Mgmt	For	Against	Against
11.d	Reelect Anders Wennergren as Director	Mgmt	For	Against	Against
11.e	Elect Carin Kindbom as New Director	Mgmt	For	For	For
12	Approve Nomination Committee Procedures	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Close Meeting	Mgmt			

H&M Hennes & Mauritz AB

Meeting Date: 05/03/2024

Country: Sweden

Ticker: HM.B

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: W41422101

Shares Voted: 7,191

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			

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Comments by Auditor, Chair of The Board and CEO; Questions from Shareholders to The Board and Management	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b.1	Approve Allocation of Income and Dividends of SEK 6.50	Mgmt	For	For	For
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b2	Mgmt			
9b2.1	Approve May 7, 2024 and November 8, 2024 as Record Dates for Dividend Payments	Mgmt	For	For	For
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt			
9b2.2	Approve May 7, 2024 as Record Date for Dividend Payment	SH	None	Refer	Against
	Management Proposals	Mgmt			
9.c1	Approve Discharge of Board Member Karl-Johan Persson	Mgmt	For	For	For
9.c2	Approve Discharge of Board Member Stina Bergfors	Mgmt	For	For	For
9.c3	Approve Discharge of Board Member Anders Dahlvig	Mgmt	For	For	For
9.c4	Approve Discharge of Board Member Danica Kragic Jensfelt	Mgmt	For	For	For
9.c5	Approve Discharge of Board Member Lena Patriksson Keller	Mgmt	For	For	For
9.c6	Approve Discharge of Board Member Christian Sievert	Mgmt	For	For	For
9.c7	Approve Discharge of Board Member Christina Synnergren	Mgmt	For	For	For
9.c8	Approve Discharge of Board Member Erica Wiking Hager	Mgmt	For	For	For
9.c9	Approve Discharge of Board Member Niklas Zennstrom	Mgmt	For	For	For
9.c10	Approve Discharge of Employee Representative Ingrid Godin	Mgmt	For	For	For
9.c11	Approve Discharge of Employee Representative Tim Gahnstrom	Mgmt	For	For	For
9.c12	Approve Discharge of Employee Representative Louise Wikholm	Mgmt	For	For	For
9.c13	Approve Discharge of Employee Representative Margareta Welinder	Mgmt	For	For	For
9.c14	Approve Discharge of Employee Representative Hampus Glanzelius	Mgmt	For	For	For
9.c15	Approve Discharge of Employee Representative Agneta Gustafsson	Mgmt	For	For	For
9.c16	Approve Discharge of Employee Representative Ramon Horvath	Mgmt	For	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c17	Approve Discharge of Helena Helmersson (CEO)	Mgmt	For	For	For
10.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chairman and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Stina Bergfors as Director	Mgmt	For	For	For
12.2	Reelect Anders Dahlvig as Director	Mgmt	For	For	For
12.3	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
12.4	Reelect Lena Patriksson Keller as Director	Mgmt	For	For	For
12.5	Reelect Karl-Johan Persson as Director	Mgmt	For	For	For
12.6	Reelect Christian Sievert as Director	Mgmt	For	Against	Against
12.7	Reelect Christina Synnergren as Director	Mgmt	For	For	For
12.8	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	For	For
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Refer	For
15	Approve SEK 2.4 Billion Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 2.4 Billion for a Bonus Issue	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
	Shareholder Proposals Submitted by Andreas Nilsson, Karin Sanden, Stina Skold, Susanne Halling and My Ericson	Mgmt			
17	Approve Zero Tolerance of Clothes as Waste in 2025	SH	None	Against	Against
	Shareholder Proposals Submitted by Janitha Palli	Mgmt			
18	Instruct Board to Assess the Impact of Sales of Clothing Containing Down on H&M's Reputation and Sales Losses	SH	None	Refer	Against
19	Close Meeting	Mgmt			

Meeting Date: 05/03/2024

Country: United Kingdom

Ticker: HSBA

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: G4634U169

Shares Voted: 223,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
4a	Elect Ann Godbehere as Director	Mgmt	For	For	For
4b	Elect Brendan Nelson as Director	Mgmt	For	For	For
4c	Elect Swee Lian Teo as Director	Mgmt	For	For	For
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For	For	For
4e	Re-elect Rachel Duan as Director	Mgmt	For	For	For
4f	Re-elect Georges Elhedery as Director	Mgmt	For	For	For
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
4h	Re-elect James Forese as Director	Mgmt	For	For	For
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
4k	Re-elect Kalpana Morparia as Director	Mgmt	For	For	For
4l	Re-elect Eileen Murray as Director	Mgmt	For	For	For
4m	Re-elect Noel Quinn as Director	Mgmt	For	For	For
4n	Re-elect Mark Tucker as Director	Mgmt	For	Refer	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	Refer	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			
17	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against	Against	Against

InterContinental Hotels Group Plc

Meeting Date: 05/03/2024

Country: United Kingdom

Ticker: IHG

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: G4804L163

Shares Voted: 1,936

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
4a	Elect Sir Ron Kalifa as Director	Mgmt	For	For	For
4b	Elect Angie Risley as Director	Mgmt	For	For	For
4c	Re-elect Graham Allan as Director	Mgmt	For	For	For
4d	Re-elect Daniela Barone Soares as Director	Mgmt	For	For	For
4e	Re-elect Arthur de Haast as Director	Mgmt	For	For	For
4f	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For
4g	Re-elect Michael Glover as Director	Mgmt	For	For	For
4h	Re-elect Byron Grote as Director	Mgmt	For	For	For
4i	Re-elect Elie Maalouf as Director	Mgmt	For	For	For
4j	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For
4k	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
13	Adopt New Articles of Association	Mgmt	For	For	For

Klepierre SA

Meeting Date: 05/03/2024

Country: France

Ticker: LI

Record Date: 04/30/2024

Meeting Type: Annual/Special

Primary Security ID: F5396X102

Shares Voted: 2,309

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 1.80 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 Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Reelect David Simon as Supervisory Board Member	Mgmt	For	Against	Against
8	Reelect John Carrafiell as Supervisory Board Member	Mgmt	For	For	For
9	Reelect Steven Fivel as Supervisory Board Member	Mgmt	For	For	For

Klepierre SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reelect Robert Fowlds as Supervisory Board Member	Mgmt	For	For	For
11	Elect Anne Carron as Supervisory Board Member Following Resignation of Rose-Marie Van Lerberghe	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of David Simon, Chairman of the Supervisory Board	Mgmt	For	For	For
17	Approve Compensation of Jean Marc Jestin, Chairman of the Management Board	Mgmt	For	For	For
18	Approve Compensation of Stephane Tortajada, CFO and Management Board Member	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
21	Amend Article 12 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
22	Amend Article 25 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Mondi Plc

Meeting Date: 05/03/2024

Country: United Kingdom

Ticker: MNDI

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: G6258S115

Shares Voted: 5,430

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

Mondi Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Svein Brandtzaeg as Director	Mgmt	For	For	For
5	Re-elect Sue Clark as Director	Mgmt	For	For	For
6	Re-elect Anke Groth as Director	Mgmt	For	For	For
7	Re-elect Andrew King as Director	Mgmt	For	For	For
8	Re-elect Saki Macozoma as Director	Mgmt	For	For	For
9	Re-elect Mike Powell as Director	Mgmt	For	For	For
10	Re-elect Dominique Reiniche as Director	Mgmt	For	For	For
11	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
12	Re-elect Philip Yea as Director	Mgmt	For	For	For
13	Re-elect Stephen Young as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

RWE AG

Meeting Date: 05/03/2024 **Country:** Germany **Ticker:** RWE
Record Date: 04/11/2024 **Meeting Type:** Annual
Primary Security ID: D6629K109

Shares Voted: 7,253

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

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Frank Appel to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Ute Gerbaulet to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Joerg Rocholl to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Thomas Westphal to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Hannover Rueck SE
Meeting Date: 05/06/2024

Country: Germany

Ticker: HNR1

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: D3015J135

Shares Voted: 685

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

Hannover Rueck SE

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 Heitnueller 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

argenx SE

Meeting Date: 05/07/2024 **Country:** Netherlands **Ticker:** ARGX
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: N0610Q109

Shares Voted: 685

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Refer	Against
4.a	Discuss Annual Report for FY 2023	Mgmt			
4.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.c	Discussion on Company's Corporate Governance Structure	Mgmt			
4.d	Approve Allocation of Losses to the Retained Earnings of the Company	Mgmt	For	For	For
4.e	Approve Discharge of Directors	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Refer	Against
6	Elect Brian L. Kotzin as Non-Executive Director	Mgmt	For	For	For
7	Reelect Peter Verhaeghe as Non-Executive Director	Mgmt	For	Refer	For
8	Reelect Pamela Klein as Non-Executive Director	Mgmt	For	For	For
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
10	Amend Articles of Association and Authorization to Execute the Deed of Amendment	Mgmt	For	Refer	Against
11	Ratify Deloitte Accountants B.V. as Auditors for the 2024 Financial Year	Mgmt	For	For	For
12	Ratify Ernst & Young Accountants LLP as Auditors for the 2025 Financial Year	Mgmt	For	For	For

argenx SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Deutsche Lufthansa AG

Meeting Date: 05/07/2024 **Country:** Germany **Ticker:** LHA
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: D1908N106

Shares Voted: 7,020

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 0.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Refer	Against
6.1	Elect Britta Seeger to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Sara Hennicken to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Thomas Enders to the Supervisory Board	Mgmt	For	Against	Against
6.4	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Ratify EY GmbH & Co. KG 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

DSM-Firmenich AG

Meeting Date: 05/07/2024 **Country:** Switzerland **Ticker:** DSFIR
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: H0245V108

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 Sustainability 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 EUR 2.50 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	For	For
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	Against	Against
4.1.e	Reelect Erica Mann as Director	Mgmt	For	For	For
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	For	For
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	For	For
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	For	For
4.1.i	Reelect John Ramsay as Director	Mgmt	For	For	For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	For	For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	For	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 05/07/2024

Country: France

Ticker: EDEN

Record Date: 05/03/2024

Meeting Type: Annual/Special

Primary Security ID: F3192L109

Shares Voted: 2,856

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	Refer	Against
5	Ratify Appointment of Nathalie Balla as Director	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
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	Refer	For
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

Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors, up to Aggregate Nominal Amount of EUR 24,958,805	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 164,728,118 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Eurazeo SE

Meeting Date: 05/07/2024

Country: France

Ticker: RF

Record Date: 05/03/2024

Meeting Type: Annual/Special

Primary Security ID: F3296A108

Shares Voted: 423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2.42 per Share and an Extra of EUR 0.24 per Share to Long Term Registered Shares	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Transaction with JCDecaux Holding SAS	Mgmt	For	For	For
6	Elect Isabelle Ealet as Supervisory Board Member	Mgmt	For	For	For
7	Elect Cathia Lawson-Hall as Supervisory Board Member	Mgmt	For	For	For
8	Elect Louis Stern as Supervisory Board Member	Mgmt	For	For	For
9	Reelect Jean-Charles Decaux as Supervisory Board Member	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
11	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
13	Approve Compensation of Jean-Charles Decaux, Chairman of the Supervisory Board	Mgmt	For	For	For
14	Approve Compensation of Christophe Baviere, Management Board Member	Mgmt	For	For	For
15	Approve Compensation of William Kadouch-Chassaing, Management Board Member	Mgmt	For	For	For
16	Approve Compensation of Sophie Flak, Management Board Member	Mgmt	For	Refer	Against
17	Approve Compensation of Olivier Millet, Management Board Member	Mgmt	For	Refer	Against
18	Approve Compensation of Virginie Morgon, Management Board Member Until February 5, 2023	Mgmt	For	Refer	Against
19	Approve Compensation of Marc Frappier, Management Board Member Until February 5, 2023	Mgmt	For	Refer	Against
20	Approve Compensation of Nicolas Huet, Management Board Member Until February 5, 2023	Mgmt	For	Refer	Against
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
26	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For

Eurazeo SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-28 at EUR 115 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Getlink SE

Meeting Date: 05/07/2024

Country: France

Ticker: GET

Record Date: 05/03/2024

Meeting Type: Annual/Special

Primary Security ID: F4R053105

Shares Voted: 4,247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.55 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Reelect Sharon Flood as Director	Mgmt	For	For	For
7	Reelect Jean-Marc Janailac as Director	Mgmt	For	For	For
8	Ratify Appointment of Jean Mouton as Director	Mgmt	For	For	For
9	Appoint Mazars SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Yann Leriche, CEO	Mgmt	For	For	For
13	Approve Compensation of Jacques Gounon, Chairman of the Board	Mgmt	For	For	For

Getlink SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize up to 468,000 Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize up to 450,000 Shares for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
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
21	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
22	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Investor AB

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

Shares Voted: 20,396

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

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
14.B	Reelect Magdalena Gergeras as Director	Mgmt	For	For	For
14.C	Reelect Tom Johnstone as Director	Mgmt	For	For	For
14.D	Reelect Isabelle Kocher as Director	Mgmt	For	Against	Against
14.E	Reelect Sven Nyman as Director	Mgmt	For	For	For
14.F	Reelect Grace Reksten Skaugen as Director	Mgmt	For	For	For
14.G	Reelect Hans Straberg as Director	Mgmt	For	For	For
14.H	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
14.I	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.J	Reelect Sara Ohrvall as Director	Mgmt	For	For	For
14.K	Elect Katarina Berg as New Director	Mgmt	For	For	For
14.L	Elect Christian Cederholm as New Director	Mgmt	For	For	For

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.M	Elect Mats Rahmstrom as New Director	Mgmt	For	For	For
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

Country: Norway

Ticker: KOG

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: R60837102

Shares Voted: 1,031

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Receive President's Report	Mgmt			
4	Discuss Company's Corporate Governance Statement	Mgmt			
5	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Dividends of NOK 14 Per Share	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Amount of NOK 781,200 for Chairman, NOK 356,200 for Deputy Chairman and NOK 333,600 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Approve Remuneration Statement	Mgmt	For	Refer	Against

Kongsberg Gruppen ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reelect Vigdis Almestad (Chair), Torkel Storflor Halmo and Erik Must as Members of Nominating Committee; Elect Bjarte Espedal as New Member of Nominating Committee	Mgmt	For	For	For
11	Approve Equity Plan Financing	Mgmt	For	For	For
12	Amend Articles Re: Notice of Participation in General Meetings	Mgmt	For	For	For
	Shareholder Proposals Submitted by Havard Noraberg	Mgmt			
13	Approve Demerger Plan	SH	Against	Refer	Against

Koninklijke Philips NV

Meeting Date: 05/07/2024 **Country:** Netherlands **Ticker:** PHIA
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: N7637U112

Shares Voted: 9,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	President's Speech	Mgmt			
2.a	Discussion on Company's Corporate Governance Structure	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Approve Dividends	Mgmt	For	For	For
2.e	Approve Remuneration Report	Mgmt	For	For	For
2.f	Approve Discharge of Management Board	Mgmt	For	For	For
2.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Elect C.M. Hanneman to Management Board	Mgmt	For	For	For
4.a	Reelect F. Sijbesma to Supervisory Board	Mgmt	For	Refer	For
4.b	Reelect P. Loscher to Supervisory Board	Mgmt	For	For	For
4.c	Elect B. Ribadeau-Dumas to Supervisory Board	Mgmt	For	For	For
5.a	Approve Remuneration Policy for the Board of Management	Mgmt	For	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			

Norsk Hydro ASA

Meeting Date: 05/07/2024

Country: Norway

Ticker: NHY

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: R61115102

Shares Voted: 15,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.50 Per Share	Mgmt	For	For	For
6	Approve NOK 35.3 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Discuss Company's Corporate Governance Statement	Mgmt			
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	Against
11	Approve Remuneration Statement	Mgmt	For	Refer	For
12.1	Elect Rune Bjerke as Director	Mgmt	For	Refer	For
12.2	Elect Kristin Fejerskov Kragseth as Director	Mgmt	For	For	For
12.3	Elect Marianne Wiinholt as Director	Mgmt	For	For	For
12.4	Elect Peter Kukielski as Director	Mgmt	For	For	For
12.5	Elect Philip Graham New as Director	Mgmt	For	For	For

Norsk Hydro ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.6	Elect Jane Toogood as Director	Mgmt	For	For	For
12.7	Elect Espen Gundersen as Director	Mgmt	For	Against	Against
13.1	Elect Berit Ledel Henriksen (Chair) as Member of Nominating Committee	Mgmt	For	For	For
13.2	Elect Susanne Munch Thore as Member of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Amount of NOK 920,000 for the Chairman, NOK 484,000 for the Vice Chairman and NOK 424,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
15	Approve Remuneration of Members of Nomination Committee	Mgmt	For	For	For

SNAM SpA

Meeting Date: 05/07/2024 **Country:** Italy **Ticker:** SRG
Record Date: 04/25/2024 **Meeting Type:** Annual
Primary Security ID: T8578N103

Shares Voted: 24,218

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

Swire Properties Limited

Meeting Date: 05/07/2024 **Country:** Hong Kong **Ticker:** 1972
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: Y83191109

Shares Voted: 12,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Lung, Ngan Yee Fanny as Director	Mgmt	For	For	For
1b	Elect Murray, Martin James as Director	Mgmt	For	For	For

Swire Properties Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Sell, Richard Lawrence as Director	Mgmt	For	For	For
1d	Elect Zhu, Changlai Angela Director	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against

Talanx AG

Meeting Date: 05/07/2024

Country: Germany

Ticker: TLX

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D82827110

Shares Voted: 681

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 2.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Torsten Leue for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Edgar Puls for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Angela Titzrath for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2023	Mgmt	For	Against	Against
4.7	Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Christof Guenther for Fiscal Year 2023	Mgmt	For	Against	Against
4.9	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2023	Mgmt	For	Against	Against
4.15	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles Re: Dematerialization of Securities	Mgmt	For	For	For

Talanx AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Affiliation Agreement with Zweite Riethorst Grundstuecksgesellschaft mbH	Mgmt	For	For	For

Telenor ASA

Meeting Date: 05/07/2024 **Country:** Norway **Ticker:** TEL
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: R21882106

Shares Voted: 7,662

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
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	For	For
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

Telenor ASA

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

Temenos AG

Meeting Date: 05/07/2024 **Country:** Switzerland **Ticker:** TEMN
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: H8547Q107

Shares Voted: 744

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	Refer	Against
2	Approve Allocation of Income and Dividends of CHF 1.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of USD 2.4 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of USD 34 Million	Mgmt	For	For	For
5.1	Change Location of Registered Office/Headquarters	Mgmt	For	For	For
5.2	Amend Corporate Purpose	Mgmt	For	For	For
5.3	Approve Creation of Capital Band within the Upper Limit of CHF 400 Million and the Lower Limit of CHF 351.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.4	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	Refer	Against
5.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.1.1	Elect Laurie Readhead as Director	Mgmt	For	For	For
6.1.2	Elect Michael Gorriz as Director	Mgmt	For	For	For
6.2.1	Reelect Thibault de Tersant as Director and Board Chair	Mgmt	For	For	For
6.2.2	Reelect Peter Spenser as Director	Mgmt	For	For	For
6.2.3	Reelect Maurizio Carli as Director	Mgmt	For	For	For
6.2.4	Reelect Cecilia Hulten as Director	Mgmt	For	For	For

Temenos AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.5	Reelect Xavier Cauchois as Director	Mgmt	For	For	For
6.2.6	Reelect Dorothee Deuring as Director	Mgmt	For	For	For
7.1	Reappoint Peter Spenser as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Cecilia Hulten as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Dorothee Deuring as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate KBLex S.A. as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers S.A. as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Wharf Real Estate Investment Company Limited

Meeting Date: 05/07/2024

Country: Cayman Islands

Ticker: 1997

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: G9593A104

Shares Voted: 19,885

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 Paul Yiu Cheung Tsui as Director	Mgmt	For	For	For
2b	Elect Yen Thean Leng as Director	Mgmt	For	For	For
2c	Elect Horace Wai Chung Lee as Director	Mgmt	For	For	For
2d	Elect Tak Hay Chau as Director	Mgmt	For	For	For
3a	Approve Increase in the Rate of Annual Fee Payable to the Chairman of the Company	Mgmt	For	For	For
3b	Approve Increase in the Rate of Annual Fee Payable to Each of the Directors, Other than the Chairman, of the Company	Mgmt	For	For	For
3c	Approve Increase in the Rate of Annual Fee Payable to the Chairman of the Audit Committee of the Company	Mgmt	For	For	For
3d	Approve Increase in the Rate of Annual Fee Payable to Each Member, Other than the Chairman, of the Audit Committee of the Company	Mgmt	For	For	For

Wharf Real Estate Investment Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3e	Approve Increase in the Rate of Annual Fee Payable to the Chairman and Each Member of the Remuneration Committee of the Company	Mgmt	For	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Alcon Inc.

Meeting Date: 05/08/2024 **Country:** Switzerland **Ticker:** ALC
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: H01301128

Shares Voted: 5,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	Mgmt	For	For	For
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Refer	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	For	For
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For
6.3	Reelect Raquel Bono as Director	Mgmt	For	For	For
6.4	Reelect Arthur Cummings as Director	Mgmt	For	For	For
6.5	Reelect David Endicott as Director	Mgmt	For	For	For
6.6	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
6.7	Reelect Keith Grossman as Director	Mgmt	For	For	For

Alcon Inc.

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

Allianz SE

Meeting Date: 05/08/2024

Country: Germany

Ticker: ALV

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D03080112

Shares Voted: 4,583

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Antofagasta Plc

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: ANTO

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G0398N128

Shares Voted: 4,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Jean-Paul Luksic as Director	Mgmt	For	Against	Against
5	Re-elect Francisca Castro as Director	Mgmt	For	For	For
6	Re-elect Ramon Jara as Director	Mgmt	For	For	For
7	Re-elect Juan Claro as Director	Mgmt	For	For	For
8	Re-elect Andronico Luksic as Director	Mgmt	For	Against	Against
9	Re-elect Vivianne Blanlot as Director	Mgmt	For	For	For
10	Re-elect Michael Anglin as Director	Mgmt	For	For	For
11	Re-elect Tony Jensen as Director	Mgmt	For	For	For
12	Re-elect Eugenia Parot as Director	Mgmt	For	For	For
13	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
14	Elect Tracey Kerr as Director	Mgmt	For	For	For
15	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Antofagasta 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	Against	Against

GSK Plc

Meeting Date: 05/08/2024 **Country:** United Kingdom **Ticker:** GSK
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: G3910J179

Shares Voted: 47,996

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	Against	For
4	Elect Jeannie Lee as Director	Mgmt	For	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
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

GSK Plc

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

Haleon Plc

Meeting Date: 05/08/2024 **Country:** United Kingdom **Ticker:** HLN
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: G4232K100

Shares Voted: 80,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Sir Dave Lewis as Director	Mgmt	For	For	For
5	Re-elect Brian McNamara as Director	Mgmt	For	For	For
6	Re-elect Tobias Hestler as Director	Mgmt	For	For	For
7	Re-elect Vindi Banga as Director	Mgmt	For	For	For
8	Re-elect Marie-Anne Aymerich as Director	Mgmt	For	For	For
9	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
10	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For	For
11	Re-elect Asmita Dubey as Director	Mgmt	For	For	For
12	Re-elect Deirdre Mahlan as Director	Mgmt	For	Against	Against
13	Re-elect David Denton as Director	Mgmt	For	For	For
14	Re-elect Bryan Supran as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Haleon Plc

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

Hang Seng Bank Limited

Meeting Date: 05/08/2024

Country: Hong Kong

Ticker: 11

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: Y30327103

Shares Voted: 9,264

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

Holcim Ltd.

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: HOLN

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: H3816Q102

Shares Voted: 6,122

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Approve Climate Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividends of CHF 2.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1.1	Reelect Jan Jenisch as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Philippe Block as Director	Mgmt	For	For	For
4.1.3	Reelect Kim Fausing as Director	Mgmt	For	For	For
4.1.4	Reelect Leanne Geale as Director	Mgmt	For	For	For
4.1.5	Reelect Naina Kidwai as Director	Mgmt	For	For	For
4.1.6	Reelect Ilias Laeber as Director	Mgmt	For	For	For
4.1.7	Reelect Juerg Oleas as Director	Mgmt	For	For	For
4.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For	For
4.1.9	Reelect Hanne Sorensen as Director	Mgmt	For	For	For
4.2.1	Elect Catrin Hinkel as Director	Mgmt	For	For	For
4.2.2	Elect Michael McGarry as Director	Mgmt	For	For	For
4.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.2	Reappoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.4	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.4	Appoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.5.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5.2	Designate Sabine Burkhalter as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 36 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Hongkong Land Holdings Ltd.

Meeting Date: 05/08/2024

Country: Bermuda

Ticker: H78

Record Date:

Meeting Type: Annual

Primary Security ID: G4587L109

Shares Voted: 12,742

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 Craig Beattie as Director	Mgmt	For	For	For
4	Re-elect Adam Keswick as Director	Mgmt	For	For	For
5	Elect Michael Smith as Director	Mgmt	For	For	For
6	Ratify Auditors and Authorise Their Remuneration	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For

Jardine Matheson Holdings Ltd.

Meeting Date: 05/08/2024

Country: Bermuda

Ticker: J36

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G50736100

Shares Voted: 1,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Janine Feng as Director	Mgmt	For	For	For
4	Elect Keyu Jin as Director	Mgmt	For	For	For
5	Re-elect Graham Baker as Director	Mgmt	For	Against	Against
6	Re-elect Percy Weatherall as Director	Mgmt	For	Against	Against
7	Ratify Auditors and Authorise Their Remuneration	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For

Kuehne + Nagel International AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: KNIN

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: H4673L145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For	Against	Against
4.1.3	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.5	Reelect Hauke Stars as Director	Mgmt	For	Against	Against
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	Against	Against
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	Refer	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

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Amend Articles of Association	Mgmt	For	For	For
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Lonza Group AG

Meeting Date: 05/08/2024 **Country:** Switzerland **Ticker:** LONN
Record Date: 04/23/2024 **Meeting Type:** Annual
Primary Security ID: H50524133

Shares Voted: 874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For	For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For	For	For
6.1.2	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
6.1.3	Reelect Christoph Maeder as Director	Mgmt	For	For	For
6.1.4	Reelect Roger Nitsch as Director	Mgmt	For	For	For
6.1.5	Reelect Barbara Richmond as Director	Mgmt	For	For	For
6.1.6	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
6.1.7	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
6.2	Elect Jean-Marc Huet as Director	Mgmt	For	For	For
6.3	Elect Jean-Marc Huet as Board Chair	Mgmt	For	For	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Mercedes-Benz Group AG

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

Shares Voted: 9,409

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

MTU Aero Engines AG

Meeting Date: 05/08/2024 **Country:** Germany **Ticker:** MTX
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: D5565H104

Shares Voted: 609

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 2.00 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 KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Elect Johannes Bussmann to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Rational AG

Meeting Date: 05/08/2024

Country: Germany

Ticker: RAA

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: D6349P107

Shares Voted: 57

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.50 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 Report	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Rational AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Elect Erich Baumgaertner to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Johannes Wuerbser to the Supervisory Board	Mgmt	For	Against	Against
8.3	Elect Werner Schwind to the Supervisory Board	Mgmt	For	Refer	Against
8.4	Elect Clarissa Kaefer to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Christoph Lintz to the Supervisory Board	Mgmt	For	Against	Against

Rentokil Initial Plc

Meeting Date: 05/08/2024 **Country:** United Kingdom **Ticker:** RTO
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: G7494G105

Shares Voted: 29,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect David Frear as Director	Mgmt	For	For	For
6	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
9	Re-elect John Pettigrew as Director	Mgmt	For	For	For
10	Re-elect Andy Ransom as Director	Mgmt	For	For	For
11	Re-elect Richard Solomons as Director	Mgmt	For	For	For
12	Re-elect Cathy Turner as Director	Mgmt	For	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Rentokil Initial 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 the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Sagax AB

Meeting Date: 05/08/2024 **Country:** Sweden **Ticker:** SAGA.B
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: W7519A200

Shares Voted: 2,458

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	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 3.10 Per Class A Share and Class B Share and SEK 2.00 Per Class D Share	Mgmt	For	For	For
7.c1	Approve Discharge of Staffan Salen	Mgmt	For	For	For
7.c2	Approve Discharge of Johan Cederlund	Mgmt	For	For	For
7.c3	Approve Discharge of Filip Engelbert	Mgmt	For	For	For
7.c4	Approve Discharge of David Mindus	Mgmt	For	For	For
7.c5	Approve Discharge of Johan Thorell	Mgmt	For	For	For
7.c	Approve Discharge of Ulrika Werdelin	Mgmt	For	For	For
7.c7	Approve Discharge of CEO David Mindus	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For

Sagax AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of SEK 360,000 for Chairman, and SEK 200,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditors	Mgmt	For	For	For
10.1	Reelect Johan Cederlund as Director	Mgmt	For	Against	Against
10.2	Reelect Filip Engelbert as Director	Mgmt	For	Against	Against
10.3	Reelect David Mindus as Director	Mgmt	For	For	For
10.4	Reelect Staffan Salen as Director	Mgmt	For	Against	Against
10.5	Reelect Johan Thorell as Director	Mgmt	For	Against	Against
10.6	Reelect Ulrika Werdelin as Director	Mgmt	For	Against	Against
10.7	Reelect Staffan Salen as Board Chair	Mgmt	For	Against	Against
10.8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	Refer	For
13	Approve Warrant Plan for Key Employees	Mgmt	For	For	For
14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	Against	Against
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Close Meeting	Mgmt			

Securitas AB

Meeting Date: 05/08/2024

Country: Sweden

Ticker: SECU.B

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: W7912C118

Shares Voted: 5,689

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

Securitas AB

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

Sofina SA

Meeting Date: 05/08/2024

Country: Belgium

Ticker: SOF

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: B80925124

Shares Voted: 184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
1.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.35 per Share	Mgmt	For	For	For
2.1	Presentation of the Remuneration Report Relating to the Financial Year 2023	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	For	For
2.3	Approve Amended Remuneration Policy	Mgmt	For	For	For
3.1	Approve Discharge of Directors	Mgmt	For	For	For
3.2	Approve Discharge of Auditors	Mgmt	For	For	For
4.1	Reelect Nicolas Boel as Director	Mgmt	For	For	For
4.2	Reelect Laura Cioli as Independent Director	Mgmt	For	For	For
4.3	Reelect Laurent de Meeus d'Argenteuil as Director	Mgmt	For	For	For
4.4	Reelect Charlotte Stromberg as Independent Director	Mgmt	For	Refer	Against
4.5	Reelect Gwill York as Independent Director	Mgmt	For	For	For
5	Transact Other Business	Mgmt			

The GPT Group

Meeting Date: 05/08/2024

Country: Australia

Ticker: GPT

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: Q4252X155

Shares Voted: 23,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions of the GPT Management Holdings Limited (the Company)	Mgmt			
1	Elect Vicki McFadden as Director	Mgmt	For	For	For
2	Elect Louise Mason as Director	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For

The GPT Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions of the GPT Management Holdings Limited (the Company) and the General Property Trust (the Trust)	Mgmt			
4	Approve Grant of Performance Rights to Russell Proutt	Mgmt	For	For	For
5	Approve Proportional Takeover Provisions	Mgmt	For	For	For

The Swatch Group AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: UHR

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: H83949141

Shares Voted: 448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Bearer Shares	Mgmt			
1	Accept Financial Statements and Statutory Reports; Approve Sustainability 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 1.30 per Registered Share and CHF 6.50 per Bearer Share	Mgmt	For	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.4 Million	Mgmt	For	For	For
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.5 Million	Mgmt	For	Against	Against
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 14.7 Million	Mgmt	For	Against	Against
5.1	Reelect Nayla Hayek as Director	Mgmt	For	Against	Against
5.2	Reelect Ernst Tanner as Director	Mgmt	For	Against	Against
5.3	Reelect Daniela Aeschlimann as Director	Mgmt	For	Against	Against
5.4	Reelect Georges Hayek as Director	Mgmt	For	Against	Against
5.5	Reelect Claude Nicollier as Director	Mgmt	For	Against	Against
5.6	Reelect Jean-Pierre Roth as Director	Mgmt	For	Against	Against

The Swatch Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.7	Elect Marc Hayek as Director	Mgmt	For	Against	Against
5.8	Reelect Nayla Hayek as Board Chair	Mgmt	For	Against	Against
6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Mgmt	For	Against	Against
6.4	Reappoint Georges Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
6.5	Reappoint Claude Nicollier as Member of the Compensation Committee	Mgmt	For	Against	Against
6.6	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Mgmt	For	Against	Against
6.7	Appoint Marc Hayek as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
9	Amend Articles of Association	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Vonovia SE

Meeting Date: 05/08/2024 **Country:** Germany **Ticker:** VNA
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: D9581T100

Shares Voted: 8,514

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

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	Against
8	Elect Birgit Bohle to the Supervisory Board	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 05/08/2024

Country: Netherlands

Ticker: WKL

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 2,936

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

Wolters Kluwer NV

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

WPP Plc

Meeting Date: 05/08/2024 **Country:** Jersey **Ticker:** WPP
Record Date: 05/06/2024 **Meeting Type:** Annual
Primary Security ID: G9788D103

Shares Voted: 12,876

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 Compensation Committee Report	Mgmt	For	For	For
4	Elect Andrew Scott as Director	Mgmt	For	For	For
5	Re-elect Angela Ahrendts as Director	Mgmt	For	For	For
6	Re-elect Simon Dingemans as Director	Mgmt	For	For	For
7	Re-elect Sandrine Dufour as Director	Mgmt	For	For	For
8	Re-elect Tom Ilube as Director	Mgmt	For	For	For
9	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
10	Re-elect Mark Read as Director	Mgmt	For	For	For
11	Re-elect Cindy Rose as Director	Mgmt	For	For	For
12	Re-elect Keith Weed as Director	Mgmt	For	For	For
13	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
14	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
15	Re-elect Ya-Qin Zhang as Director	Mgmt	For	For	For
16	Appoint PricewaterhouseCoopers 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 Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

ACS Actividades de Construccion y Servicios SA

Meeting Date: 05/09/2024 **Country:** Spain **Ticker:** ACS
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: E7813W163

Shares Voted: 2,332

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 Allocation of Income and Dividends	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4.1	Reelect Javier Echenique Landiribar as Director	Mgmt	For	For	For
4.2	Reelect Mariano Hernandez Herreros as Director	Mgmt	For	For	For
4.3	Fix Number of Directors at 15	Mgmt	For	For	For
5	Advisory Vote on Remuneration Report	Mgmt	For	For	For
6	Amend Article 12	Mgmt	For	Against	Against
7	Amend Article 7 of General Meeting Regulations	Mgmt	For	Against	Against
8	Approve Scrip Dividends and Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
9	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	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

Shares Voted: 2,899

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

BAE Systems Plc

Meeting Date: 05/09/2024

Country: United Kingdom

Ticker: BA

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: G06940103

Shares Voted: 35,371

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

BAE Systems Plc

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

Barclays PLC

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

Shares Voted: 177,322

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Sir John Kingman as Director	Mgmt	For	For	For
4	Re-elect Robert Berry as Director	Mgmt	For	For	For
5	Re-elect Tim Breedon as Director	Mgmt	For	For	For
6	Re-elect Anna Cross as Director	Mgmt	For	For	For
7	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For	For
8	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	For
9	Re-elect Mary Francis as Director	Mgmt	For	For	For
10	Re-elect Brian Gilvary as Director	Mgmt	For	For	For
11	Re-elect Nigel Higgins as Director	Mgmt	For	For	For
12	Re-elect Marc Moses as Director	Mgmt	For	For	For
13	Re-elect Diane Schueneman as Director	Mgmt	For	For	For
14	Re-elect Coimbatore Venkatakrisnan as Director	Mgmt	For	For	For
15	Re-elect Julia Wilson as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	Refer	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
27	Adopt New Articles of Association	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: 13,835

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

Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Swire Pacific Limited

Meeting Date: 05/09/2024 **Country:** Hong Kong **Ticker:** 19
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: Y83310105

Shares Voted: 5,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Cogman, David Peter as Director	Mgmt	For	For	For
1b	Elect Murray, Martin James as Director	Mgmt	For	For	For
1c	Elect Swire, Merlin Bingham as Director	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against

The Wharf (Holdings) Limited

Meeting Date: 05/09/2024 **Country:** Hong Kong **Ticker:** 4
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: Y8800U127

Shares Voted: 13,292

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 Yen Thean Leng as Director	Mgmt	For	For	For
2b	Elect Edward Kwan Yiu Chen as Director	Mgmt	For	For	For
2c	Elect Richard Yat Sun Tang as Director	Mgmt	For	For	For

The Wharf (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2d	Elect David Muir Turnbull as Director	Mgmt	For	For	For
3a	Approve Increase in the Rate of Annual Fee Payable to the Chairman of the Company	Mgmt	For	For	For
3b	Approve Increase in the Rate of Annual Fee Payable to Each of the Directors, Other than the Chairman, of the Company	Mgmt	For	For	For
3c	Approve Increase in the Rate of Annual Fee Payable to the Chairman of the Audit Committee of the Company	Mgmt	For	For	For
3d	Approve Increase in the Rate of Annual Fee Payable to Each Member, Other than the Chairman, of the Audit Committee of the Company	Mgmt	For	For	For
3e	Approve Increase in the Rate of Annual Fee Payable to the Chairman and Each Member of the Remuneration Committee of the Company	Mgmt	For	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

WH Group Limited

Meeting Date: 05/09/2024

Country: Cayman Islands

Ticker: 288

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G96007102

Shares Voted: 98,482

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 Wan Long as Director	Mgmt	For	For	For
2b	Elect Charles Shane Smith as Director	Mgmt	For	For	For
2c	Elect Jiao Shuge as Director	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

WH Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Final Dividend	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
9	Amend Existing Second Amended and Restated Memorandum and Articles of Association and Adopt Third Amended and Restated Memorandum and Articles of Association	Mgmt	For	For	For

Galp Energia SGPS SA

Meeting Date: 05/10/2024 **Country:** Portugal **Ticker:** GALP
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: X3078L108

Shares Voted: 5,638

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	Against	Against
4	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	For	For	For
5	Approve Reduction in Share Capital	Mgmt	For	For	For
6	Amend Remuneration Policy	Mgmt	For	For	For

QBE Insurance Group Limited

Meeting Date: 05/10/2024 **Country:** Australia **Ticker:** QBE
Record Date: 05/08/2024 **Meeting Type:** Annual
Primary Security ID: Q78063114

Shares Voted: 17,014

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

QBE Insurance Group Limited

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

Standard Chartered Plc

Meeting Date: 05/10/2024

Country: United Kingdom

Ticker: STAN

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: G84228157

Shares Voted: 26,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Diego De Giorgi as Director	Mgmt	For	For	For
5	Elect Diane Jurgens as Director	Mgmt	For	For	For
6	Re-elect Shirish Apte as Director	Mgmt	For	For	For
7	Re-elect David Conner as Director	Mgmt	For	For	For
8	Re-elect Jackie Hunt as Director	Mgmt	For	For	For
9	Re-elect Robin Lawther as Director	Mgmt	For	For	For
10	Re-elect Maria Ramos as Director	Mgmt	For	For	For
11	Re-elect Phil Rivett as Director	Mgmt	For	For	For
12	Re-elect David Tang as Director	Mgmt	For	For	For
13	Re-elect Jose Vinals as Director	Mgmt	For	For	For
14	Re-elect Bill Winters as Director	Mgmt	For	For	For
15	Re-elect Linda Yueh as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	Mgmt	For	For	For
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	Refer	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
28	Amend Articles of Association	Mgmt	For	For	For

Standard Chartered Plc

Meeting Date: 05/10/2024

Country: United Kingdom

Ticker: STAN

Record Date: 05/08/2024

Meeting Type: Special

Primary Security ID: G84228157

Shares Voted: 26,046

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

Techtronic Industries Company Limited

Meeting Date: 05/10/2024

Country: Hong Kong

Ticker: 669

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: Y8563B159

Techtronics Industries Company Limited

Shares Voted: 15,839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Stephan Horst Pudwill as Director	Mgmt	For	For	For
3b	Elect Peter David Sullivan as Director	Mgmt	For	For	For
3c	Elect Johannes-Gerhard Hesse as Director	Mgmt	For	For	For
3d	Elect Virginia Davis Wilmerding as Director	Mgmt	For	For	For
3e	Elect Andrew Philip Roberts as Director	Mgmt	For	For	For
3f	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/10/2024

Country: Italy

Ticker: TRN

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: T9471R100

Shares Voted: 16,801

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

ASM International NV

Meeting Date: 05/13/2024

Country: Netherlands

Ticker: ASM

Record Date: 04/15/2024

Meeting Type: Annual

Primary Security ID: N07045201

Shares Voted: 549

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

Meeting Date: 05/14/2024

Country: France

Ticker: BNP

Record Date: 05/10/2024

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 12,103

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

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

Meeting Date: 05/14/2024

Country: Germany

Ticker: DB1

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 2,233

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

Deutsche Boerse AG

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

Epiroc AB

Meeting Date: 05/14/2024 **Country:** Sweden **Ticker:** EPI.A
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: W25918124

Shares Voted: 11,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helena Hedblom	Mgmt	For	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For	For
8.b10	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For
8.b11	Approve Discharge of Daniel Rundgren	Mgmt	For	For	For
8.b12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.d	Approve Remuneration Report	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	For	For
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For	For
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	For	For
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.71 Million for Chair and SEK 850,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
12.b	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020 and 2021	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Equinor ASA

Meeting Date: 05/14/2024

Country: Norway

Ticker: EQNR

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: R2R90P103

Shares Voted: 10,381

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

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

Equinor ASA

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

Equinor ASA

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

Galaxy Entertainment Group Limited

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

Shares Voted: 25,051

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

IMCD NV

Meeting Date: 05/14/2024 **Country:** Netherlands **Ticker:** IMCD
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: N4447S106

Shares Voted: 631

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

IMCD NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Refer	For
3.a	Receive Auditor's Report (Non-Voting)	Mgmt			
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6.a	Reelect Janus Smalbraak to Supervisory Board	Mgmt	For	For	For
6.b	Reelect Amy Hebert to Supervisory Board	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Investment AB Latour

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

Shares Voted: 1,782

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

Investment AB Latour

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.10 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Reelect Mariana Burenstam Linder, Anders Boos, Carl Douglas, Eric Douglas, Johan Hjertonsson, Ulrika Kolsrud and Lena Olving as Directors; Elect Johan Nordstrom (Chair) as New Director	Mgmt	For	Against	Against
12	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.15 Million for Chairman and SEK 1.15 Million for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Refer	Against
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	Against
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Authorize Share Repurchase Program in Connection With Employee Remuneration Program	Mgmt	For	For	For
18	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For
19	Close Meeting	Mgmt			

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: 5

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

Lotus Bakeries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Refer	For
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	Refer	Against
9	Reelect Concellent NV, Permanently Represented by Sofie Boone, as Director	Mgmt	For	Refer	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

Phoenix Group Holdings Plc

Meeting Date: 05/14/2024

Country: United Kingdom

Ticker: PHNX

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: G7S8MZ109

Shares Voted: 9,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Andy Briggs as Director	Mgmt	For	For	For
5	Elect Eleanor Bucks as Director	Mgmt	For	For	For
6	Re-elect Karen Green as Director	Mgmt	For	For	For
7	Re-elect Mark Gregory as Director	Mgmt	For	For	For
8	Re-elect Hiroyuki Iioka as Director	Mgmt	For	For	For
9	Re-elect Nicholas Lyons as Director	Mgmt	For	For	For

Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Katie Murray as Director	Mgmt	For	For	For
11	Re-elect John Pollock as Director	Mgmt	For	For	For
12	Re-elect Belinda Richards as Director	Mgmt	For	For	For
13	Elect David Scott as Director	Mgmt	For	For	For
14	Re-elect Maggie Semple as Director	Mgmt	For	For	For
15	Re-elect Nicholas Shott as Director	Mgmt	For	For	For
16	Re-elect Rakesh Thakrar as Director	Mgmt	For	For	For
17	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Rheinmetall AG

Meeting Date: 05/14/2024 **Country:** Germany **Ticker:** RHM
Record Date: 04/22/2024 **Meeting Type:** Annual
Primary Security ID: D65111102

Shares Voted: 501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Saori Dubourg to the Supervisory Board	Mgmt	For	For	For

Rheinmetall AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Marc Tuengler to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Approve Creation of EUR 22.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.4 Billion; Approve Creation of EUR 22.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
13	Approve Affiliation Agreement with Rheinmetall Liegenschaften und Vermietung GmbH	Mgmt	For	For	For
14.1	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For
14.2	Amend Articles Re: General Meeting Chair	Mgmt	For	For	For

Swedish Orphan Biovitrum AB

Meeting Date: 05/14/2024

Country: Sweden

Ticker: SOBI

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: W95637117

Shares Voted: 2,264

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			

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Receive President's Report	Mgmt			
9	Receive Report on Work of Board and Committees	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
12.1	Approve Discharge of Hakan Bjorklund	Mgmt	For	For	For
12.2	Approve Discharge of Christophe Bourdon	Mgmt	For	For	For
12.3	Approve Discharge of Annette Clancy	Mgmt	For	For	For
12.4	Approve Discharge of Matthew Gantz	Mgmt	For	For	For
12.5	Approve Discharge of Bo Jesper Hansen	Mgmt	For	For	For
12.6	Approve Discharge of Helena Saxon	Mgmt	For	For	For
12.7	Approve Discharge of Staffan Schuberg	Mgmt	For	For	For
12.8	Approve Discharge of Filippa Stenberg	Mgmt	For	For	For
12.9	Approve Discharge of Anders Ullman	Mgmt	For	For	For
12.10	Approve Discharge of Pia Axelson	Mgmt	For	For	For
12.11	Approve Discharge of Erika Husing	Mgmt	For	For	For
12.12	Approve Discharge of Mats Lek	Mgmt	For	For	For
12.13	Approve Discharge of Katy Mazibuko	Mgmt	For	For	For
12.14	Approve Discharge of Sara Carlsson	Mgmt	For	For	For
12.15	Approve Discharge of Asa Kjellstrom	Mgmt	For	For	For
12.16	Approve Discharge of Linda Larsson	Mgmt	For	For	For
12.17	Approve Discharge of Susanna Ronnback	Mgmt	For	For	For
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

Swedish Orphan Biovitrum AB

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

VAT Group AG

Meeting Date: 05/14/2024 **Country:** Switzerland **Ticker:** VACN
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: H90508104

Shares Voted: 314

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
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Martin Komischke as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Urs Leinhaeuser as Director	Mgmt	For	For	For
4.1.3	Reelect Karl Schlegel as Director	Mgmt	For	For	For
4.1.4	Reelect Hermann Gerlinger as Director	Mgmt	For	For	For
4.1.5	Reelect Libo Zhang as Director	Mgmt	For	Refer	Against
4.1.6	Reelect Daniel Lippuner as Director	Mgmt	For	For	For
4.1.7	Reelect Petra Denk as Director	Mgmt	For	For	For
4.1.8	Elect Thomas Piliszczuk as Director	Mgmt	For	For	For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	Against
5	Designate Roger Foehn as Independent Proxy	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration Report	Mgmt	For	For	For
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	Mgmt	For	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	For	For
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2025	Mgmt	For	For	For
7.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2024 AGM to 2025 AGM	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

ageas SA/NV

Meeting Date: 05/15/2024

Country: Belgium

Ticker: AGS

Record Date: 05/01/2024

Meeting Type: Annual/Special

Primary Security ID: B0148L138

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

Meeting Date: 05/15/2024

Country: France

Ticker: AKE

Record Date: 05/13/2024

Meeting Type: Annual/Special

Primary Security ID: F0392W125

Shares Voted: 666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Thierry Le Henaff as Director	Mgmt	For	Refer	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Chairman and CEO	Mgmt	For	For	For
10	Renew Appointment of Ernst & Young Audit as Auditor	Mgmt	For	For	For
11	Appoint KPMG Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
12	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For

Arkema 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	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 14-19 up to 50 Percent of Issued Capital and Under Items 15, 16 and 18 up to 10 Percent of Issued Capital	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Avolta AG

Meeting Date: 05/15/2024

Country: Switzerland

Ticker: AVOL

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: H2082J107

Shares Voted: 1,229

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Refer	For
2	Approve Allocation of Income and Dividends of CHF 0.70 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Creation of Capital Band within the Upper Limit of CHF 915.7 Million and the Lower Limit of CHF 686.8 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5	Approve Cancellation of Conditional Capital	Mgmt	For	For	For
6.1	Reelect Juan Carretero as Director and Board Chair	Mgmt	For	For	For
6.2.a	Reelect Xavier Bouton as Director	Mgmt	For	For	For
6.2.b	Reelect Alessandro Benetton as Director	Mgmt	For	For	For

Avolta AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.c	Reelect Heekyung Jo Min as Director	Mgmt	For	For	For
6.2.d	Reelect Sami Kahale as Director	Mgmt	For	Against	Against
6.2.e	Reelect Enrico Laghi as Director	Mgmt	For	For	For
6.2.f	Reelect Luis Camino as Director	Mgmt	For	For	For
6.2.g	Reelect Joaquin Cabrera as Director	Mgmt	For	For	For
6.2.h	Reelect Ranjan Sen as Director	Mgmt	For	For	For
6.2.i	Reelect Mary Guilfoile as Director	Mgmt	For	For	For
6.2.j	Reelect Eugenia Ulasewicz as Director	Mgmt	For	For	For
6.3	Elect Katia Walsh as Director	Mgmt	For	For	For
7.1	Reappoint Enrico Laghi as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Luis Camino as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Joaquin Cabrera as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Eugenia Ulasewicz as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify Deloitte AG as Auditors	Mgmt	For	For	For
9	Designate Altenburger Ltd legal + tax as Independent Proxy	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount of CHF 11 Million	Mgmt	For	For	For
10.2	Approve Remuneration of Executive Committee in the Amount of CHF 37 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Barratt Developments Plc

Meeting Date: 05/15/2024

Country: United Kingdom

Ticker: BDEV

Record Date: 05/13/2024

Meeting Type: Special

Primary Security ID: G08288105

Shares Voted: 10,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended All-Share Offer for the Combination of Barratt Developments plc and Redrow plc	Mgmt	For	For	For

Bayerische Motoren Werke AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: BMW

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 3,678

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

Bayerische Motoren Werke AG

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

Daimler Truck Holding AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: DTG

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: D1T3RZ100

Shares Voted: 6,133

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

Daimler Truck Holding AG

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

Daimler Truck Holding AG

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

Eni SpA

Meeting Date: 05/15/2024

Country: Italy

Ticker: ENI

Record Date: 05/06/2024

Meeting Type: Annual/Special

Primary Security ID: T3643A145

Shares Voted: 25,644

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

Eni SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Employees Share Ownership Plan 2024-2026	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	Against	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

Euronext NV

Meeting Date: 05/15/2024

Country: Netherlands

Ticker: ENX

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: N3113K397

Shares Voted: 952

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation by CEO	Mgmt			
3.a	Discussion on Company's Corporate Governance Structure	Mgmt			
3.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.c	Approve Remuneration Report	Mgmt	For	Refer	Against
3.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.e	Approve Dividends	Mgmt	For	For	For
3.f	Approve Discharge of Management Board	Mgmt	For	For	For
3.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4.a	Reelect Dick Sluimers to Supervisory Board	Mgmt	For	For	For
4.b	Elect Fedra Ribeiro to Supervisory Board	Mgmt	For	For	For
4.c	Elect Muriel De Lathouwer to Supervisory Board	Mgmt	For	For	For
4.d	Elect Koen Van Loo to Supervisory Board	Mgmt	For	For	For

Euronext NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Reelect Oivind Amundsen to Management Board	Mgmt	For	For	For
5.b	Reelect Simone Huis in 't Veld to Management Board	Mgmt	For	For	For
5.c	Elect Simon Gallagher to Management Board	Mgmt	For	For	For
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7	Approve Cancellation of Shares	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

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: 12,215

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	For	For
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 840

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

Spirax-Sarco Engineering Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

St. James's Place Plc

Meeting Date: 05/15/2024 **Country:** United Kingdom **Ticker:** STJ
Record Date: 05/13/2024 **Meeting Type:** Annual
Primary Security ID: G5005D124

Shares Voted: 6,946

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 Craig Gentle as Director	Mgmt	For	For	For
5	Re-elect Emma Griffin as Director	Mgmt	For	For	For
6	Re-elect Rosemary Hilary as Director	Mgmt	For	For	For
7	Re-elect John Hitchins as Director	Mgmt	For	For	For
8	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For
9	Re-elect Paul Manduca as Director	Mgmt	For	Refer	For
10	Elect Mark FitzPatrick as Director	Mgmt	For	For	For
11	Elect Simon Fraser as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Meeting Date: 05/15/2024

Country: Switzerland

Ticker: SLHN

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: H8404J162

Shares Voted: 341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 33.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.1 Million	Mgmt	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.3	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.4	Reelect Philomena Colatrella as Director	Mgmt	For	For	For
5.5	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.8	Reelect Severin Moser as Director	Mgmt	For	For	For
5.9	Reelect Henry Peter as Director	Mgmt	For	For	For
5.10	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	For
5.13	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9	Approve CHF 79,037 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Symrise AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: SY1

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D827A1108

Shares Voted: 1,550

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

Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 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

Country: Sweden

Ticker: TEL2.B

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: W95878166

Shares Voted: 6,455

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			
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	Refer	Against
	Management Proposals	Mgmt			
12.a	Approve Discharge of Andrew Barron	Mgmt	For	For	For

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

Tele2 AB

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

Thales SA

Meeting Date: 05/15/2024 **Country:** France **Ticker:** HO
Record Date: 05/13/2024 **Meeting Type:** Annual/Special
Primary Security ID: F9156M108

Shares Voted: 1,072

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	Refer	For
6	Reelect Loic Rocard as Director	Mgmt	For	Refer	For
7	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For

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

Adevinta ASA

Meeting Date: 05/16/2024

Country: Norway

Ticker: ADE

Record Date: 05/08/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: R0000V110

Shares Voted: 3,266

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	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Amend Articles Re: Number of Board Members (3-13)	Mgmt	For	For	For
5	Elect Dipan Patel (Chair), Maria Roentsch and Roman Jay as Directors	Mgmt	For	Refer	Against
6	Approve Remuneration of Directors	Mgmt	For	Against	Against

adidas AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: ADS

Record Date: 05/09/2024

Meeting Type: Annual

Primary Security ID: D0066B185

Shares Voted: 1,889

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 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Refer	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7.1	Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	For
7.2	Reelect Jackie Joyner-Kersey to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.3	Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.4	Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Mgmt	For	For	For
7.5	Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Mgmt	For	Against	For

adidas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.6	Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.7	Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.8	Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

Adyen NV

Meeting Date: 05/16/2024 **Country:** Netherlands **Ticker:** ADYEN
Record Date: 04/18/2024 **Meeting Type:** Annual
Primary Security ID: N3501V104

Shares Voted: 250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Elect Adine Grate to Supervisory Board	Mgmt	For	For	For
6	Reelect Piero Overmars to Supervisory Board	Mgmt	For	Refer	Against
7	Reelect Caoimhe Keogan to Supervisory Board	Mgmt	For	For	For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Reappoint PwC as Auditors	Mgmt	For	For	For
12	Close Meeting	Mgmt			

Meeting Date: 05/16/2024

Country: France

Ticker: CAP

Record Date: 05/14/2024

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 1,818

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Sian Herbert-Jones as Director	Mgmt	For	For	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	For	For
13	Reelect Aiman Ezzat as Director	Mgmt	For	For	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dassault Aviation SA

Meeting Date: 05/16/2024

Country: France

Ticker: AM

Record Date: 05/14/2024

Meeting Type: Annual/Special

Primary Security ID: F24539169

Shares Voted: 219

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

Dassault Aviation SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.37 per Share	Mgmt	For	For	For
4	Approve Compensation of Directors	Mgmt	For	For	For
5	Approve Compensation of Eric Trappier, Chairman and CEO	Mgmt	For	Refer	Against
6	Approve Compensation of Loik Segalen, Vice-CEO	Mgmt	For	Refer	Against
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
10	Reelect Besma Boumaza as Director	Mgmt	For	Refer	For
11	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
12	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
13	Approve Transaction with GIMD Re: Le Vinci Building Acquisition	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize up to 0.31 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
17	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
18	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Bank AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: DBK

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: D18190898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.45 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl von Rohr (until Oct. 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Christiana Riley (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Claudio de Sanctis (from July 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2023	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Detlef Polaschek (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Schulze (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Susanne Bleidt (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Claudia Fieber (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Klee (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Birgit Laumen (May 17, 2023 - Jan. 12, 2024) for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Gabriele Platscher (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Bernd Rose (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gerlinde Siebert (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Stephan Szukalski (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Juergen Toegel (from May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.22	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2023	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2023	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Stefan Viertel (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2023	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Frank Werneke (until May 17, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

E.ON SE

Meeting Date: 05/16/2024

Country: Germany

Ticker: EOAN

Record Date: 05/09/2024

Meeting Type: Annual

Primary Security ID: D24914133

Shares Voted: 25,947

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

E.ON SE

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

Country: Germany

Ticker: FME

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: D2734Z107

Shares Voted: 2,431

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

Fresenius Medical Care AG

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

Heidelberg Materials AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: HEI

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: D31709104

Shares Voted: 1,531

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	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2023	Mgmt	For	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Reelect Bernd Scheifele to the Supervisory Board	Mgmt	For	Against	Against

Heidelberg Materials AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Reelect Ludwig Merckle to the Supervisory Board	Mgmt	For	Against	Against
8.3	Reelect Luka Mucic to the Supervisory Board	Mgmt	For	For	For
8.4	Reelect Margret Suckale to the Supervisory Board	Mgmt	For	For	For
8.5	Reelect Sopna Sury to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Gunnar Groebler to the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Lloyds Banking Group Plc

Meeting Date: 05/16/2024

Country: United Kingdom

Ticker: LLOY

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: G5533W248

Shares Voted: 743,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
4	Re-elect William Chalmers as Director	Mgmt	For	For	For
5	Re-elect Sarah Legg as Director	Mgmt	For	For	For
6	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
7	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
8	Re-elect Cathy Turner as Director	Mgmt	For	For	For
9	Re-elect Scott Wheway as Director	Mgmt	For	For	For
10	Re-elect Catherine Woods as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	Refer	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Next Plc

Meeting Date: 05/16/2024

Country: United Kingdom

Ticker: NXT

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: G6500M106

Shares Voted: 1,394

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 Venetia Butterfield as Director	Mgmt	For	For	For
5	Elect Amy Stirling as Director	Mgmt	For	For	For
6	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For	For
8	Re-elect Tom Hall as Director	Mgmt	For	For	For
9	Re-elect Dame Tristia Harrison Director	Mgmt	For	For	For
10	Re-elect Amanda James as Director	Mgmt	For	For	For
11	Re-elect Richard Papp as Director	Mgmt	For	For	For
12	Re-elect Michael Roney as Director	Mgmt	For	Refer	For
13	Re-elect Jane Shields as Director	Mgmt	For	For	For

Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Jeremy Stakol as Director	Mgmt	For	For	For
15	Re-elect Lord Wolfson as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise 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 Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

NIBE Industrier AB

Meeting Date: 05/16/2024

Country: Sweden

Ticker: NIBE.B

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: W6S38Z126

Shares Voted: 18,325

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

NIBE Industrier AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of SEK 0.65 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
13	Reelect Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors; Elect James Ahrgren and Camilla Ekdahl as New Directors	Mgmt	For	For	For
14	Ratify KPMG as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Renault SA

Meeting Date: 05/16/2024

Country: France

Ticker: RNO

Record Date: 05/14/2024

Meeting Type: Annual/Special

Primary Security ID: F77098105

Shares Voted: 2,313

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 1.85 per Share	Mgmt	For	For	For
4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Transaction with Nissan Motor Co., Ltd Re: Framework Agreement	Mgmt	For	For	For
7	Approve Transaction with Nissan Motor Co., Ltd Re: New Alliance Agreement	Mgmt	For	For	For
8	Approve Transaction with Nissan Motor Co., Ltd Re: Ampere Investment Agreement	Mgmt	For	For	For
9	Approve Transaction with Nissan Motor Co., Ltd Re: Notice of Sale of Nissan Shares	Mgmt	For	For	For
10	Approve Transaction with French State Re: Termination of Governance Agreement	Mgmt	For	For	For
11	Appoint Mazars SA as Auditor for the Sustainability Reporting	Mgmt	For	For	For
12	Appoint KPMG SA as Auditor for the Sustainability Reporting	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Luca de Meo, CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	Refer	Against
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	For	For

Renault SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Universal Music Group NV

Meeting Date: 05/16/2024 **Country:** Netherlands **Ticker:** UMG
Record Date: 04/18/2024 **Meeting Type:** Annual
Primary Security ID: N90313102

Shares Voted: 9,514

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	Refer	Against
5	Adopt Financial Statements	Mgmt	For	For	For
6.a	Receive Explanation on Company's Dividend Policy	Mgmt			
6.b	Approve Dividends	Mgmt	For	For	For
7.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
7.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
8	Reelect Vincent Vallejo as Executive Director	Mgmt	For	Against	Against
9.a	Reelect Bill Ackman as Non-Executive Director	Mgmt	For	Against	Against
9.b	Reelect Cathia Lawson-Hall as Non-Executive Director	Mgmt	For	Against	Against
9.c	Reelect Cyrille Bollore as Non-Executive Director	Mgmt	For	Refer	Against
9.d	Reelect James Mitchell as Non-Executive Director	Mgmt	For	Refer	Against

Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.e	Reelect Manning Doherty as Non-Executive Director	Mgmt	For	Against	Against
9.f	Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Mgmt	For	For	For
9.g	Reelect Nicole Avant as Non-Executive Director	Mgmt	For	For	For
9.h	Elect Eric Sprunk as Non-Executive Director	Mgmt	For	For	For
9.i	Elect Mandy Ginsberg as Non-Executive Director	Mgmt	For	For	For
10.a	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
10.b	Authorize Issuance of Shares and Grant Rights to Subscribe for Shares to Non-Executive Directors under the Non-Executive Directors' Remuneration Policy	Mgmt	For	For	For
11.a	Authorize Repurchase of Shares	Mgmt	For	For	For
11.b	Approve Cancellation of Shares	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/17/2024

Country: France

Ticker: ML

Record Date: 05/15/2024

Meeting Type: Annual/Special

Primary Security ID: F61824870

Shares Voted: 7,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For	For	For
13	Elect Catherine Soubie as Supervisory Board Member	Mgmt	For	For	For
14	Elect Pascal Vinet as Supervisory Board Member	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Meeting Date: 05/17/2024

Country: Germany

Ticker: FRE

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: D27348263

Shares Voted: 4,964

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
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

Country: Spain

Ticker: IBE

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: E6165F166

Shares Voted: 71,445

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

Iberdrola SA

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

Sands China Ltd.

Meeting Date: 05/17/2024

Country: Cayman Islands

Ticker: 1928

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: G7800X107

Shares Voted: 29,051

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 Wong Ying Wai as Director	Mgmt	For	For	For
2b	Elect Chum Kwan Lock, Grant as Director	Mgmt	For	For	For

Sands China Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2c	Elect Steven Zygmunt Strasser as Director	Mgmt	For	For	For
2d	Elect Victor Patrick Hoog Antink as Director	Mgmt	For	For	For
2e	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
7	Adopt 2024 Equity Award Plan	Mgmt	For	Against	Against

Zalando SE

Meeting Date: 05/17/2024

Country: Germany

Ticker: ZAL

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: D98423102

Shares Voted: 2,515

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 Omission of Dividends	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 First Half of Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
9	Approve Cancellation of Conditional Capital 2013	Mgmt	For	For	For

GLP J-REIT

Meeting Date: 05/20/2024

Country: Japan

Ticker: 3281

Record Date: 02/29/2024

Meeting Type: Special

Primary Security ID: J17305103

Shares Voted: 40

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Disclose Unitholder Meeting Materials on Internet	Mgmt	For	For	For
2	Elect Director Kawatsuji, Yuma	Mgmt	For	For	For
3	Elect Alternate Director Yagiba, Shinji	Mgmt	For	For	For
4.1	Elect Director Inoue, Toraki	Mgmt	For	Against	Against
4.2	Elect Director Yamaguchi, Kota	Mgmt	For	For	For
4.3	Elect Director Naito, Agasa	Mgmt	For	For	For
5	Elect Alternate Director Kase, Yutaka	Mgmt	For	For	For

Aeroports de Paris ADP

Meeting Date: 05/21/2024

Country: France

Ticker: ADP

Record Date: 05/17/2024

Meeting Type: Annual/Special

Primary Security ID: F00882104

Shares Voted: 379

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 3.82 per Share	Mgmt	For	For	For
4	Approve Two Transactions with the French State	Mgmt	For	For	For
5	Approve Transaction with Regie Autonome des Transports Parisiens	Mgmt	For	For	For
6	Approve Transaction with Societe du Grand Paris	Mgmt	For	For	For
7	Approve Transaction with Societe du Grand Paris	Mgmt	For	Against	Against
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Augustin de Romanet, Chairman and CEO	Mgmt	For	For	For

Aeroports de Paris ADP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
13	Reelect Augustin de Romanet de Beaune as Director	Mgmt	For	Against	Against
14	Reelect Severin Cabannes as Director	Mgmt	For	Against	Against
15	Reelect Oliver Grunberg as Director	Mgmt	For	Against	Against
16	Reelect Sylvia Metayer as Director	Mgmt	For	Against	Against
17	Reelect Predica Prevoyance Dialogue du Credit Agricole as Director	Mgmt	For	Against	Against
18	Reelect Jacques Gounon as Director	Mgmt	For	Against	Against
19	Reelect Fanny Letier as Director, Proposed by the State	Mgmt	For	Against	Against
20	Appoint Secretary General of Interior and Overseas Territories as Censor	Mgmt	For	Against	Against
21	Appoint President of Ile-de-France Region as Censor	Mgmt	For	Against	Against
22	Appoint Mayor of City of Paris as Censor	Mgmt	For	Against	Against
23	Appoint President of Communaute d'Agglomeration Roissy Pays de France as Censor	Mgmt	For	Against	Against
24	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
25	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
26	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 97 Million	Mgmt	For	Against	Against
27	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 29 Million	Mgmt	For	Against	Against
28	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 29 Million	Mgmt	For	Against	Against
29	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 26-28	Mgmt	For	Against	Against
30	Authorize Capitalization of Reserves of Up to EUR 97 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Aeroports de Paris ADP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
32	Authorize Capital Increase of Up to EUR 29 Million for Future Exchange Offers	Mgmt	For	Against	Against
33	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
35	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 26-29 and 31-33 at EUR 97 Million	Mgmt	For	For	For
36	Set Total Limit for Capital Increase, in the Event of a Public Tender Offer, to Result from Issuance Requests Under Items 26-29 at EUR 29 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			
37	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coca-Cola HBC AG

Meeting Date: 05/21/2024

Country: Switzerland

Ticker: CCH

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: H1512E100

Shares Voted: 2,631

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 Consolidated Non-Financial Report Under Swiss Statutory Law	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividend from Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Executive Leadership Team	Mgmt	For	For	For
5.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For
5.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For
5.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.4	Re-elect Henrique Braun as Director	Mgmt	For	For	For
5.1.5	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
5.1.7	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.8	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For
5.1.9	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
5.1.A	Re-elect George Leventis as Director	Mgmt	For	For	For
5.1.B	Re-elect Evguenia Stoitchkova as Director	Mgmt	For	For	For
5.2.1	Elect Zulikat Abiola as Director	Mgmt	For	For	For
5.2.2	Elect Glykeria Tsernou as Director	Mgmt	For	For	For
6	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
8	Approve UK Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Swiss Remuneration Report	Mgmt	For	For	For
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13.1	Amend Articles Re: Alignment with Mandatory Provisions of the New Swiss Corporate Law	Mgmt	For	For	For
13.2	Amend Articles Re: Other Voluntary Changes	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 05/21/2024

Country: Belgium

Ticker: ELI

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: B35656105

Elia Group SA/NV

Shares Voted: 351

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 Allocation of Income	Mgmt	For	For	For
4	Approve Amended Remuneration Policy	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
7	Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
8	Receive Consolidated Financial Statements and Statutory Reports (IFRS) (Non-Voting)	Mgmt			
9	Approve Discharge of Directors	Mgmt	For	For	For
10	Approve Discharge of Auditors	Mgmt	For	For	For
11	Appoint EY and BDO as Auditors for the Sustainability Reporting	Mgmt	For	For	For
12	Transact Other Business	Mgmt			

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: 351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Article 7:154 of the Companies and Associations Code	Mgmt			
2	Amend Article 3 and 13 of the Articles of Association Re: Object of the Company	Mgmt	For	For	For
3	Receive Special Board Report Re: Articles 7:199 and 7:155 of the Companies and Associations Code	Mgmt			

Elia Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Authorization to Increase Share Capital up to 70 percent of Authorized Capital by Various Means and Amend Article 7 of the Articles of Association	Mgmt	For	For	For

Shell Plc

Meeting Date: 05/21/2024 **Country:** United Kingdom **Ticker:** SHEL
Record Date: 05/17/2024 **Meeting Type:** Annual
Primary Security ID: G80827101

Shares Voted: 75,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	For
23	Shareholder Proposal	Mgmt			
	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	Against	Against

Beijer Ref AB

Meeting Date: 05/22/2024 **Country:** Sweden **Ticker:** BEIJ.B
Record Date: 05/14/2024 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W14029123

Shares Voted: 4,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Madeleine Rydberger as 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	Authorize the Board to Repurchase Call Options from Participants in the LTIP 2021/2024	Mgmt	For	For	For

Bolloré SE

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

Shares Voted: 7,361

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

Bollore SE

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

CK Infrastructure Holdings Limited

Meeting Date: 05/22/2024

Country: Bermuda

Ticker: 1038

Record Date: 05/16/2024

Meeting Type: Annual

Primary Security ID: G2178K100

Shares Voted: 7,120

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 Ip Tak Chuen, Edmond as Director	Mgmt	For	For	For
3.2	Elect Andrew John Hunter as Director	Mgmt	For	For	For

CK Infrastructure Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Elect Cheong Ying Chew, Henry as Director	Mgmt	For	For	For
3.4	Elect Lan Hong Tsung, David as Director	Mgmt	For	For	For
3.5	Elect George Colin Magnus as Director	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

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

Shares Voted: 2,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Elect 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	Against	Against
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

Coca-Cola Europacific Partners plc

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

Credit Agricole SA

Meeting Date: 05/22/2024

Country: France

Ticker: ACA

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F22797108

Shares Voted: 12,157

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	For	For	For
4	Approve Transactions with Groupe TVA Re: ASU GTVA Credit Agricole	Mgmt	For	For	For
5	Approve Transaction with Worldline, Credit Agricole Payment Services, LCL, 39 Caisses Regionales de Credit Agricole Mutuel and AVEM Re: Framework Agreement	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Transaction with Credit Agricole CIB Re: Transfer of Activities of Company's Banking Services Department	Mgmt	For	For	For
7	Approve Transaction with Banco Santander, S.A., Santander Investment, S.A., CACEIS, CACEIS Bank et CACEIS Bank Spain Re: CACEIS Governance Rules	Mgmt	For	For	For
8	Reelect SAS Rue la Boetie as Director	Mgmt	For	Against	Against
9	Reelect Olivier Auffray as Director	Mgmt	For	Against	Against
10	Reelect Nicole Gourmelon as Director	Mgmt	For	Against	Against
11	Reelect Marianne Laigneau as Director	Mgmt	For	For	For
12	Reelect Louis Tercinier as Director	Mgmt	For	Against	Against
13	Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Mgmt	For	Against	Against
14	Reelect Christophe Lesur as Representative of Employee Shareholders to the Board and Caroline Corbiere as Alternate Representative of Employee to the Board	Mgmt	For	For	For
15	Renew Appointment of Pricewaterhousecoopers Audit as Auditor; End of Mandate of Jean-Baptiste Deschryver as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	For	For	For
16	Appoint Mazars as Auditor; End of Mandate of Auditex as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	For	For	For
17	Appoint Pricewaterhousecoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
18	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For
20	Approve Remuneration Policy of Philippe Brassac, CEO	Mgmt	For	For	For
21	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	Mgmt	For	For	For
22	Approve Remuneration Policy of Jerome Grivet, Vice-CEO	Mgmt	For	For	For
23	Approve Remuneration Policy of Xavier Musca, Vice-CEO	Mgmt	For	For	For
24	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For
26	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	For
27	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	For	For	For
28	Approve Compensation of Jerome Grivet, Vice-CEO	Mgmt	For	For	For
29	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	For
30	Approve Compensation Report	Mgmt	For	For	For
31	Approve the Aggregate Remuneration Granted in 2023 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
32	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
33	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	Mgmt	For	For	For
34	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For	For
35	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For	For
36	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 33-35, 37-38 and 41-42	Mgmt	For	For	For
37	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
38	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
39	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	Mgmt	For	For	For
40	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
41	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
42	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
43	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
44	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dassault Systemes SE

Meeting Date: 05/22/2024

Country: France

Ticker: DSY

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 7,802

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	Refer	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	Refer	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	Refer	Against
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	For	For
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			

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against	Against
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	For	Against	Against
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	Against	Against
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	For	Against	Against
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against	Against
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Erste Group Bank AG

Meeting Date: 05/22/2024

Country: Austria

Ticker: EBS

Record Date: 05/12/2024

Meeting Type: Annual

Primary Security ID: A19494102

Shares Voted: 4,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Approve Decrease in Size of Supervisory Board to 12 Members	Mgmt	For	For	For
9.2	Elect Caroline Kuhnert as Supervisory Board Member	Mgmt	For	For	For
9.3	Reelect Elisabeth Krainer-Senger-Weiss as Supervisory Board Member	Mgmt	For	For	For
9.4	Reelect Michael Schuster as Supervisory Board Member	Mgmt	For	For	For
9.5	Elect Walter Schuster as Supervisory Board Member	Mgmt	For	For	For
10	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	Mgmt	For	Against	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For	For

M&G Plc

Meeting Date: 05/22/2024 **Country:** United Kingdom **Ticker:** MNG
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: G6107R102

Shares Voted: 24,558

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 Elisabeth Stheeman as Director	Mgmt	For	For	For
4	Re-elect Clive Adamson as Director	Mgmt	For	For	For
5	Re-elect Edward Braham as Director	Mgmt	For	For	For
6	Re-elect Clare Chapman as Director	Mgmt	For	For	For
7	Re-elect Kathryn McLeland as Director	Mgmt	For	For	For

M&G Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Andrea Rossi as Director	Mgmt	For	For	For
9	Re-elect Debasish Sanyal as Director	Mgmt	For	For	For
10	Re-elect Clare Thompson as Director	Mgmt	For	For	For
11	Re-elect Massimo Tosato as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	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 the Issue of Mandatory Convertible Securities	Mgmt	For	Refer	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	Against	Against

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: 19,421

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

MTR Corporation Limited

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

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: 21,607

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	For	For
6	Reelect Frederic Sanchez as Director	Mgmt	For	For	For
7	Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
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

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			
A	Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Against	Against

Partners Group Holding AG

Meeting Date: 05/22/2024

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 39.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	Mgmt	For	For	For
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	For	For
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	Mgmt	For	For	For
6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Mgmt	For	For	For
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	Mgmt	For	For	For
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	Against	Against
7.1.2	Reelect Marcel Erni as Director	Mgmt	For	Against	Against
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For	Against	Against
7.1.4	Reelect Anne Lester as Director	Mgmt	For	For	For
7.1.5	Reelect Gaelle Olivier as Director	Mgmt	For	For	For
7.1.6	Reelect Urs Wietlisbach as Director	Mgmt	For	Against	Against
7.1.7	Reelect Flora Zhao as Director	Mgmt	For	For	For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

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: 16,606

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	For	For
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

PUMA SE

Meeting Date: 05/22/2024

Country: Germany

Ticker: PUM

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D62318148

Shares Voted: 1,187

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 0.82 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase in Size of Board to Seven Members	Mgmt	For	For	For
8.1	Elect Harsh Saini to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Roland Krueger to the Supervisory Board	Mgmt	For	For	For

PUMA SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Societe Generale SA

Meeting Date: 05/22/2024

Country: France

Ticker: GLE

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F8591M517

Shares Voted: 8,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	Against
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,835,000	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, CEO Until May 23, 2023	Mgmt	For	For	For
12	Approve Compensation of Slawomir Krupa, CEO Since May 23, 2023	Mgmt	For	For	For
13	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For	For
14	Approve Compensation of Pierre Palmieri, Vice-CEO Since May 23, 2023	Mgmt	For	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Compensation of Diony Lebot, Vice-CEO Until May 23, 2023	Mgmt	For	For	For
16	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
17	Reelect Annette Messemer as Director	Mgmt	For	For	For
18	Appoint KPMG SA as Auditor	Mgmt	For	For	For
19	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Appoint Pricewaterhousecoopers as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 331,229,000	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100,372,500	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 1.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons	Mgmt	For	For	For
29	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
31	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by Employees	Mgmt	For	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
32	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by General Meeting of Shareholders	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 05/22/2024 **Country:** Netherlands **Ticker:** STMPA
Record Date: 04/24/2024 **Meeting Type:** Annual
Primary Security ID: N83574108

Shares Voted: 7,955

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	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
7	Approve Dividends	Mgmt	For	For	For
8	Approve Discharge of Management Board	Mgmt	For	For	For
9	Approve Discharge of Supervisory Board	Mgmt	For	For	For
10	Amend Articles of Association	Mgmt	For	For	For
11	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
12	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For	For
13	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
14	Elect Lorenzo Grandi to Management Board	Mgmt	For	For	For
15	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	Mgmt	For	For	For

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve New Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	For	For
17	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	Mgmt	For	For	For
18	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	For	For
19	Reelect Janet Davidson to Supervisory Board	Mgmt	For	For	For
20	Elect Pascal Daloz to Supervisory Board	Mgmt	For	Against	Against
21	Authorize Repurchase of Shares	Mgmt	For	For	For
22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
23	Allow Questions	Mgmt			

Bank of Ireland Group Plc

Meeting Date: 05/23/2024 **Country:** Ireland **Ticker:** BIRG
Record Date: 05/19/2024 **Meeting Type:** Annual
Primary Security ID: G0756R109

Shares Voted: 12,169

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 Akshaya Bhargava as Director	Mgmt	For	For	For
3b	Elect Margaret Sweeney as Director	Mgmt	For	For	For
3c	Re-elect Giles Andrews as Director	Mgmt	For	For	For
3d	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
3e	Re-elect Ian Buchanan as Director	Mgmt	For	For	For
3f	Re-elect Eileen Fitzpatrick as Director	Mgmt	For	For	For
3g	Re-elect Richard Goulding as Director	Mgmt	For	For	For
3h	Re-elect Michele Greene as Director	Mgmt	For	For	For
3i	Re-elect Patrick Kennedy as Director	Mgmt	For	For	For
3j	Re-elect Myles O'Grady as Director	Mgmt	For	For	For
3k	Re-elect Steve Pateman as Director	Mgmt	For	For	For
3l	Re-elect Mark Spain as Director	Mgmt	For	For	For
4	Ratify KPMG as Auditors	Mgmt	For	For	For

Bank of Ireland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	Refer	For

bioMerieux SA

Meeting Date: 05/23/2024

Country: France

Ticker: BIM

Record Date: 05/19/2024

Meeting Type: Annual/Special

Primary Security ID: F1149Y232

Shares Voted: 433

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
5	Reelect Harold Boel as Director	Mgmt	For	Against	Against
6	Elect Groupe Industriel Marcel Dassault as Director	Mgmt	For	Against	Against
7	Elect Viviane Monges as Director	Mgmt	For	Against	Against
8	Appoint Benoit Ribadeau-Dumas as Censor	Mgmt	For	Against	Against
9	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	Against
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	Against
14	Approve Remuneration Policy of CEO	Mgmt	For	Refer	Against
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
17	Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023	Mgmt	For	Refer	Against
18	Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Mgmt	For	Refer	Against
19	Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Eliminate Preemptive Rights Pursuant to Item 23 Above, in Favor of Employees	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 4,210,280	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Brenntag SE

Meeting Date: 05/23/2024

Country: Germany

Ticker: BNR

Record Date: 05/16/2024

Meeting Type: Annual

Primary Security ID: D12459117

Shares Voted: 1,528

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 2.10 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 Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	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

CK Asset Holdings Limited

Meeting Date: 05/23/2024

Country: Cayman Islands

Ticker: 1113

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G2177B101

Shares Voted: 21,534

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 Ip Tak Chuen, Edmond as Director	Mgmt	For	For	For
3.2	Elect Chung Sun Keung, Davy as Director	Mgmt	For	For	For
3.3	Elect Pau Yee Wan, Ezra as Director	Mgmt	For	For	For
3.4	Elect Hung Siu-lin, Katherine as Director	Mgmt	For	For	For
3.5	Elect Donald Jeffrey Roberts as Director	Mgmt	For	For	For
3.6	Elect Lee Wai Mun, Rose as Director	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

CK Asset Holdings Limited

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

CK Hutchison Holdings Limited

Meeting Date: 05/23/2024 **Country:** Cayman Islands **Ticker:** 1
Record Date: 05/17/2024 **Meeting Type:** Annual
Primary Security ID: G21765105

Shares Voted: 32,319

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 Li Tzar Kuoi, Victor as Director	Mgmt	For	Against	Against
3b	Elect Lai Kai Ming, Dominic as Director	Mgmt	For	For	For
3c	Elect Ip Tak Chuen, Edmond as Director	Mgmt	For	Against	Against
3d	Elect Andrew John Hunter as Director	Mgmt	For	Against	Against
3e	Elect Chow Ching Yee, Cynthia as Director	Mgmt	For	For	For
3f	Elect Chow Woo Mo Fong, Susan as Director	Mgmt	For	Against	Against
3g	Elect George Colin Magnus as Director	Mgmt	For	Against	Against
3h	Elect Tsim Sin Ling, Ruth as Director	Mgmt	For	Against	Against
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Enel SpA

Meeting Date: 05/23/2024 **Country:** Italy **Ticker:** ENEL
Record Date: 05/14/2024 **Meeting Type:** Annual
Primary Security ID: T3679P115

Shares Voted: 95,096

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

LEG Immobilien SE

Meeting Date: 05/23/2024

Country: Germany

Ticker: LEG

Record Date: 05/16/2024

Meeting Type: Annual

Primary Security ID: D4960A103

Shares Voted: 794

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 2.45 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Elect Christoph Beumer to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For

Legal & General Group Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: LGEN

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G54404127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Antonio Simoes as Director	Mgmt	For	For	For
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For
5	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For
6	Re-elect Philip Broadley as Director	Mgmt	For	For	For
7	Re-elect Jeff Davies as Director	Mgmt	For	For	For
8	Re-elect Carolyn Johnson as Director	Mgmt	For	For	For
9	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
10	Re-elect Lesley Knox as Director	Mgmt	For	For	For
11	Re-elect George Lewis as Director	Mgmt	For	For	For
12	Re-elect Ric Lewis as Director	Mgmt	For	For	For
13	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Performance Share Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	Refer	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

Meeting Date: 05/23/2024

Country: Germany

Ticker: NEM

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: D56134105

Shares Voted: 632

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 0.48 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Yves Padrines for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Louise Ofverstrom for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Viktor Varkonyi (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Jon Elliott (until Sep. 5, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Patricia Geibel-Conrad (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Christine Schoeneweis for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Soeffing for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Gernot Strube for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Iris Helke (from July 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Elect Iris Helke to the Supervisory Board	Mgmt	For	Refer	For

Nemetschek SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Refer	Against

Prudential Plc

Meeting Date: 05/23/2024 **Country:** United Kingdom **Ticker:** PRU
Record Date: 05/21/2024 **Meeting Type:** Annual
Primary Security ID: G72899100

Shares Voted: 32,084

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

Prudential Plc

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

Rolls-Royce Holdings Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: RR

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G76225104

Shares Voted: 98,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
5	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For	For
6	Elect Helen McCabe as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Elect Birgit Behrendt as Director	Mgmt	For	For	For
9	Elect Stuart Bradie as Director	Mgmt	For	For	For
10	Elect Paulo Cesar Silva as Director	Mgmt	For	For	For
11	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
12	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For	For
14	Re-elect Wendy Mars as Director	Mgmt	For	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Rolls-Royce Holdings Plc

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

Safran SA

Meeting Date: 05/23/2024 **Country:** France **Ticker:** SAF
Record Date: 05/21/2024 **Meeting Type:** Annual
Primary Security ID: F4035A557

Shares Voted: 4,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding Two New Transactions	Mgmt	For	For	For
5	Reelect Patricia Bellinger as Independent Director	Mgmt	For	For	For
6	Elect Pascale Dosda as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Reelect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For	For

Safran SA

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

Schneider Electric SE

Meeting Date: 05/23/2024

Country: France

Ticker: SU

Record Date: 05/21/2024

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 6,351

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

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For	For
17	Elect Philippe Knoche as Director	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SEB SA

Meeting Date: 05/23/2024 **Country:** France **Ticker:** SK
Record Date: 05/21/2024 **Meeting Type:** Annual/Special
Primary Security ID: F82059100

Shares Voted: 281

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 2.62 per Share and an Extra of EUR 0.262 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Thierry de La Tour d'Artaise as Director	Mgmt	For	Against	Against
5	Reelect Fonds Strategique de Participations as Director	Mgmt	For	For	For
6	Reelect Venelle Investissement as Director	Mgmt	For	Refer	Against
7	Elect Francois Mirallie as Director	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation of Thierry de La Tour d'Artaise, Chairman of the Board	Mgmt	For	Refer	Against
10	Approve Compensation of Stanislas De Gramont, CEO	Mgmt	For	Refer	Against
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	Refer	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
15	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
16	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5.5 Million	Mgmt	For	For	For
21	Authorize Capital Increase of up to EUR 2.75 Million for Contributions in Kind	Mgmt	For	For	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 at EUR 11 Million	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to EUR 11 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize up to 280,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
	Ordinary Business	Mgmt			

SEB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Elect Pascal Girardot as Director	SH	Against	Against	Against
	Extraordinary Business	Mgmt			
B	Amend Article 17 of Bylaws Re: Age Limit of Directors	SH	Against	Against	Against
C	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	SH	Against	Against	Against

Syensqo NV

Meeting Date: 05/23/2024 **Country:** Belgium **Ticker:** SYENS
Record Date: 05/09/2024 **Meeting Type:** Annual
Primary Security ID: B8T189100

Shares Voted: 894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.62 per Share	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
9	Appoint EY SRL as Auditors for the Sustainability Reporting	Mgmt	For	For	For
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
11	Transact Other Business	Mgmt			

Teleperformance SE

Meeting Date: 05/23/2024 **Country:** France **Ticker:** TEP
Record Date: 05/21/2024 **Meeting Type:** Annual/Special
Primary Security ID: F9120F106

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 3.85 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Compensation of Bhupender Singh, Vice-CEO Since July 1, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEO in Charge of Finances	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers Audit SAS as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
14	Ratify Appointment of Nan Niu as Director	Mgmt	For	For	For
15	Ratify Appointment of Moulay Hafid Elalamy as Director	Mgmt	For	For	For
16	Reelect Moulay Hafid Elalamy as Director	Mgmt	For	For	For
17	Ratify Appointment of Brigitte Daubry as Director	Mgmt	For	For	For
18	Reelect Brigitte Daubry as Director	Mgmt	For	For	For
19	Reelect Daniel Julien as Director	Mgmt	For	For	For
20	Reelect Alain Boulet as Director	Mgmt	For	Against	Against
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22 to 24	Mgmt	For	For	For
26	Authorize Capital Increase of up to EUR 7.2 Million for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 3 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

Toho Co., Ltd. (9602)

Meeting Date: 05/23/2024

Country: Japan

Ticker: 9602

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: J84764117

Shares Voted: 1,400

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	Against	Against
3.2	Elect Director and Audit Committee Member Ando, Satoshi	Mgmt	For	For	For

Toho Co., Ltd. (9602)

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

AIA Group Limited

Meeting Date: 05/24/2024 **Country:** Hong Kong **Ticker:** 1299
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: Y002A1105

Shares Voted: 132,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Lee Yuan Siong as Director	Mgmt	For	For	For
4	Elect Chung-Kong Chow as Director	Mgmt	For	For	For
5	Elect John Barrie Harrison as Director	Mgmt	For	For	For
6	Elect Cesar Velasquez Purisima as Director	Mgmt	For	For	For
7	Elect Mari Elka Pangestu as Director	Mgmt	For	For	For
8	Elect Ong Chong Tee as Director	Mgmt	For	For	For
9	Elect Nor Shamsiah Mohd Yunus as Director	Mgmt	For	For	For
10	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
11B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Amundi SA

Meeting Date: 05/24/2024 **Country:** France **Ticker:** AMUN
Record Date: 05/22/2024 **Meeting Type:** Annual
Primary Security ID: F0300Q103

Shares Voted: 663

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve 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 4.10 per Share	Mgmt	For	For	For
4	Approve Transaction with Credit Agricole SA Re: Group TVA	Mgmt	For	For	For
5	Approve Compensation Report	Mgmt	For	For	For
6	Approve Compensation of Yves Perrier, Chairman of the Board From January 1, 2023 To May 12, 2023	Mgmt	For	For	For
7	Approve Compensation of Philippe Brassac, Chairman of the Board Since May 12, 2023	Mgmt	For	For	For
8	Approve Compensation of Valerie Baudson, CEO	Mgmt	For	For	For
9	Approve Compensation of Nicolas Calcoen, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
14	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
15	Ratify Appointment of Benedicte Chretien as Director Following Resignation of Yves Perrier	Mgmt	For	Against	Against
16	Ratify Appointment of Christine Grillet as Director Following Resignation of Christine Gandon	Mgmt	For	Against	Against
17	Ratify Appointment of Gerald Gregoire as Director Following Resignation of Michel Mathieu	Mgmt	For	Against	Against
18	Reelect Nathalie Wright as Director	Mgmt	For	For	For
19	Reelect Michele Guibert as Director	Mgmt	For	Against	Against
20	Reelect Patrice Gentie as Director	Mgmt	For	Against	Against
21	Reelect Gerald Gregoire as Director	Mgmt	For	Against	Against
22	Appoint MAZARS as Auditor for the Sustainability Reporting	Mgmt	For	For	For
23	Appoint PRICEWATERHOUSECOOPERS AUDIT as Auditor for the Sustainability Reporting	Mgmt	For	For	For

Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	For	For
25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Carrefour SA

Meeting Date: 05/24/2024

Country: France

Ticker: CA

Record Date: 05/22/2024

Meeting Type: Annual/Special

Primary Security ID: F13923119

Shares Voted: 6,425

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	Against	Against
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	Refer	For
10	Reelect Aurore Domont as Director	Mgmt	For	For	For
11	Reelect Arthur Sadoun as Director	Mgmt	For	For	For
12	Ratify Appointment of Eduardo Rossi as Director	Mgmt	For	For	For
13	Elect Marguerite Berard as Director	Mgmt	For	For	For
14	Appoint Deloitte & Associates and Mazars as Auditors for the Sustainability Reporting	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Refer	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
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Helvetia Holding AG

Meeting Date: 05/24/2024

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Annual

Primary Security ID: H3701P102

Shares Voted: 443

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	Refer	Against
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 6.30 per Share	Mgmt	For	For	For
4.1	Reelect Thomas Schmuckli as Director and Board Chair	Mgmt	For	For	For
4.2.1	Reelect Hans Kuenzle as Director	Mgmt	For	For	For
4.2.2	Reelect Rene Cotting as Director	Mgmt	For	For	For
4.2.3	Reelect Beat Fellmann as Director	Mgmt	For	For	For
4.2.4	Reelect Ivo Furrer as Director	Mgmt	For	For	For
4.2.5	Reelect Luigi Lubelli as Director	Mgmt	For	For	For
4.2.6	Reelect Gabriela Payer as Director	Mgmt	For	For	For
4.2.7	Reelect Andreas von Planta as Director	Mgmt	For	For	For
4.2.8	Reelect Regula Wallimann as Director	Mgmt	For	For	For
4.2.9	Reelect Yvonne Macus as Director	Mgmt	For	For	For

Helvetia Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.1	Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.3 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 5.9 Million	Mgmt	For	For	For
6	Designate Advokatur & Notariat Bachmann as Independent Proxy	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Intertek Group Plc

Meeting Date: 05/24/2024 **Country:** United Kingdom **Ticker:** ITRK
Record Date: 05/22/2024 **Meeting Type:** Annual
Primary Security ID: G4911B108

Shares Voted: 1,800

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

Intertek Group Plc

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

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: 4,846

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

Leonardo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Amend Company Bylaws Re: Article 17.1	Mgmt	For	For	For
1g	Amend Company Bylaws Re: Article 18.4	Mgmt	For	Against	For
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
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

NN Group NV

Meeting Date: 05/24/2024 **Country:** Netherlands **Ticker:** NN
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: N64038107

Shares Voted: 3,117

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

NN Group NV

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

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	For	For
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	Refer	For
8	Reelect Glenn Hubbard as Director	Mgmt	For	For	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	For	For
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For
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

TotalEnergies SE

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 575 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

EQT AB

Meeting Date: 05/27/2024

Country: Sweden

Ticker: EQT

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: W3R27C102

Shares Voted: 4,188

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 3.60 Per Share	Mgmt	For	For	For
11.a	Approve Discharge of Conni Jonsson	Mgmt	For	For	For
11.b	Approve Discharge of Brooks Entwistle	Mgmt	For	For	For
11.c	Approve Discharge of Diony Lebot	Mgmt	For	For	For
11.d	Approve Discharge of Gordon Orr	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.e	Approve Discharge of Johan Forssell	Mgmt	For	For	For
11.f	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
11.g	Approve Discharge of Margo Cook	Mgmt	For	For	For
11.h	Approve Discharge of Nicola Kimm	Mgmt	For	For	For
11.i	Approve Discharge of CEO Christian Sinding	Mgmt	For	For	For
12.a	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.a	Approve Remuneration of Directors in the Amount of EUR 304,500 for Chairman and EUR 138,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
13.b	Approve Transfer of Shares to Board Members	Mgmt	For	For	For
13.c	Approve Remuneration of Auditors	Mgmt	For	For	For
14.a	Reelect Conni Jonsson as Director	Mgmt	For	Against	Against
14.b	Reelect Brooks Entwistle as Director	Mgmt	For	For	For
14.c	Reelect Diony Lebot as Director	Mgmt	For	For	For
14.d	Reelect Gordon Orr as Director	Mgmt	For	Against	Against
14.e	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.f	Reelect Margo Cook as Director	Mgmt	For	For	For
14.g	Elect Richa Goswami as New Director	Mgmt	For	For	For
14.h	Reelect Conni Jonsson as Board Chair	Mgmt	For	Against	Against
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve SEK 394,636.84 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	Mgmt	For	For	For
22	Close Meeting	Mgmt			

BayCurrent Consulting, Inc.

Meeting Date: 05/28/2024

Country: Japan

Ticker: 6532

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: J0433F103

Shares Voted: 1,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiaries	Mgmt	For	Refer	For
2	Amend Articles to Change Company Name - Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Abe, Yoshiyuki	Mgmt	For	For	For
3.2	Elect Director Ikehira, Kentaro	Mgmt	For	For	For
3.3	Elect Director Nakamura, Kosuke	Mgmt	For	For	For
3.4	Elect Director Shoji, Toshimune	Mgmt	For	For	For
3.5	Elect Director Sato, Shintaro	Mgmt	For	For	For

EXOR NV

Meeting Date: 05/28/2024

Country: Netherlands

Ticker: EXO

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: N3140A107

Shares Voted: 1,039

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	For	Against
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.e	Receive Explanation on Company's Dividend Policy	Mgmt			
2.f	Approve Dividends	Mgmt	For	For	For
3.a	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
3.b	Amend Remuneration Policy	Mgmt	For	For	Against
3.c	Approve Amended LTI Plan	Mgmt	For	For	Against
4.a	Approve Discharge of Executive Director	Mgmt	For	For	For

EXOR NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5.a	Authorize Repurchase of Shares	Mgmt	For	For	For
5.b	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
6	Close Meeting	Mgmt			

Ipsen SA

Meeting Date: 05/28/2024

Country: France

Ticker: IPN

Record Date: 05/24/2024

Meeting Type: Annual/Special

Primary Security ID: F5362H107

Shares Voted: 409

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 1.20 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	Reelect BEECH TREE S.A. as Director	Mgmt	For	Against	Against
7	Reelect Carol Xueref as Director	Mgmt	For	Against	Against
8	Ratify Appointment of Pascal Touchon as Director Following Resignation of Paul Sekhri	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO and Executive Corporate Officers	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Marc de Garidel, Chairman of the Board	Mgmt	For	For	For
14	Approve Compensation of David Loew, CEO	Mgmt	For	For	For

Ipsen SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

OMV AG

Meeting Date: 05/28/2024

Country: Austria

Ticker: OMV

Record Date: 05/18/2024

Meeting Type: Annual

Primary Security ID: A51460110

Shares Voted: 1,716

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2.1	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For	For	For
2.2	Approve Special Dividends of EUR 2.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
9.1	Approve Long Term Incentive Plan for Key Employees	Mgmt	For	For	For
9.2	Approve Equity Deferral Plan	Mgmt	For	For	For
10.1	Elect Dorothee Deuring as Supervisory Board Member	Mgmt	For	For	For
10.2	Elect Patrick Lammers as Supervisory Board Member	Mgmt	For	For	For
10.3	Elect Khaled Salmeen as Supervisory Board Member	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.4	Elect Khaled Al Zaabi as Supervisory Board Member	Mgmt	For	For	For
11.1	Amend Corporate Purpose	Mgmt	For	For	For
11.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028	Mgmt	For	Against	For
11.3	Amend Articles of Association	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Seven & i Holdings Co., Ltd.

Meeting Date: 05/28/2024

Country: Japan

Ticker: 3382

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: J7165H108

Shares Voted: 9,070

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

Country: Norway

Ticker: YAR

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: R9900C106

Shares Voted: 1,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Remuneration of Auditors	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of NOK 5.00 Per Share	Mgmt	For	For	For
6.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
6.2	Approve Remuneration Statement	Mgmt	For	For	For
7	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
8	Reelect Trond Berger, Jannicke Hilland, John Gabriel Thuestad and Tove Feld as Directors	Mgmt	For	For	For
9	Reelect Otto Soberg (Chair), Lars Mattis Hanssen, Ann Kristin Brautaset and Ottar Ertzeid as Members of Nominating Committee	Mgmt	For	For	For
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
	Shareholder Proposal	Mgmt			
13	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: 05/29/2024

Country: Japan

Ticker: 8267

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: J00288100

Shares Voted: 7,963

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

ASR Nederland NV

Meeting Date: 05/29/2024

Country: Netherlands

Ticker: ASRNL

Record Date: 05/01/2024

Meeting Type: Annual

Primary Security ID: N0709G103

Shares Voted: 1,734

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 (Non-Voting)	Mgmt			
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.c	Discussion on Company's Corporate Governance Structure	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 Reserves and Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
4.a	Receive Explanation of the Nomination of KPMG	Mgmt			
4.b	Ratify KPMG as Auditors	Mgmt	For	For	For
5.a	Approve Discharge of Executive Board	Mgmt	For	For	For

ASR Nederland NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7.a	Receive Resignation of Herman Hintzen as Member of the Supervisory Board	Mgmt			
7.b	Opportunity to Make Recommendations	Mgmt	For	For	For
7.c	Announce Nomination by the Supervisory Board to Appoint Bob Elfring as Member of the Supervisory Board	Mgmt			
7.d	Elect Bob Elfring to Supervisory Board	Mgmt	For	For	For
7.e	Reelect Joop Wijn to Supervisory Board	Mgmt	For	For	For
8	Allow Questions	Mgmt			
9	Close Meeting	Mgmt			

Glencore Plc

Meeting Date: 05/29/2024 **Country:** Jersey **Ticker:** GLEN
Record Date: 05/27/2024 **Meeting Type:** Annual
Primary Security ID: G39420107

Shares Voted: 120,714

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 Reduction of Capital Contribution Reserves	Mgmt	For	For	For
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
4	Re-elect Gary Nagle as Director	Mgmt	For	For	For
5	Re-elect Martin Gilbert as Director	Mgmt	For	For	For
6	Re-elect Gill Marcus as Director	Mgmt	For	For	For
7	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
8	Re-elect David Wormsley as Director	Mgmt	For	For	For
9	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Glencore Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve 2024-2026 Climate Action Transition Plan	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Legrand SA

Meeting Date: 05/29/2024

Country: France

Ticker: LR

Record Date: 05/27/2024

Meeting Type: Annual/Special

Primary Security ID: F56196185

Shares Voted: 3,090

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	Mgmt	For	For	For
4	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report	Mgmt	For	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For

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

Legrand SA

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

OCI NV

Meeting Date: 05/29/2024 **Country:** Netherlands **Ticker:** OCI
Record Date: 05/01/2024 **Meeting Type:** Annual
Primary Security ID: N6667A111

Shares Voted: 1,156

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5a	Discussion on Compliance with the Revised Corporate Governance Code	Mgmt			
5b	Discussion on Company's Corporate Governance Structure	Mgmt			
5c	Amend Articles of Association	Mgmt	For	For	For
6	Approve Discharge of Executive Directors	Mgmt	For	For	For
7	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
8	Reelect Nassef Sawiris as Executive Director	Mgmt	For	For	For
9a	Receive Explanation on Reappointment of Non-Executive Directors	Mgmt			
9b	Reelect Gregory Heckman as Non-Executive Director	Mgmt	For	For	For
9c	Reelect Robert Jan van de Kraats as Non-Executive Director	Mgmt	For	For	For
9d	Reelect Anja Montijn-Groenewoud as Non-Executive Director	Mgmt	For	For	For
9e	Reelect Sipko Schat as Non-Executive Director	Mgmt	For	For	For
9f	Reelect Dod Fraser as Non-Executive Director	Mgmt	For	For	For
9g	Reelect David Welch as Non-Executive Director	Mgmt	For	For	For
9h	Reelect Heike van de Kerkhof as Non-Executive Director	Mgmt	For	For	For
9i	Reelect Nadia Sawiris as Non-Executive Director	Mgmt	For	For	For

OCI NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
11	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Ratify PWC as Auditors	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Publicis Groupe SA

Meeting Date: 05/29/2024 **Country:** France **Ticker:** PUB
Record Date: 05/27/2024 **Meeting Type:** Annual/Special
Primary Security ID: F7607Z165

Shares Voted: 2,674

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For	For
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Elect Arthur Sadoun as Director	Mgmt	For	For	For
31	Elect Elisabeth Badinter as Director	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
32	Elect Simon Badinter as Director	Mgmt	For	For	For
33	Elect Jean Charest as Director	Mgmt	For	For	For
34	Elect Sophie Dulac as Director	Mgmt	For	For	For
35	Elect Thomas H. Glocer as Director	Mgmt	For	For	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	For	For
37	Elect Andre Kudelski as Director	Mgmt	For	For	For
38	Elect Suzan LeVine as Director	Mgmt	For	For	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	For	For
40	Elect Tidjane Thiam as Director	Mgmt	For	For	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For	For
46	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For	For
47	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Volkswagen AG

Meeting Date: 05/29/2024

Country: Germany

Ticker: VOW3

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D94523103

Shares Voted: 339

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 9.00 per Ordinary Share and EUR 9.06 per Preferred Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member O. Blume for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member G. Doellner (from Sep. 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member M. Doess for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member M. Duesmann (until Aug. 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member T. Schaefer for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member H. Stars for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member H. D. Poetsch for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member H. Buck for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member J. W. Hamburg for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member A. Homburg for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member G. Horvath (from Feb. 28, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member S. Mahler (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member P. Mosch (until Dec. 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member D. Nowak for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member J. Rothe (until March 3, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member G. Scarpino (from April 21, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member K. Schnur (from July 11, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2023	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2023	Mgmt	For	For	For
5.1	Elect Hessa Al Jaber to the Supervisory Board	Mgmt	For	Against	Against
5.2	Elect Hans Piech to the Supervisory Board	Mgmt	For	Against	Against
5.3	Elect Ferdinand Porsche to the Supervisory Board	Mgmt	For	Against	Against
6	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Remuneration Policy	Mgmt	For	For	For

Volkswagen AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024, for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For

YASKAWA Electric Corp.

Meeting Date: 05/29/2024 **Country:** Japan **Ticker:** 6506
Record Date: 02/29/2024 **Meeting Type:** Annual
Primary Security ID: J9690T102

Shares Voted: 2,761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ogasawara, Hiroshi	Mgmt	For	For	For
1.2	Elect Director Ogawa, Masahiro	Mgmt	For	For	For
1.3	Elect Director Murakami, Shuji	Mgmt	For	For	For
1.4	Elect Director Morikawa, Yasuhiko	Mgmt	For	For	For

D'Ieteren Group

Meeting Date: 05/30/2024 **Country:** Belgium **Ticker:** DIE
Record Date: 05/16/2024 **Meeting Type:** Annual
Primary Security ID: B49343187

Shares Voted: 263

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.75 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Refer	For
4.1	Approve Discharge of Directors	Mgmt	For	For	For
4.2	Approve Discharge of Auditors	Mgmt	For	For	For
5	Reelect Nicolas D'Ieteren as Director	Mgmt	For	Against	Against
6	Appoint KPMG as Auditors for the Sustainability Reporting	Mgmt	For	For	For
7	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

D'Ieteren Group

Meeting Date: 05/30/2024

Country: Belgium

Ticker: DIE

Record Date: 05/16/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: B49343187

Shares Voted: 263

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1.1	Receive Special Board Report Re: Renewal of the Authorized Capital	Mgmt			
1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against
1.3	Amend Article 8bis of the Articles of Association	Mgmt	For	Against	Against
2	Approve Coordination of Articles of Association	Mgmt	For	Against	Against
3	Authorize Implementation of Approved Resolutions	Mgmt	For	Against	Against

Endeavour Mining Plc

Meeting Date: 05/30/2024

Country: United Kingdom

Ticker: EDV

Record Date: 05/28/2024

Meeting Type: Annual

Primary Security ID: G3042J105

Shares Voted: 2,135

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 Alison Baker as Director	Mgmt	For	For	For
3	Re-elect Patrick Bouisset as Director	Mgmt	For	For	For
4	Re-elect Ian Cockerill as Director	Mgmt	For	For	For
5	Re-elect Livia Mahler as Director	Mgmt	For	For	For
6	Re-elect Sakhila Mirza as Director	Mgmt	For	For	For
7	Re-elect Naguib Sawiris as Director	Mgmt	For	For	For
8	Re-elect Srinivasan Venkatakrisnan as Director	Mgmt	For	For	For
9	Elect Cathia Lawson-Hall as Director	Mgmt	For	For	For
10	Elect John Munro as Director	Mgmt	For	For	For
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Endeavour Mining Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Unallocated Securities, Rights and Other Entitlements Under the Incentive Plans	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	Against	Against

HKT Trust and HKT Limited

Meeting Date: 05/30/2024

Country: Cayman Islands

Ticker: 6823

Record Date: 05/24/2024

Meeting Type: Annual

Primary Security ID: Y3R29Z107

Shares Voted: 44,012

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 Distribution by HKT Trust and Final Dividend by the Company	Mgmt	For	For	For
3a	Elect Tang Yongbo as Director	Mgmt	For	For	For
3b	Elect Chang Hsin Kang as Director	Mgmt	For	For	For
3c	Elect Sunil Varma as Director	Mgmt	For	For	For
3d	Elect Frances Waikwun Wong as Director	Mgmt	For	For	For
3e	Elect Charlene Dawes as Director	Mgmt	For	For	For
3f	Authorize Board and Trustee-Manager to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor of the HKT Trust, the Company and the Trustee-Manager and Authorize Board and Trustee-Manager 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

HKT Trust and HKT Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
8	Approve Amendments to the Second Amended and Restated Memorandum and Articles of Association of the Company and the Trust Deed and Adopt the Third Amended and Restated Memorandum and Articles of Association of the Company	Mgmt	For	For	For
9	Adopt New Share Stapled Unit Award Scheme of HKT Trust and the Company	Mgmt	For	Against	Against
10	Approve Termination of Existing Share Stapled Unit Option Scheme and Adopt New Share Stapled Unit Option Scheme of HKT Trust and the Company	Mgmt	For	Against	Against

JDE Peet's NV

Meeting Date: 05/30/2024

Country: Netherlands

Ticker: JDEP

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: N44664105

Shares Voted: 853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Refer	Against
2.d	Adopt Financial Statements	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5.a	Reelect Vandeveldel as Non-Executive Director	Mgmt	For	Against	For
5.b	Reelect Richards as Non-Executive Director	Mgmt	For	For	For
5.c	Reelect Hennequin as Non-Executive Director	Mgmt	For	For	For

JDE Peet's NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.d	Reelect MacFarlane as Non-Executive Director	Mgmt	For	For	For
6.a	Approve Remuneration Policy	Mgmt	For	Refer	Against
6.b	Amend JDE Peet's Long-Term Incentive Plan	Mgmt	For	For	Against
7	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
8.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
8.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			
10	Close Meeting	Mgmt			

Mowi ASA

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

Shares Voted: 5,545

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

Mowi ASA

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

Accor SA

Meeting Date: 05/31/2024

Country: France

Ticker: AC

Record Date: 05/29/2024

Meeting Type: Annual/Special

Primary Security ID: F00189120

Shares Voted: 2,206

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 1.18 per Share	Mgmt	For	For	For
4	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,440,000	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Sebastien Bazin, Chairman and CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For

Accor SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Transaction with Rubyrock Co. Limited Re: Agreement for an Off-market Buyback	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
12	Approve Contribution in Kind of 283,476,190 Shares from Accor Luxury & Lifestyle SAS, its Valuation and Remuneration	Mgmt	For	For	For
	Ordinary Business	Mgmt			
13	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ESR Group Limited

Meeting Date: 05/31/2024

Country: Cayman Islands

Ticker: 1821

Record Date: 05/27/2024

Meeting Type: Annual

Primary Security ID: G31989109

Shares Voted: 21,312

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 Joanne Sarah McNamara as Director	Mgmt	For	For	For
3b	Elect Simon James McDonald as Director	Mgmt	For	For	For
3c	Elect Jingsheng Liu as Director	Mgmt	For	For	For
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Approve Proposed Amendments to the Memorandum and Articles and Adopt New Memorandum and Articles	Mgmt	For	For	For

Poste Italiane SpA

Meeting Date: 05/31/2024

Country: Italy

Ticker: PST

Record Date: 05/22/2024

Meeting Type: Annual/Special

Primary Security ID: T7S697106

Shares Voted: 5,023

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5	Approve Equity-Based Incentive Plans	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity Based Incentive Plans	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1.1	Amend Company Bylaws Re: Article 4	Mgmt	For	For	For
1.2	Amend Company Bylaws Re: Article 11	Mgmt	For	Against	Against
1.3	Amend Company Bylaws Re: Article 12	Mgmt	For	For	For
1.4	Amend Company Bylaws Re: Article 14	Mgmt	For	For	For
1.5	Amend Company Bylaws Re: Article 16	Mgmt	For	Against	Against
1.6	Amend Company Bylaws Re: Article 20	Mgmt	For	For	For

Henderson Land Development Company Limited

Meeting Date: 06/03/2024

Country: Hong Kong

Ticker: 12

Record Date: 05/28/2024

Meeting Type: Annual

Primary Security ID: Y31476107

Shares Voted: 16,826

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Lee Chau Kee as Director	Mgmt	For	Against	Against
3.2	Elect Yip Ying Chee, John as Director	Mgmt	For	For	For
3.3	Elect Fung Hau Chung, Andrew as Director	Mgmt	For	For	For

Henderson Land Development Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Elect Ko Ping Keung as Director	Mgmt	For	For	For
3.5	Elect Woo Ka Biu, Jackson as Director	Mgmt	For	For	For
3.6	Elect Poon Chung Kwong as Director	Mgmt	For	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5A	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Redeia Corporacion SA

Meeting Date: 06/03/2024

Country: Spain

Ticker: RED

Record Date: 05/29/2024

Meeting Type: Annual

Primary Security ID: E42807110

Shares Voted: 4,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Non-Financial Information Statement	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Reelect Beatriz Corredor Sierra as Director	Mgmt	For	For	For
6.2	Reelect Roberto Garcia Merino as Director	Mgmt	For	For	For
6.3	Elect Guadalupe de la Mata Munoz 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 up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
9.1	Authorize Share Repurchase Program	Mgmt	For	For	For

Redeia Corporacion SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Approve Stock-for-Salary Plan	Mgmt	For	For	For
9.3	Revoke All Previous Authorizations	Mgmt	For	For	For
10.1	Approve Remuneration Report	Mgmt	For	For	For
10.2	Approve Remuneration of Directors	Mgmt	For	For	For
10.3	Approve Remuneration Policy	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
12	Receive Corporate Governance Report	Mgmt			
13	Receive Sustainability Report for FY 2023	Mgmt			

Evonik Industries AG

Meeting Date: 06/04/2024

Country: Germany

Ticker: EVK

Record Date: 05/28/2024

Meeting Type: Annual

Primary Security ID: D2R90Y117

Shares Voted: 2,694

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 1.17 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, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	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	Refer	Against
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	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: 135,092

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	Against	Against
3.4	Elect Yeung Lui-ming as Director	Mgmt	For	Against	Against
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
5.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Amadeus IT Group SA

Meeting Date: 06/05/2024

Country: Spain

Ticker: AMS

Record Date: 05/31/2024

Meeting Type: Annual

Primary Security ID: E04648114

Shares Voted: 5,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Reelect William Connelly as Director	Mgmt	For	For	For
6.2	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.3	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.4	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
6.5	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.6	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
6.7	Reelect Amanda Mesler as Director	Mgmt	For	For	For
6.8	Reelect Jana Eggers as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Against	For
9	Approve Executive Share Plan	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Centrica Plc

Meeting Date: 06/05/2024 **Country:** United Kingdom **Ticker:** CNA
Record Date: 06/03/2024 **Meeting Type:** Annual
Primary Security ID: G2018Z143

Shares Voted: 59,580

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 Philippe Boisseau as Director	Mgmt	For	For	For
5	Elect Jo Harlow as Director	Mgmt	For	For	For
6	Elect Sue Whalley as Director	Mgmt	For	For	For
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
8	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
9	Re-elect Chanderepreet Duggal as Director	Mgmt	For	For	For
10	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
11	Re-elect Russell O'Brien as Director	Mgmt	For	For	For
12	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
13	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
14	Re-elect Amber Rudd as Director	Mgmt	For	For	For
15	Re-elect Scott Wheway as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Centrica Plc

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

Scout24 SE

Meeting Date: 06/05/2024 **Country:** Germany **Ticker:** G24
Record Date: 05/29/2024 **Meeting Type:** Annual
Primary Security ID: D345XT105

Shares Voted: 879

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 1.20 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 PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Hans-Holger Albrecht to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Andrea Euenheim to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Frank Lutz to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Maya Miteva to the Supervisory Board	Mgmt	For	For	For

Scout24 SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Elect Sohaila Ouffata to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024

Country: France

Ticker: SGO

Record Date: 06/04/2024

Meeting Type: Annual/Special

Primary Security ID: F80343100

Shares Voted: 5,343

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	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Jean-Francois Cirelli as Director	Mgmt	For	For	For
6	Elect Sophie Brochu as Director	Mgmt	For	For	For
7	Elect Helene de Tissot as Director	Mgmt	For	For	For
8	Elect Geoffroy Roux de Bezieux as Director	Mgmt	For	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	Mgmt	For	For	For
17	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
18	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SalMar ASA

Meeting Date: 06/06/2024

Country: Norway

Ticker: SALM

Record Date: 05/30/2024

Meeting Type: Annual

Primary Security ID: R7445C102

Shares Voted: 792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Receive Presentation of the Business	Mgmt			
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends of NOK 35 Per Share	Mgmt	For	For	For
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee	Mgmt	For	For	For
7	Approve Remuneration of Auditors	Mgmt	For	For	For
8	Discuss Company's Corporate Governance Statement	Mgmt			
9	Approve Remuneration Statement	Mgmt	For	For	For
10	Approve Share-Based Incentive Plan	Mgmt	For	For	For
11.1	Reelect Gustav Witsoe (Chair) as Director	Mgmt	For	For	For
11.2	Reelect Morten Loktu as Director	Mgmt	For	Refer	For
11.3	Reelect Arnhild Holstad as Director	Mgmt	For	Refer	For

SalMar ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.4	Reelect Magnus Dybvad as Deputy Director	Mgmt	For	For	For
11.5	Elect Vibecke Bondo as Deputy Director	Mgmt	For	For	For
12.1	Reelect Endre Kolbjornsen as Member of Nominating Committee	Mgmt	For	For	For
12.2	Elect Ingjer Ofstad as Member of Nominating Committee	Mgmt	For	For	For
13	Approve Creation of NOK 1.65 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
14	Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 1.65 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Ratify Ernst & Young AS as Auditors	Mgmt	For	For	For
17	Approve Agreement that no Corporate Assembly Shall be Established	Mgmt	For	For	For

Teva Pharmaceutical Industries Limited

Meeting Date: 06/06/2024

Country: Israel

Ticker: TEVA

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: M8769Q102

Shares Voted: 5,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rosemary A. Crane	Mgmt	For	For	For
1b	Elect Director Gerald M. Lieberman	Mgmt	For	For	For
1c	Elect Director Ronit Satchi-Fainaro	Mgmt	For	For	For
1d	Elect Director Varda Shalev	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For

Teva Pharmaceutical Industries Limited

Meeting Date: 06/06/2024

Country: Israel

Ticker: TEVA

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: M8769Q102

Shares Voted: 7,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1A	Elect Director Varda Shalev	Mgmt	For	For	For
1B	Elect Director Rosemary A. Crane	Mgmt	For	For	For
1C	Elect Director Gerald M. Lieberman	Mgmt	For	For	For
1D	Elect Director Ronit Satchi-Fainaro	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	For

Bechtle AG

Meeting Date: 06/11/2024

Country: Germany

Ticker: BC8

Record Date: 05/20/2024

Meeting Type: Annual

Primary Security ID: D0873U103

Shares Voted: 846

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 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	Against
8.1	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Bechtle AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Elect Stephanie Holdt to the Supervisory Board	Mgmt	For	Refer	Against
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Approve Affiliation Agreement with Bechtle PLM Deutschland GmbH	Mgmt	For	For	For
12	Approve Affiliation Agreement with Bechtle Additive Manufacturing Deutschland GmbH	Mgmt	For	For	For
13	Amend Affiliation Agreement with Bechtle Financial Services AG	Mgmt	For	For	For
14	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Sonova Holding AG

Meeting Date: 06/11/2024

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	Refer	For
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Stacy Seng as Director	Mgmt	For	For	For
4.1.3	Reelect Gregory Behar as Director	Mgmt	For	For	For
4.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For	For
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For	For
4.1.7	Reelect Julie Tay as Director	Mgmt	For	For	For
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For	For
4.2	Elect Gilbert Achermann as Director	Mgmt	For	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Toyota Industries Corp.

Meeting Date: 06/11/2024 **Country:** Japan **Ticker:** 6201
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J92628106

Shares Voted: 1,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Onishi, Akira	Mgmt	For	Refer	Against
1.2	Elect Director Ito, Koichi	Mgmt	For	For	For
1.3	Elect Director Sumi, Shuzo	Mgmt	For	For	For
1.4	Elect Director Handa, Junichi	Mgmt	For	For	For
1.5	Elect Director Kumakura, Kazunari	Mgmt	For	For	For
1.6	Elect Director Terashi, Shigeki	Mgmt	For	For	For
1.7	Elect Director Shimizu, Tokiko	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Watanabe, Toru	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Mizuno, Akihisa	Mgmt	For	For	For

Toyota Industries Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Appoint Alternate Statutory Auditor Furusawa, Hitoshi	Mgmt	For	For	For
4	Approve Cash Compensation Ceiling for Directors and Restricted Stock Plan	Mgmt	For	For	For

Aegon Ltd.

Meeting Date: 06/12/2024 **Country:** Bermuda **Ticker:** AGN
Record Date: 05/15/2024 **Meeting Type:** Annual
Primary Security ID: G0112X105

Shares Voted: 16,719

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Presentation by CEO	Mgmt			
2.2	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.3	Approve Remuneration Report	Mgmt	For	For	For
2.4	Approve Final Dividend	Mgmt	For	For	For
3.1	Approve Remuneration Policy of Board of Directors	Mgmt	For	For	For
4.1	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
5.1	Amend Bye-Laws	Mgmt	For	For	For
6.1	Reelect Lard Friese as Executive Director (CEO)	Mgmt	For	For	For
6.2	Reelect Corien Wortmann-Kool as Non-Executive Director	Mgmt	For	Refer	For
6.3	Reelect Caroline Ramsay as Non-Executive Director	Mgmt	For	For	For
6.4	Reelect Thomas Wellauer as Non-Executive Director	Mgmt	For	For	For
6.5	Elect Albert Benchimol as Non-Executive Director	Mgmt	For	For	For
7.1	Authorize Board to Exclude Preemptive Rights in Connection with Issuance of Common Shares	Mgmt	For	For	For
7.2	Authorize Board to Exclude Preemptive Rights in Connection with a Rights Issue	Mgmt	For	Against	Against
7.3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Transact Other Business (Non-Voting)	Mgmt			
9	Close Meeting	Mgmt			

Unibail-Rodamco-Westfield NV

Meeting Date: 06/12/2024

Country: Netherlands

Ticker: UNBLF

Record Date: 05/15/2024

Meeting Type: Annual

Primary Security ID: N96244111

Shares Voted: 1,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Financial Statements of Financial Year 2023	Mgmt	For	For	For
4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Approve Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
7	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8	Grant Board Authority to Issue Shares Up to 3 Percent of Issued Capital	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 7	Mgmt	For	For	For
10	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 8	Mgmt	For	For	For
11	Authorize Repurchase of Shares	Mgmt	For	For	For
12	Amend Articles of Association	Mgmt	For	For	For
13	Authorize Board to Grant Right to Subscribe for Class B Shares in the Company's Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
14	Approve Cancellation of Shares	Mgmt	For	For	For

Grifols SA

Meeting Date: 06/13/2024

Country: Spain

Ticker: GRF

Record Date: 06/07/2024

Meeting Type: Annual

Primary Security ID: E5706X215

Shares Voted: 3,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements and Treatment of Net Loss	Mgmt	For	For	For

Grifols SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements	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 Deloitte as Auditor of Standalone Financial Statements for FY 2024-2026	Mgmt	For	For	For
6	Appoint Deloitte as the Independent Assurance Services Provider of the Company to Carry Out the Assurance of the Sustainability Report for FY 2024-2026	Mgmt	For	For	For
7.1	Acknowledge Resignation of James Costos as Director	Mgmt			
7.2	Ratify Appointment of and Elect Jose Ignacio Abia Buenache as Director	Mgmt	For	Refer	For
7.3	Ratify Appointment of and Elect Albert Grifols Coma-Cros as Director	Mgmt	For	Refer	For
7.4	Elect Claire Giraut as Director	Mgmt	For	Refer	For
7.5	Elect Anne-Catherine Berner as Director	Mgmt	For	Refer	For
7.6	Fix Number of Directors at 13	Mgmt	For	For	For
8	Change Location of Registered Office and Amend Article 3 Accordingly	Mgmt	For	For	For
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
11	Amend Remuneration Policy	Mgmt	For	Against	Against
12	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	Against	Against
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

IBIDEN Co., Ltd.

Meeting Date: 06/13/2024

Country: Japan

Ticker: 4062

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J23059116

Shares Voted: 1,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aoki, Takeshi	Mgmt	For	For	For
1.2	Elect Director Kawashima, Koji	Mgmt	For	For	For
1.3	Elect Director Suzuki, Ayumi	Mgmt	For	For	For

IBIDEN Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Kato, Hisashi	Mgmt	For	For	For
1.5	Elect Director Yamaguchi, Chiaki	Mgmt	For	For	For
1.6	Elect Director Asai, Noriko	Mgmt	For	For	For
1.7	Elect Director Koike, Toshikazu	Mgmt	For	For	For

MISUMI Group, Inc.

Meeting Date: 06/13/2024 **Country:** Japan **Ticker:** 9962
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J43293109

Shares Voted: 3,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14.87	Mgmt	For	For	For
2.1	Elect Director Nishimoto, Kosuke	Mgmt	For	For	For
2.2	Elect Director Ono, Ryusei	Mgmt	For	For	For
2.3	Elect Director Shimizu, Arata	Mgmt	For	For	For
2.4	Elect Director Kanatani, Tomoki	Mgmt	For	For	For
2.5	Elect Director Shimizu, Shigetaka	Mgmt	For	For	For
2.6	Elect Director Shaochun Xu	Mgmt	For	For	For
2.7	Elect Director Nakano, Yoichi	Mgmt	For	For	For
2.8	Elect Director Suseki, Tomoharu	Mgmt	For	For	For
2.9	Elect Director Yano, Keiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Otokozawa, Ichiro	Mgmt	For	For	For
4	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 06/13/2024 **Country:** Israel **Ticker:** MZTF
Record Date: 05/12/2024 **Meeting Type:** Special
Primary Security ID: M7031A135

Shares Voted: 1,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Moshe Vidman as Director	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 06/13/2024

Country: Ireland

Ticker: SKG

Record Date: 06/09/2024

Meeting Type: Special

Primary Security ID: G8248F104

Shares Voted: 3,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Combination of Smurfit Kappa and WestRock	Mgmt	For	For	For
2	Approve Matters Relating to the Scheme of Arrangement	Mgmt	For	For	For
3	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For
4	Amend Articles of Association	Mgmt	For	For	For
5	Approve Share Capital Reduction of Smurfit WestRock	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 06/13/2024

Country: Ireland

Ticker: SKG

Record Date: 06/09/2024

Meeting Type: Court

Primary Security ID: G8248F104

Shares Voted: 3,022

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

Eisai Co., Ltd.

Meeting Date: 06/14/2024

Country: Japan

Ticker: 4523

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J12852117

Shares Voted: 2,801

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Naito, Haruo	Mgmt	For	For	For
1.2	Elect Director Miwa, Yumiko	Mgmt	For	For	For
1.3	Elect Director Ike, Fumihiko	Mgmt	For	For	For
1.4	Elect Director Kato, Yoshiteru	Mgmt	For	Against	Against
1.5	Elect Director Miura, Ryota	Mgmt	For	For	For

Eisai Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Kato, Hiroyuki	Mgmt	For	For	For
1.7	Elect Director Richard Thornley	Mgmt	For	For	For
1.8	Elect Director Moriyama, Toru	Mgmt	For	For	For
1.9	Elect Director Yasuda, Yuko	Mgmt	For	For	For
1.10	Elect Director Kanai, Takuji	Mgmt	For	For	For
1.11	Elect Director Takahashi, Kenta	Mgmt	For	Against	Against

Hankyu Hanshin Holdings, Inc.

Meeting Date: 06/14/2024

Country: Japan

Ticker: 9042

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J18439109

Shares Voted: 2,492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Sumi, Kazuo	Mgmt	For	Refer	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	Against	Against
4	Elect Alternate Director and Audit Committee Member Tsuru, Yuki	Mgmt	For	For	For

KEYENCE Corp.

Meeting Date: 06/14/2024

Country: Japan

Ticker: 6861

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: J32491102

Shares Voted: 2,367

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	For
2.2	Elect Director Nakata, Yu	Mgmt	For	For	For
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	For
2.4	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	For
2.5	Elect Director Nakano, Tetsuya	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	For
2.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	For
2.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	For
2.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Indo, Hiroji	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Daiho, Masaji	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	For

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: 5,700

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	For	For
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	Against	Against
3.2	Elect Director and Audit Committee Member Ito, Motoshige	Mgmt	For	For	For

Shizuoka Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 06/14/2024 **Country:** United Kingdom **Ticker:** TSCO
Record Date: 06/12/2024 **Meeting Type:** Annual
Primary Security ID: G8T67X102

Shares Voted: 81,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
5	Elect Gerry Murphy as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
9	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For
10	Re-elect Ken Murphy as Director	Mgmt	For	For	For
11	Re-elect Imran Nawaz as Director	Mgmt	For	For	For
12	Re-elect Alison Platt as Director	Mgmt	For	For	For
13	Re-elect Caroline Silver as Director	Mgmt	For	For	For
14	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Shares	Mgmt	For	For	For

Tesco Plc

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

Daiichi Sankyo Co., Ltd.

Meeting Date: 06/17/2024 **Country:** Japan **Ticker:** 4568
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J11257102

Shares Voted: 21,761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2.1	Elect Director Manabe, Sunao	Mgmt	For	For	For
2.2	Elect Director Okuzawa, Hiroyuki	Mgmt	For	For	For
2.3	Elect Director Hirashima, Shoji	Mgmt	For	For	For
2.4	Elect Director Fukuoka, Takashi	Mgmt	For	For	For
2.5	Elect Director Kama, Kazuaki	Mgmt	For	For	For
2.6	Elect Director Nohara, Sawako	Mgmt	For	For	For
2.7	Elect Director Komatsu, Yasuhiro	Mgmt	For	For	For
2.8	Elect Director Nishii, Takaaki	Mgmt	For	For	For
2.9	Elect Director Matsumoto, Takashi	Mgmt	For	For	For
2.10	Elect Director Homma, Yo	Mgmt	For	For	For

JAPAN POST INSURANCE Co., Ltd.

Meeting Date: 06/17/2024 **Country:** Japan **Ticker:** 7181
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J2800E107

Shares Voted: 2,065

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	Against	Against
1.4	Elect Director Masuda, Hiroya	Mgmt	For	Against	Against
1.5	Elect Director Suzuki, Masako	Mgmt	For	For	For
1.6	Elect Director Harada, Kazuyuki	Mgmt	For	For	For

JAPAN POST INSURANCE Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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, Shohei	Mgmt	For	For	For

Japan Airlines Co., Ltd.

Meeting Date: 06/18/2024 Country: Japan Ticker: 9201

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

Primary Security ID: J25979121

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For
2.1	Elect Director Akasaka, Yuji	Mgmt	For	For	For
2.2	Elect Director Tottori, Mitsuko	Mgmt	For	For	For
2.3	Elect Director Saito, Yuji	Mgmt	For	For	For
2.4	Elect Director Aoki, Noriyuki	Mgmt	For	For	For
2.5	Elect Director Kashiwagi, Yoriyuki	Mgmt	For	For	For
2.6	Elect Director Tamura, Ryo	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Eizo	Mgmt	For	For	For
2.8	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.9	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okada, Joji	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Matsumura, Mariko	Mgmt	For	For	For

Japan Post Bank Co., Ltd.

Meeting Date: 06/18/2024 Country: Japan Ticker: 7182

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

Primary Security ID: J2800C101

Shares Voted: 16,539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kasama, Takayuki	Mgmt	For	For	For

Japan Post Bank Co., Ltd.

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

LY Corp.

Meeting Date: 06/18/2024 **Country:** Japan **Ticker:** 4689
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J9894K105

Shares Voted: 32,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawabe, Kentaro	Mgmt	For	Refer	Against
1.2	Elect Director Idezawa, Takeshi	Mgmt	For	Refer	Against
2.1	Elect Director and Audit Committee Member Hasumi, Maiko	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Kunihiro, Tadashi	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Takahashi, Yuko	Mgmt	For	For	For

NIDEC Corp.

Meeting Date: 06/18/2024 **Country:** Japan **Ticker:** 6594
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J52968104

NIDEC Corp.

Shares Voted: 4,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	Mgmt	For	For	For
2.1	Elect Director Nagamori, Shigenobu	Mgmt	For	For	For
2.2	Elect Director Kishida, Mitsuya	Mgmt	For	For	For
2.3	Elect Director Kobe, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Sato, Shinichi	Mgmt	For	For	For
2.5	Elect Director Komatsu, Yayoi	Mgmt	For	For	For
2.6	Elect Director Sakai, Takako	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Murakami, Kazuya	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Ochiai, Hiroyuki	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Yamada, Aya	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Umeda, Kunio	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

NTT DATA Group Corp.

Meeting Date: 06/18/2024

Country: Japan

Ticker: 9613

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J59031104

Shares Voted: 7,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 11.5	Mgmt	For	For	For
2.1	Elect Director Sasaki, Yutaka	Mgmt	For	For	For
2.2	Elect Director Nakayama, Kazuhiko	Mgmt	For	For	For
2.3	Elect Director Nishimura, Tadaoki	Mgmt	For	For	For
2.4	Elect Director Fujii, Mariko	Mgmt	For	For	For
2.5	Elect Director Patrizio Mapelli	Mgmt	For	For	For
2.6	Elect Director Ike, Fumihiko	Mgmt	For	For	For
2.7	Elect Director Ishiguro, Shigenao	Mgmt	For	For	For

NTT DATA Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Hoshi, Tomoko	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Tainaka, Nobuyuki	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Sakamoto, Eiichi	Mgmt	For	Against	Against
3.4	Elect Director and Audit Committee Member Inamasu, Mitsuko	Mgmt	For	For	For

Tokyo Electron Ltd.

Meeting Date: 06/18/2024 **Country:** Japan **Ticker:** 8035
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J86957115

Shares Voted: 5,477

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	Mgmt	For	Refer	For
1.2	Elect Director Sasaki, Sadao	Mgmt	For	For	For
1.3	Elect Director Nunokawa, Yoshikazu	Mgmt	For	For	For
1.4	Elect Director Sasaki, Michio	Mgmt	For	For	For
1.5	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
1.6	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.7	Elect Director Suzuki, Yukari	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Miura, Ryota	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Endo, Yutaka	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

Toyota Motor Corp.

Meeting Date: 06/18/2024 **Country:** Japan **Ticker:** 7203
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J92676113

Shares Voted: 124,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Toyoda, Akio	Mgmt	For	Refer	Against
1.2	Elect Director Hayakawa, Shigeru	Mgmt	For	For	For

Toyota Motor Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Sato, Koji	Mgmt	For	Refer	For
1.4	Elect Director Nakajima, Hiroki	Mgmt	For	For	For
1.5	Elect Director Miyazaki, Yoichi	Mgmt	For	For	For
1.6	Elect Director Simon Humphries	Mgmt	For	For	For
1.7	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.8	Elect Director Sir Philip Craven	Mgmt	For	For	For
1.9	Elect Director Oshima, Masahiko	Mgmt	For	For	For
1.10	Elect Director Osono, Emi	Mgmt	For	For	For
2	Appoint Statutory Auditor Osada, Hiromi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Fujisawa, Kumi	Mgmt	For	For	For
4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	Against	Against

Whitbread Plc

Meeting Date: 06/18/2024

Country: United Kingdom

Ticker: WTB

Record Date: 06/14/2024

Meeting Type: Annual

Primary Security ID: G9606P197

Shares Voted: 2,230

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	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Shelley Roberts as Director	Mgmt	For	For	For
5	Re-elect Kal Atwal as Director	Mgmt	For	For	For
6	Re-elect Horst Baier as Director	Mgmt	For	For	For
7	Re-elect Adam Crozier as Director	Mgmt	For	For	For
8	Re-elect Frank Fiskers as Director	Mgmt	For	For	For
9	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
10	Re-elect Karen Jones as Director	Mgmt	For	For	For
11	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
12	Re-elect Hemant Patel as Director	Mgmt	For	For	For
13	Re-elect Dominic Paul as Director	Mgmt	For	For	For

Whitbread Plc

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

Yokogawa Electric Corp.

Meeting Date: 06/18/2024

Country: Japan

Ticker: 6841

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J97272124

Shares Voted: 2,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Indemnify Directors	Mgmt	For	For	For
3.1	Elect Director Nara, Hitoshi	Mgmt	For	For	For
3.2	Elect Director Kikkawa, Hikaru	Mgmt	For	Against	Against
3.3	Elect Director Nakajima, Michiko	Mgmt	For	For	For
3.4	Elect Director Uchida, Akira	Mgmt	For	For	For
3.5	Elect Director Urano, Kuniko	Mgmt	For	For	For
3.6	Elect Director Hirano, Takuya	Mgmt	For	For	For
3.7	Elect Director Goto, Yujiro	Mgmt	For	For	For
3.8	Elect Director Takayama, Yasuko	Mgmt	For	For	For
3.9	Elect Director Osawa, Makoto	Mgmt	For	For	For

Yokogawa Electric Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.10	Elect Director Ono, Masaru	Mgmt	For	For	For
3.11	Elect Director Maruyama, Hisashi	Mgmt	For	For	For

Acciona SA

Meeting Date: 06/19/2024

Country: Spain

Ticker: ANA

Record Date: 06/14/2024

Meeting Type: Annual

Primary Security ID: E0008Z109

Shares Voted: 240

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 Consolidated and Standalone Management Reports	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
1.4	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.6	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
2.1	Reelect Jose Manuel Entrecanales Domecq as Director	Mgmt	For	For	For
2.2	Reelect Juan Ignacio Entrecanales Franco as Director	Mgmt	For	For	For
2.3	Reelect Daniel Entrecanales Domecq as Director	Mgmt	For	For	For
2.4	Reelect Javier Entrecanales Franco as Director	Mgmt	For	For	For
2.5	Reelect Javier Sendagorta Gomez del Campillo as Director	Mgmt	For	For	For
2.6	Reelect Maria Dolores Dancausa Trevino as Director	Mgmt	For	For	For
2.7	Fix Number of Directors at 12	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
4	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	Against	Against
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Aisin Corp.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 7259

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J00714105

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Moritaka	Mgmt	For	For	For
1.2	Elect Director Ito, Shintaro	Mgmt	For	For	For
1.3	Elect Director Yamamoto, Yoshihisa	Mgmt	For	For	For
1.4	Elect Director Hamada, Michiyo	Mgmt	For	For	For
1.5	Elect Director Shin, Seiichi	Mgmt	For	For	For
1.6	Elect Director Kobayashi, Koji	Mgmt	For	For	For
1.7	Elect Director Hoshino, Tsuguhiko	Mgmt	For	For	For
1.8	Elect Director Nishikawa, Masahiro	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Nakagawa, Hidenori	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For

Delivery Hero SE

Meeting Date: 06/19/2024

Country: Germany

Ticker: DHER

Record Date: 06/12/2024

Meeting Type: Annual

Primary Security ID: D1T0KZ103

Shares Voted: 2,338

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 Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2023	Mgmt	For	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Approve Discharge of Supervisory Board Member Gabriella Engaras for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2023	Mgmt	For	For	For
4.1	Elect Kristin Lund to the Supervisory Board	Mgmt	For	For	For
4.2	Elect Roger Rabalais to the Supervisory Board	Mgmt	For	Against	Against
4.3	Elect Martin Enderle to the Supervisory Board	Mgmt	For	Refer	For
4.4	Elect Gabriella Engaras to the Supervisory Board as Employee Representative	Mgmt	For	For	For
4.5	Elect Nils Engvall to the Supervisory Board as Employee Representative	Mgmt	For	For	For
4.6	Elect Isabel Poscherstnikov to the Supervisory Board as Employee Representative	Mgmt	For	For	For
4.7	Elect Camilla Wik to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
4.8	Elect Jonathan Hegbrant to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
4.9	Elect Sachka Stefanova-Behlert to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2024/I for Employee Participation Plans	Mgmt	For	For	For
8	Approve Creation of EUR 800,000 Pool of Authorized Capital 2024/II for Executive Participation Plans	Mgmt	For	For	For
9	Approve Partial Cancellation of Conditional Capital 2017/II, Conditional Capital 2019/II, Conditional Capital 2021/II; Approve Cancellation Authorized Capital 2021	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
11.1	Approve Affiliation Agreement with Delivery Hero Stores Holding GmbH	Mgmt	For	For	For
11.2	Approve Affiliation Agreement with DH Financial Services Holding GmbH	Mgmt	For	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.3	Approve Affiliation Agreement with Delivery Hero Kitchens Holding GmbH	Mgmt	For	For	For
11.4	Approve Affiliation Agreement with Delivery Hero Innovations Hub GmbH	Mgmt	For	For	For
12.1	Approve Domination Agreement with Delivery Hero Stores Holding GmbH	Mgmt	For	For	For
12.2	Approve Domination Agreement with DH Financial Services Holding GmbH	Mgmt	For	For	For
12.3	Approve Domination Agreement with Delivery Hero Kitchens Holding GmbH	Mgmt	For	For	For
12.4	Approve Domination Agreement with Delivery Hero Innovations Hub GmbH	Mgmt	For	For	For
13	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
14	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
15	Elect Scott Ferguson to the Supervisory Board, if Item 14 is Approved	Mgmt	For	For	For

Honda Motor Co., Ltd.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 7267

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J22302111

Shares Voted: 54,441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mibe, Toshihiro	Mgmt	For	Against	Against
1.2	Elect Director Aoyama, Shinji	Mgmt	For	For	For
1.3	Elect Director Kaihara, Noriya	Mgmt	For	For	For
1.4	Elect Director Fujimura, Eiji	Mgmt	For	Against	Against
1.5	Elect Director Suzuki, Asako	Mgmt	For	Against	Against
1.6	Elect Director Morisawa, Jiro	Mgmt	For	Against	Against
1.7	Elect Director Sakai, Kunihiro	Mgmt	For	For	For
1.8	Elect Director Kokubu, Fumiya	Mgmt	For	For	For
1.9	Elect Director Ogawa, Yoichiro	Mgmt	For	For	For
1.10	Elect Director Higashi, Kazuhiro	Mgmt	For	For	For
1.11	Elect Director Nagata, Ryoko	Mgmt	For	For	For
1.12	Elect Director Agatsuma, Mika	Mgmt	For	For	For

Japan Exchange Group, Inc.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 8697

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J2740B106

Shares Voted: 6,003

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	Against	Against
2.1	Elect Director Kinoshita, Yasushi	Mgmt	For	For	For
2.2	Elect Director Yamaji, Hiromi	Mgmt	For	Against	Against
2.3	Elect Director Iwanaga, Moriyuki	Mgmt	For	For	For
2.4	Elect Director Yokoyama, Ryusuke	Mgmt	For	For	For
2.5	Elect Director Miyahara, Koichiro	Mgmt	For	For	For
2.6	Elect Director Konuma, Yasuyuki	Mgmt	For	For	For
2.7	Elect Director Philippe Avril	Mgmt	For	For	For
2.8	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.9	Elect Director Ota, Hiroko	Mgmt	For	For	For
2.10	Elect Director Kama, Kazuaki	Mgmt	For	For	For
2.11	Elect Director Sumida, Sayaka	Mgmt	For	For	For
2.12	Elect Director Takeno, Yasuzo	Mgmt	For	For	For
2.13	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.14	Elect Director Matsumoto, Mitsuhiko	Mgmt	For	For	For
2.15	Elect Director Lin Kay	Mgmt	For	Against	Against

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: 24,248

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

Japan Post Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
1.7	Elect Director Koezuka, Miharu	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: 17,589

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Tanaka, Takashi	Mgmt	For	For	For
2.2	Elect Director Takahashi, Makoto	Mgmt	For	For	For
2.3	Elect Director Kuwahara, Yasuaki	Mgmt	For	For	For
2.4	Elect Director Matsuda, Hiromichi	Mgmt	For	For	For
2.5	Elect Director Saishoji, Nanae	Mgmt	For	For	For
2.6	Elect Director Takezawa, Hiroshi	Mgmt	For	For	For
2.7	Elect Director Yamaguchi, Goro	Mgmt	For	For	For
2.8	Elect Director Yamamoto, Keiji	Mgmt	For	For	For
2.9	Elect Director Tannowa, Tsutomu	Mgmt	For	For	For
2.10	Elect Director Okawa, Junko	Mgmt	For	For	For
2.11	Elect Director Okumiya, Kyoko	Mgmt	For	For	For
2.12	Elect Director Ando, Makoto	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Yamashita, Kazuyasu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Fukushima, Naoki	Mgmt	For	For	For

KDDI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Appoint Statutory Auditor Kogure, Kazutoshi	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Arima, Koji	Mgmt	For	For	For

Komatsu Ltd.

Meeting Date: 06/19/2024 **Country:** Japan **Ticker:** 6301
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J35759125

Shares Voted: 11,042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	For	For	For
2.1	Elect Director Ohashi, Tetsuji	Mgmt	For	For	For
2.2	Elect Director Ogawa, Hiroyuki	Mgmt	For	For	For
2.3	Elect Director Horikoshi, Takeshi	Mgmt	For	For	For
2.4	Elect Director Yokomoto, Mitsuko	Mgmt	For	For	For
2.5	Elect Director Kunibe, Takeshi	Mgmt	For	For	For
2.6	Elect Director Arthur M. Mitchell	Mgmt	For	For	For
2.7	Elect Director Saiki, Naoko	Mgmt	For	For	For
2.8	Elect Director Sawada, Michitaka	Mgmt	For	For	For
2.9	Elect Director Imayoshi, Takuya	Mgmt	For	For	For
3	Appoint Statutory Auditor Nakao, Mitsuo	Mgmt	For	For	For
4	Approve Compensation Ceilings for Directors and Statutory Auditors	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Mitsui & Co., Ltd.

Meeting Date: 06/19/2024 **Country:** Japan **Ticker:** 8031
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J44690139

Shares Voted: 15,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Yasunaga, Tatsuo	Mgmt	For	For	For

Mitsui & Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Hori, Kenichi	Mgmt	For	For	For
2.3	Elect Director Takemasu, Yoshiaki	Mgmt	For	For	For
2.4	Elect Director Shigeta, Tetsuya	Mgmt	For	For	For
2.5	Elect Director Sato, Makoto	Mgmt	For	For	For
2.6	Elect Director Matsui, Toru	Mgmt	For	For	For
2.7	Elect Director Samuel Walsh	Mgmt	For	For	For
2.8	Elect Director Uchiyamada, Takeshi	Mgmt	For	For	For
2.9	Elect Director Egawa, Masako	Mgmt	For	For	For
2.10	Elect Director Ishiguro, Fujiyo	Mgmt	For	For	For
2.11	Elect Director Sarah L. Casanova	Mgmt	For	For	For
2.12	Elect Director Jessica Tan Soon Neo	Mgmt	For	For	For
3	Approve Two Types of Restricted Stock Plans and Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Nippon Sanso Holdings Corp.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 4091

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J5545N100

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For
2.1	Elect Director Hamada, Toshihiko	Mgmt	For	For	For
2.2	Elect Director Nagata, Kenji	Mgmt	For	For	For
2.3	Elect Director Thomas Scott Kallman	Mgmt	For	For	For
2.4	Elect Director Raoul Giudici	Mgmt	For	For	For
2.5	Elect Director Hara, Miri	Mgmt	For	For	For
2.6	Elect Director Nagasawa, Katsumi	Mgmt	For	For	For
2.7	Elect Director Miyatake, Masako	Mgmt	For	For	For
2.8	Elect Director Nakajima, Hideo	Mgmt	For	For	For
2.9	Elect Director Yamaji, Katsuhito	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Akashi, Kentaro	Mgmt	For	Against	Against
3.2	Appoint Statutory Auditor Ichiya, Kohei	Mgmt	For	Against	Against

Nippon Yusen KK

Meeting Date: 06/19/2024

Country: Japan

Ticker: 9101

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J56515232

Shares Voted: 5,200

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 Nagasawa, Hitoshi	Mgmt	For	For	For
2.2	Elect Director Soga, Takaya	Mgmt	For	For	For
2.3	Elect Director Kono, Akira	Mgmt	For	For	For
2.4	Elect Director Higurashi, Yutaka	Mgmt	For	For	For
2.5	Elect Director Tanabe, Eiichi	Mgmt	For	For	For
2.6	Elect Director Kanehara, Nobukatsu	Mgmt	For	For	For
2.7	Elect Director Shisai, Satoko	Mgmt	For	For	For

Subaru Corp.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 7270

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7676H100

Shares Voted: 6,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2.1	Elect Director Osaki, Atsushi	Mgmt	For	For	For
2.2	Elect Director Hayata, Fumiaki	Mgmt	For	For	For
2.3	Elect Director Nakamura, Tomomi	Mgmt	For	For	For
2.4	Elect Director Mizuma, Katsuyuki	Mgmt	For	For	For
2.5	Elect Director Fujinuki, Tetsuo	Mgmt	For	For	For
2.6	Elect Director Doi, Miwako	Mgmt	For	For	For
2.7	Elect Director Hachiuma, Fuminao	Mgmt	For	For	For
2.8	Elect Director Yamashita, Shigeru	Mgmt	For	For	For
3	Appoint Statutory Auditor Tsutsumi, Hiromi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Ryu, Hirohisa	Mgmt	For	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For	For
6	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

West Japan Railway Co.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 9021

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J95094108

Shares Voted: 2,696

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	Against	Against
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

Country: Japan

Ticker: 2267

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J95468120

Shares Voted: 3,100

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

Yakult Honsha Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Shimada, Junichi	Mgmt	For	For	For
1.6	Elect Director Tobe, Naoko	Mgmt	For	For	For
1.7	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For
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

Alstom SA

Meeting Date: 06/20/2024

Country: France

Ticker: ALO

Record Date: 06/18/2024

Meeting Type: Annual/Special

Primary Security ID: F0259M475

Shares Voted: 4,166

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 Absence of Dividends	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 Caisse de Depot et Placement du Quebec as Director	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify Appointment of Philippe Petitcolin as Director Following Resignation of Jay Walder	Mgmt	For	For	For
7	Elect Philippe Petitcolin as Director	Mgmt	For	For	For
8	Elect Jay Walder as Director	Mgmt	For	For	For
9	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
11	Approve Amendment of Remuneration Policy of Chairman and CEO (2023/2024)	Mgmt	For	For	For
12	Approve Amendment of Remuneration Policy of Directors (2023/2024)	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	Approve Compensation Report	Mgmt	For	For	For
17	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
18	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 1.345 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.345 Billion	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans of International Subsidiaries	Mgmt	For	For	For
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
30	Authorize up to 6 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
31	Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
32	Amend Article 10 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Astellas Pharma, Inc.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 4503

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J03393105

Shares Voted: 21,378

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	Against	Against
2.2	Elect Director and Audit Committee Member Nakayama, Mika	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Aramaki, Tomoko	Mgmt	For	For	For

Meeting Date: 06/20/2024

Country: France

Ticker: BVI

Record Date: 06/18/2024

Meeting Type: Annual

Primary Security ID: F96888114

Shares Voted: 3,783

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	For	For
8	Reelect Claude Ehlinger as Director	Mgmt	For	For	For
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
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

Capcom Co., Ltd.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 9697

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J05187109

Shares Voted: 2,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 43	Mgmt	For	For	For
2.1	Elect Director Tsujimoto, Kenzo	Mgmt	For	For	For
2.2	Elect Director Tsujimoto, Haruhiro	Mgmt	For	For	For
2.3	Elect Director Miyazaki, Satoshi	Mgmt	For	For	For
2.4	Elect Director Nomura, Kenkichi	Mgmt	For	For	For
2.5	Elect Director Egawa, Yoichi	Mgmt	For	For	For
2.6	Elect Director Ishida, Yoshinori	Mgmt	For	For	For
2.7	Elect Director Tsujimoto, Ryozo	Mgmt	For	For	For
2.8	Elect Director Muranaka, Toru	Mgmt	For	For	For
2.9	Elect Director Mizukoshi, Yutaka	Mgmt	For	For	For
2.10	Elect Director Muto, Toshiro	Mgmt	For	For	For
2.11	Elect Director Hirose, Yumi	Mgmt	For	For	For
2.12	Elect Director Koda, Main	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Hirao, Kazushi	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Koro, Mutsuhiko	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kotani, Wataru	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Kanamori, Hitoshi	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
6	Approve Performance Share Plan	Mgmt	For	For	For

DENSO Corp.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 6902

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J12075107

Shares Voted: 21,952

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arima, Koji	Mgmt	For	For	For

DENSO Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Hayashi, Shinnosuke	Mgmt	For	For	For
1.3	Elect Director Matsui, Yasushi	Mgmt	For	For	For
1.4	Elect Director Yamazaki, Yasuhiko	Mgmt	For	For	For
1.5	Elect Director Toyoda, Akio	Mgmt	For	For	For
1.6	Elect Director Kushida, Shigeki	Mgmt	For	For	For
1.7	Elect Director Mitsuya, Yuko	Mgmt	For	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For

East Japan Railway Co.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 9020

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J1257M109

Shares Voted: 3,443

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

Global-e Online Ltd.

Meeting Date: 06/20/2024

Country: Israel

Ticker: GLBE

Record Date: 05/09/2024

Meeting Type: Annual

Primary Security ID: M5216V106

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Reelect Shahar Tamari as Director	Mgmt	For	For	For
1b	Reelect Tzvia Broida as Director	Mgmt	For	For	For
1c	Reelect Gen Tsuchikawa as Director	Mgmt	For	For	For
2	Reappoint Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Kingfisher plc

Meeting Date: 06/20/2024

Country: United Kingdom

Ticker: KGF

Record Date: 06/18/2024

Meeting Type: Annual

Primary Security ID: G5256E441

Shares Voted: 22,097

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 Claudia Arney as Director	Mgmt	For	For	For
5	Re-elect Bernard Bot as Director	Mgmt	For	For	For
6	Re-elect Catherine Bradley as Director	Mgmt	For	For	For
7	Re-elect Jeff Carr as Director	Mgmt	For	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
9	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For
10	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
11	Re-elect Bill Lennie as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For

Kingfisher plc

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

Nippon Telegraph & Telephone Corp.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 9432

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J59396101

Shares Voted: 350,790

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	Refer	Against
2.3	Elect Director Kawazoe, Katsuhiko	Mgmt	For	For	For
2.4	Elect Director Hiroi, Takashi	Mgmt	For	For	For
2.5	Elect Director Onishi, Sachiko	Mgmt	For	For	For
2.6	Elect Director Sakamura, Ken	Mgmt	For	For	For
2.7	Elect Director Uchinaga, Yukako	Mgmt	For	For	For
2.8	Elect Director Watanabe, Koichiro	Mgmt	For	For	For
2.9	Elect Director Endo, Noriko	Mgmt	For	For	For
2.10	Elect Director Takei, Natsuko	Mgmt	For	For	For
3	Appoint Shareholder Director Nominee Maeda, Tomoki	SH	Against	Against	Against

Nitori Holdings Co., Ltd.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 9843

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J58214131

Nitori Holdings Co., Ltd.

Shares Voted: 919

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	Against	Against
2.2	Elect Director and Audit Committee Member Izawa, Yoshiyuki	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Ando, Hisayoshi	Mgmt	For	For	For

OMRON Corp.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 6645

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J61374120

Shares Voted: 1,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52	Mgmt	For	For	For
2.1	Elect Director Yamada, Yoshihito	Mgmt	For	For	For
2.2	Elect Director Tsujinaga, Junta	Mgmt	For	For	For
2.3	Elect Director Miyata, Kiichiro	Mgmt	For	For	For
2.4	Elect Director Tomita, Masahiko	Mgmt	For	For	For
2.5	Elect Director Yukumoto, Shizuto	Mgmt	For	For	For
2.6	Elect Director Kamigama, Takehiro	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Izumi	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoshihisa	Mgmt	For	For	For
3	Appoint Statutory Auditor Miura, Hiroshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Watanabe, Toru	Mgmt	For	For	For

Ono Pharmaceutical Co., Ltd.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 4528

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J61546115

Shares Voted: 4,300

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
2.5	Elect Director Okuno, Akiko	Mgmt	For	For	For
2.6	Elect Director Nagae, Shusaku	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Idemitsu, Kiyooki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hishiyama, Yasuo	Mgmt	For	For	For

Recruit Holdings Co., Ltd.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 6098

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J6433A101

Shares Voted: 16,981

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Minegishi, Masumi	Mgmt	For	For	For
1.2	Elect Director Idekoba, Hisayuki	Mgmt	For	For	For
1.3	Elect Director Senaha, Ayano	Mgmt	For	For	For
1.4	Elect Director Rony Kahan	Mgmt	For	For	For
1.5	Elect Director Izumiya, Naoki	Mgmt	For	For	For
1.6	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.7	Elect Director Honda, Keiko	Mgmt	For	For	For
1.8	Elect Director Katrina Lake	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Nagashima, Yukiko	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Ogawa, Yoichiro	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Natori, Katsuya	Mgmt	For	For	For

Recruit Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Appoint Alternate Statutory Auditor Tanaka, Miho	Mgmt	For	For	For
3	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Ricoh Co., Ltd.

Meeting Date: 06/20/2024 **Country:** Japan **Ticker:** 7752
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J64683105

Shares Voted: 6,967

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 18	Mgmt	For	For	For
2.1	Elect Director Yamashita, Yoshinori	Mgmt	For	For	For
2.2	Elect Director Oyama, Akira	Mgmt	For	For	For
2.3	Elect Director Kawaguchi, Takashi	Mgmt	For	For	For
2.4	Elect Director Yoko, Keisuke	Mgmt	For	For	For
2.5	Elect Director Tani, Sadafumi	Mgmt	For	For	For
2.6	Elect Director Ishimura, Kazuhiko	Mgmt	For	For	For
2.7	Elect Director Ishiguro, Shigenao	Mgmt	For	For	For
2.8	Elect Director Takeda, Yoko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Nishinomiya, Kazuo	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Suzuki, Kunimasa	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Otsuka, Toshihiro	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

SCSK Corp.

Meeting Date: 06/20/2024 **Country:** Japan **Ticker:** 9719
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J70081104

Shares Voted: 1,817

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

SCSK Corp.

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

Sekisui Chemical Co., Ltd.

Meeting Date: 06/20/2024 **Country:** Japan **Ticker:** 4204
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J70703137

Shares Voted: 4,700

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
2.1	Elect Director Koge, Teiji	Mgmt	For	For	For
2.2	Elect Director Kato, Keita	Mgmt	For	For	For
2.3	Elect Director Kamiwaki, Futoshi	Mgmt	For	For	For
2.4	Elect Director Hirai, Yoshiyuki	Mgmt	For	For	For
2.5	Elect Director Shimizu, Ikusuke	Mgmt	For	For	For
2.6	Elect Director Yoshida, Masahide	Mgmt	For	For	For
2.7	Elect Director Murakami, Kazuya	Mgmt	For	For	For
2.8	Elect Director Oeda, Hiroshi	Mgmt	For	For	For
2.9	Elect Director Nozaki, Haruko	Mgmt	For	For	For
2.10	Elect Director Koezuka, Miharu	Mgmt	For	For	For
2.11	Elect Director Miyai, Machiko	Mgmt	For	For	For
2.12	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For

Shionogi & Co., Ltd.

Meeting Date: 06/20/2024 **Country:** Japan **Ticker:** 4507
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J74229105

Shionogi & Co., Ltd.

Shares Voted: 2,915

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Teshirogi, Isao	Mgmt	For	For	For
2.2	Elect Director Sawada, Takuko	Mgmt	For	For	For
2.3	Elect Director Ando, Keiichi	Mgmt	For	For	For
2.4	Elect Director Ozaki, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Takatsuki, Fumi	Mgmt	For	For	For
2.6	Elect Director Fujiwara, Takaoki	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Okuhara, Shuichi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kishida, Noriyuki	Mgmt	For	For	For

SoftBank Corp.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 9434

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J75963132

Shares Voted: 34,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Update Authorized Capital in Connection with Stock Split	Mgmt	For	For	For
2.1	Elect Director Imai, Yasuyuki	Mgmt	For	For	For
2.2	Elect Director Miyakawa, Junichi	Mgmt	For	For	For
2.3	Elect Director Shimba, Jun	Mgmt	For	For	For
2.4	Elect Director Fujihara, Kazuhiko	Mgmt	For	For	For
2.5	Elect Director Son, Masayoshi	Mgmt	For	For	For
2.6	Elect Director Horiba, Atsushi	Mgmt	For	For	For
2.7	Elect Director Kamigama, Takehiro	Mgmt	For	For	For
2.8	Elect Director Oki, Kazuaki	Mgmt	For	For	For
2.9	Elect Director Koshi, Naomi	Mgmt	For	For	For
2.10	Elect Director Sakamoto, Maki	Mgmt	For	For	For
2.11	Elect Director Sasaki, Hiroko	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Nakajima, Yasuhiro	Mgmt	For	For	For

Sumitomo Mitsui Trust Holdings, Inc.

Meeting Date: 06/20/2024

Country: Japan

Ticker: 8309

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7772M102

Shares Voted: 7,420

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	For	For
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	Against	Against
4.7	Elect Director Nakano, Toshiaki	Mgmt	For	Against	Against
4.8	Elect Director Kato, Koichi	Mgmt	For	Against	Against
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

Country: Japan

Ticker: 1801

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J79561148

Shares Voted: 2,100

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

TAISEI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Director Tanaka, Shigeyoshi	Mgmt	For	Against	Against
3.2	Elect Director Aikawa, Yoshiro	Mgmt	For	For	For
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

Central Japan Railway Co.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 9022
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J05523105

Shares Voted: 8,955

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, Takatori	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

Concordia Financial Group, Ltd.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 7186

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J08613101

Shares Voted: 12,704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kataoka, Tatsuya	Mgmt	For	For	For
1.2	Elect Director Onodera, Nobuo	Mgmt	For	For	For
1.3	Elect Director Oishi, Yoshiyuki	Mgmt	For	For	For
1.4	Elect Director Arai, Tomoki	Mgmt	For	For	For
1.5	Elect Director Onuki, Toshihiko	Mgmt	For	For	For
1.6	Elect Director Akiyoshi, Mitsuru	Mgmt	For	For	For
1.7	Elect Director Yamada, Yoshinobu	Mgmt	For	For	For
1.8	Elect Director Yoda, Mami	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Hashimoto, Keiichiro	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Fusamura, Seiichi	Mgmt	For	For	For

Daifuku Co., Ltd.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 6383

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J08988107

Shares Voted: 3,587

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Change Fiscal Year End	Mgmt	For	For	For
2.1	Elect Director Geshiro, Hiroshi	Mgmt	For	For	For
2.2	Elect Director Sato, Seiji	Mgmt	For	For	For
2.3	Elect Director Nobuta, Hiroshi	Mgmt	For	For	For

Daifuku Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Elect Director Takubo, Hideaki	Mgmt	For	For	For
2.5	Elect Director Terai, Tomoaki	Mgmt	For	For	For
2.6	Elect Director Ozawa, Yoshiaki	Mgmt	For	For	For
2.7	Elect Director Sakai, Mineo	Mgmt	For	For	For
2.8	Elect Director Kato, Kaku	Mgmt	For	For	For
2.9	Elect Director Kaneko, Keiko	Mgmt	For	For	For
2.10	Elect Director Gideon Franklin	Mgmt	For	For	For
3	Appoint Statutory Auditor Hakoda, Eiko	Mgmt	For	For	For

Daiwa Securities Group, Inc.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 8601
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J11718111

Shares Voted: 15,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nakata, Seiji	Mgmt	For	Against	Against
1.2	Elect Director Ogino, Akihiko	Mgmt	For	Against	Against
1.3	Elect Director Niizuma, Shinsuke	Mgmt	For	For	For
1.4	Elect Director Tashiro, Keiko	Mgmt	For	For	For
1.5	Elect Director Sato, Eiji	Mgmt	For	For	For
1.6	Elect Director Hanaoka, Sachiko	Mgmt	For	Against	Against
1.7	Elect Director Kawai, Eriko	Mgmt	For	For	For
1.8	Elect Director Nishikawa, Katsuyuki	Mgmt	For	For	For
1.9	Elect Director Iwamoto, Toshio	Mgmt	For	For	For
1.10	Elect Director Murakami, Yumiko	Mgmt	For	For	For
1.11	Elect Director Iki, Noriko	Mgmt	For	For	For
1.12	Elect Director Yunoki, Mami	Mgmt	For	For	For

DISCO Corp.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 6146
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J12327102

DISCO Corp.

Shares Voted: 1,067

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 231	Mgmt	For	For	For
2.1	Elect Director Sekiya, Kazuma	Mgmt	For	Against	Against
2.2	Elect Director Yoshinaga, Noboru	Mgmt	For	For	For
2.3	Elect Director Tamura, Takao	Mgmt	For	For	For
2.4	Elect Director Inasaki, Ichiro	Mgmt	For	For	For
2.5	Elect Director Tamura, Shinichi	Mgmt	For	For	For
2.6	Elect Director Yamaguchi, Yusei	Mgmt	For	For	For
2.7	Elect Director Tokimaru, Kazuyoshi	Mgmt	For	For	For
2.8	Elect Director Oki, Noriko	Mgmt	For	For	For
2.9	Elect Director Matsuo, Akiko	Mgmt	For	For	For
2.10	Elect Director Kobayashi, Etsuko	Mgmt	For	For	For
2.11	Elect Director Mogi, Miki	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 06/21/2024

Country: Belgium

Ticker: ELI

Record Date: 06/07/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: B35656105

Shares Voted: 351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1	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

HIROSE ELECTRIC CO., LTD.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 6806

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J19782101

HIROSE ELECTRIC CO., LTD.

Shares Voted: 388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 220	Mgmt	For	For	For
2.1	Elect Director Ishii, Kazunori	Mgmt	For	For	For
2.2	Elect Director Kamagata, Shin	Mgmt	For	For	For
2.3	Elect Director Sato, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Obara, Shu	Mgmt	For	For	For
2.5	Elect Director Gunji, Yoshihiro	Mgmt	For	For	For
2.6	Elect Director Sang-Yeob Lee	Mgmt	For	For	For
2.7	Elect Director Hotta, Kensuke	Mgmt	For	For	For
2.8	Elect Director Motonaga, Tetsuji	Mgmt	For	For	For
2.9	Elect Director Nishimatsu, Masanori	Mgmt	For	For	For
2.10	Elect Director Sakata, Seiji	Mgmt	For	For	For

Hitachi Ltd.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 6501

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J20454112

Shares Voted: 10,899

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ihara, Katsumi	Mgmt	For	For	For
1.2	Elect Director Ravi Venkatesan	Mgmt	For	For	For
1.3	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
1.4	Elect Director Isabelle Deschamps	Mgmt	For	For	For
1.5	Elect Director Joe Harlan	Mgmt	For	For	For
1.6	Elect Director Louise Pentland	Mgmt	For	For	For
1.7	Elect Director Yamamoto, Takatoshi	Mgmt	For	For	For
1.8	Elect Director Yoshihara, Hiroaki	Mgmt	For	For	For
1.9	Elect Director Helmuth Ludwig	Mgmt	For	For	For
1.10	Elect Director Kojima, Keiji	Mgmt	For	Against	Against
1.11	Elect Director Nishiyama, Mitsuaki	Mgmt	For	Against	Against
1.12	Elect Director Higashihara, Toshiaki	Mgmt	For	For	For

Informa Plc

Meeting Date: 06/21/2024

Country: United Kingdom

Ticker: INF

Record Date: 06/19/2024

Meeting Type: Annual

Primary Security ID: G4770L106

Shares Voted: 15,769

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect John Rishton as Director	Mgmt	For	For	For
2	Re-elect Stephen Carter as Director	Mgmt	For	For	For
3	Re-elect Mary McDowell as Director	Mgmt	For	For	For
4	Re-elect Gareth Wright as Director	Mgmt	For	For	For
5	Re-elect Gill Whitehead as Director	Mgmt	For	For	For
6	Re-elect Louise Smalley as Director	Mgmt	For	For	For
7	Re-elect Patrick Martell as Director	Mgmt	For	For	For
8	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
9	Re-elect Zheng Yin as Director	Mgmt	For	For	For
10	Re-elect Andrew Ransom as Director	Mgmt	For	For	For
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

ITOCHU Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 8001

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J2501P104

Shares Voted: 13,991

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
2.2	Elect Director Ishii, Keita	Mgmt	For	For	For
2.3	Elect Director Kobayashi, Fumihiko	Mgmt	For	For	For
2.4	Elect Director Hachimura, Tsuyoshi	Mgmt	For	For	For
2.5	Elect Director Tsubai, Hiroyuki	Mgmt	For	For	For
2.6	Elect Director Seto, Kenji	Mgmt	For	For	For
2.7	Elect Director Naka, Hiroyuki	Mgmt	For	For	For
2.8	Elect Director Kawana, Masatoshi	Mgmt	For	For	For
2.9	Elect Director Nakamori, Makiko	Mgmt	For	For	For
2.10	Elect Director Ishizuka, Kunio	Mgmt	For	For	For
2.11	Elect Director Ito, Akiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Kyoda, Makoto	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Kawasaki Kisen Kaisha, Ltd.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 9107

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J31588148

Shares Voted: 1,449

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 Myochin, Yukikazu	Mgmt	For	For	For
2.2	Elect Director Harigai, Kazuhiko	Mgmt	For	For	For
2.3	Elect Director Yamaga, Noriaki	Mgmt	For	For	For
2.4	Elect Director Yamada, Keiji	Mgmt	For	For	For
2.5	Elect Director Uchida, Ryuhei	Mgmt	For	For	For
2.6	Elect Director Kotaka, Koji	Mgmt	For	For	For
2.7	Elect Director Maki, Hiroyuki	Mgmt	For	For	For
2.8	Elect Director Masai, Takako	Mgmt	For	For	For

Kawasaki Kisen Kaisha, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Appoint Statutory Auditor Kubo, Shinsuke	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Kumakura, Akiko	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: 1,900

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	Against	Against
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
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

Marubeni Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 8002

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J39788138

Shares Voted: 17,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kokubu, Fumiya	Mgmt	For	For	For
1.2	Elect Director Kakinoki, Masumi	Mgmt	For	For	For
1.3	Elect Director Terakawa, Akira	Mgmt	For	For	For
1.4	Elect Director Furuya, Takayuki	Mgmt	For	For	For
1.5	Elect Director Okina, Yuri	Mgmt	For	For	For
1.6	Elect Director Kitera, Masato	Mgmt	For	For	For
1.7	Elect Director Ishizuka, Shigeki	Mgmt	For	For	For
1.8	Elect Director Ando, Hisayoshi	Mgmt	For	For	For
1.9	Elect Director Hatano, Mutsuko	Mgmt	For	For	For
1.10	Elect Director Minami, Soichiro	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Odawara, Kana	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Miyazaki, Hiroko	Mgmt	For	For	For

MatsukiyoCocokara & Co.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 3088

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J41208109

Shares Voted: 4,183

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

MatsukiyoCocokara & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Matsushita, Isao	Mgmt	For	For	For
2.10	Elect Director Omura, Hiro	Mgmt	For	For	For
2.11	Elect Director Kimura, Keiji	Mgmt	For	For	For
2.12	Elect Director Tanima, Makoto	Mgmt	For	For	For
2.13	Elect Director Kawai, Junko	Mgmt	For	For	For
2.14	Elect Director Okiyama, Tomoko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Koike, Noriko	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Watanabe, Shoichi	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

Mitsubishi Corp.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 8058
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J43830116

Shares Voted: 40,455

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	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Board to Determine Income Allocation	Mgmt	For	For	For
3.1	Elect Director Kakiuchi, Takehiko	Mgmt	For	For	For
3.2	Elect Director Nakanishi, Katsuya	Mgmt	For	For	For
3.3	Elect Director Tsukamoto, Kotaro	Mgmt	For	For	For
3.4	Elect Director Kashiwagi, Yutaka	Mgmt	For	For	For
3.5	Elect Director Nochi, Yuzo	Mgmt	For	For	For
3.6	Elect Director Nojima, Yoshiyuki	Mgmt	For	For	For
3.7	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For
3.8	Elect Director Akiyama, Sakie	Mgmt	For	For	For
3.9	Elect Director Sagiya, Mari	Mgmt	For	For	For
3.10	Elect Director Kogiso, Mari	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Icho, Mitsumasa	Mgmt	For	Against	Against
4.2	Elect Director and Audit Committee Member Murakoshi, Akira	Mgmt	For	Against	Against

Mitsubishi Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Elect Director and Audit Committee Member Tatsuoka, Tsuneyoshi	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Sato, Rieko	Mgmt	For	For	For
4.5	Elect Director and Audit Committee Member Nakao, Takeshi	Mgmt	For	For	For
5	Elect Alternate Director and Audit Committee Member Akiyama, Sakie	Mgmt	For	For	For
6	Approve Cash Compensation Ceiling and Two Types of Performance-Based Cash Compensation Ceilings for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
8	Approve Deep Discount Stock Option Plan	Mgmt	For	For	For

NEC Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 6701

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J48818207

Shares Voted: 2,920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Christina Ahmadjian	Mgmt	For	For	For
1.2	Elect Director Oka, Masashi	Mgmt	For	Against	Against
1.3	Elect Director Okada, Kyoko	Mgmt	For	For	For
1.4	Elect Director Mochizuki, Harufumi	Mgmt	For	For	For
1.5	Elect Director Okada, Joji	Mgmt	For	For	For
1.6	Elect Director Yamada, Yoshihito	Mgmt	For	For	For
1.7	Elect Director Sato, Shinjiro	Mgmt	For	For	For
1.8	Elect Director Nagata, Shiori	Mgmt	For	For	For
1.9	Elect Director Niino, Takashi	Mgmt	For	For	For
1.10	Elect Director Morita, Takayuki	Mgmt	For	Against	Against
1.11	Elect Director Fujikawa, Osamu	Mgmt	For	For	For
1.12	Elect Director Matsukura, Hajime	Mgmt	For	For	For
1.13	Elect Director Obata, Shinobu	Mgmt	For	Against	Against

Meeting Date: 06/21/2024

Country: Japan

Ticker: 5401

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J55678106

Shares Voted: 10,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For	For
2.1	Elect Director Hashimoto, Eiji	Mgmt	For	For	For
2.2	Elect Director Imai, Tadashi	Mgmt	For	For	For
2.3	Elect Director Mori, Takahiro	Mgmt	For	For	For
2.4	Elect Director Sato, Naoki	Mgmt	For	For	For
2.5	Elect Director Hirose, Takashi	Mgmt	For	For	For
2.6	Elect Director Fukuda, Kazuhisa	Mgmt	For	For	For
2.7	Elect Director Funakoshi, Hirofumi	Mgmt	For	For	For
2.8	Elect Director Minato, Hiroyuki	Mgmt	For	For	For
2.9	Elect Director Tomita, Tetsuro	Mgmt	For	For	For
2.10	Elect Director Urano, Kuniko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Shinkai, Kazumasa	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Sogo, Eiji	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Hiramatsu, Kenji	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Sekine, Aiko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Takeuchi, Sumiko	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
6	Amend Articles to Set and Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	SH	Against	Against	Against
7	Amend Articles to Introduce Executive Compensation System Linked to Greenhouse Gas Emission Reduction Target and Disclose How Compensation Policy Contributes to Achievement of the Target	SH	Against	Against	Against
8	Amend Articles to Report on Corporate Climate Lobbying	SH	Against	Against	Against

Nitto Denko Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 6988

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J58472119

Shares Voted: 1,687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For
2.1	Elect Director Takasaki, Hideo	Mgmt	For	For	For
2.2	Elect Director Miki, Yosuke	Mgmt	For	For	For
2.3	Elect Director Iseyama, Yasuhiro	Mgmt	For	For	For
2.4	Elect Director Owaki, Yasuhiro	Mgmt	For	For	For
2.5	Elect Director Akagi, Tatsuya	Mgmt	For	For	For
2.6	Elect Director Furuse, Yoichiro	Mgmt	For	For	For
2.7	Elect Director Wong Lai Yong	Mgmt	For	For	For
2.8	Elect Director Sawada, Michitaka	Mgmt	For	For	For
2.9	Elect Director Yamada, Yasuhiro	Mgmt	For	For	For
2.10	Elect Director Eto, Mariko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Sono, Kiyoshi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Hattori, Tsuyoki	Mgmt	For	For	For

Nomura Real Estate Holdings, Inc.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 3231

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J5893B104

Shares Voted: 1,300

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

Nomura Real Estate Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 06/21/2024 **Country:** Japan **Ticker:** 4307
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J5900F106

Shares Voted: 4,662

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

QIAGEN NV

Meeting Date: 06/21/2024 **Country:** Netherlands **Ticker:** QGEN
Record Date: 05/24/2024 **Meeting Type:** Annual
Primary Security ID: N72482149

Shares Voted: 2,464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
5.i	Reelect Bert van Meurs to Supervisory Board	Mgmt	For	For	For
5.j	Reelect Eva van Pelt to Supervisory Board	Mgmt	For	For	For
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
7.a	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
7.b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Reappoint KPMG Accountants N.V. as Auditors for the Financial Year Ending December 31, 2024	Mgmt	For	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year Ending December 31, 2025	Mgmt	For	For	For
10.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For
10.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For	For
13	Approve Cancellation of Shares	Mgmt	For	For	For

SCREEN Holdings Co. Ltd.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 7735

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J6988U114

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 140	Mgmt	For	For	For
2.1	Elect Director Kakiuchi, Eiji	Mgmt	For	For	For
2.2	Elect Director Hiroe, Toshio	Mgmt	For	For	For
2.3	Elect Director Kondo, Yoichi	Mgmt	For	For	For
2.4	Elect Director Ishikawa, Yoshihisa	Mgmt	For	For	For
2.5	Elect Director Takasu, Hidemi	Mgmt	For	For	For
2.6	Elect Director Okudaira, Hiroko	Mgmt	For	For	For
2.7	Elect Director Narahara, Seiji	Mgmt	For	For	For
2.8	Elect Director Sato, Fumikazu	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Ota, Hirofumi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Tomonaga, Masao	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Kikkawa, Tetsuo	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Yokoyama, Seiji	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Ito, Tomoyuki	Mgmt	For	For	For

SoftBank Group Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 9984

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7596P109

Shares Voted: 12,053

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2.1	Elect Director Son, Masayoshi	Mgmt	For	For	For
2.2	Elect Director Goto, Yoshimitsu	Mgmt	For	For	For
2.3	Elect Director Miyauchi, Ken	Mgmt	For	For	For
2.4	Elect Director Rene Haas	Mgmt	For	For	For
2.5	Elect Director Iijima, Masami	Mgmt	For	For	For

SoftBank Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Matsuo, Yutaka	Mgmt	For	For	For
2.7	Elect Director Erikawa, Keiko	Mgmt	For	For	For
2.8	Elect Director Kenneth A. Siegel	Mgmt	For	For	For
2.9	Elect Director David Chao	Mgmt	For	For	For

Square Enix Holdings Co., Ltd.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 9684
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J7659R109

Shares Voted: 1,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kiryu, Takashi	Mgmt	For	For	For
1.2	Elect Director Kitase, Yoshinori	Mgmt	For	For	For
1.3	Elect Director Miyake, Yu	Mgmt	For	For	For
1.4	Elect Director Ogawa, Masato	Mgmt	For	For	For
1.5	Elect Director Okamoto, Mitsuko	Mgmt	For	For	For
1.6	Elect Director Abdullah Aldawood	Mgmt	For	For	For
1.7	Elect Director Takano, Naoto	Mgmt	For	For	For
1.8	Elect Director Agatsuma, Mika	Mgmt	For	For	For
1.9	Elect Director Tracy Fullerton	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Iwamoto, Nobuyuki	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Toyoshima, Tadao	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Shinji, Hajime	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Shinohara, Satoshi	Mgmt	For	Against	Against

Sumitomo Corp.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 8053
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J77282119

Sumitomo Corp.

Shares Voted: 12,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62.5	Mgmt	For	For	For
2.1	Elect Director Hyodo, Masayuki	Mgmt	For	For	For
2.2	Elect Director Nambu, Toshikazu	Mgmt	For	For	For
2.3	Elect Director Ueno, Shingo	Mgmt	For	For	For
2.4	Elect Director Seishima, Takayuki	Mgmt	For	For	For
2.5	Elect Director Moroka, Reiji	Mgmt	For	For	For
2.6	Elect Director Nonaka, Norihiko	Mgmt	For	For	For
2.7	Elect Director Ide, Akiko	Mgmt	For	For	For
2.8	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.9	Elect Director Takahara, Takahisa	Mgmt	For	For	For
2.10	Elect Director Asakura, Haruyasu	Mgmt	For	For	For
2.11	Elect Director Otsuki, Nana	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Inada, Nobuo	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kunii, Taisei	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling for Directors and Performance Share Plan	Mgmt	For	For	For

Sysmex Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 6869

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7864H102

Shares Voted: 2,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	Mgmt	For	For	For
2.1	Elect Director Ietsugu, Hisashi	Mgmt	For	For	For
2.2	Elect Director Asano, Kaoru	Mgmt	For	For	For
2.3	Elect Director Tachibana, Kenji	Mgmt	For	For	For
2.4	Elect Director Matsui, Iwane	Mgmt	For	For	For
2.5	Elect Director Yoshida, Tomokazu	Mgmt	For	For	For
2.6	Elect Director Ono, Takashi	Mgmt	For	For	For
2.7	Elect Director Ota, Kazuo	Mgmt	For	For	For

Sysmex Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Inoue, Haruo	Mgmt	For	For	For
2.9	Elect Director Fujioka, Yuka	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Aramaki, Tomo	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Hashimoto, Kazumasa	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Iwasa, Michihide	Mgmt	For	For	For

TDK Corp.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 6762
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J82141136

Shares Voted: 4,636

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	Mgmt	For	For	For
2.1	Elect Director Saito, Noboru	Mgmt	For	For	For
2.2	Elect Director Yamanishi, Tetsuji	Mgmt	For	For	For
2.3	Elect Director Sato, Shigeki	Mgmt	For	For	For
2.4	Elect Director Nakayama, Kozue	Mgmt	For	For	For
2.5	Elect Director Iwai, Mutsuo	Mgmt	For	For	For
2.6	Elect Director Yamana, Shoei	Mgmt	For	For	For
2.7	Elect Director Katsumoto, Toru	Mgmt	For	For	For
3	Approve Restricted Stock Plan and Performance Share Plan	Mgmt	For	For	For

Tobu Railway Co., Ltd.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 9001
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J84162148

Shares Voted: 2,400

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

Tobu Railway Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Yokota, Yoshimi	Mgmt	For	For	For
2.4	Elect Director Shigeta, Atsushi	Mgmt	For	For	For
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

Toyota Tsusho Corp.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 8015

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J92719111

Shares Voted: 2,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 155	Mgmt	For	For	For
2.1	Elect Director Murakami, Nobuhiko	Mgmt	For	For	For
2.2	Elect Director Kashitani, Ichiro	Mgmt	For	For	For
2.3	Elect Director Tominaga, Hiroshi	Mgmt	For	For	For
2.4	Elect Director Iwamoto, Hideyuki	Mgmt	For	For	For
2.5	Elect Director Didier Leroy	Mgmt	For	For	For
2.6	Elect Director Inoue, Yukari	Mgmt	For	For	For
2.7	Elect Director Matsuda, Chieko	Mgmt	For	For	For
2.8	Elect Director Yamaguchi, Goro	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Tanoue, Seishi	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Beppu, Rikako	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For

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: 3,410

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: 260

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

Country: Japan

Ticker: 7832

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: Y0606D102

Bandai Namco Holdings, Inc.

Shares Voted: 6,836

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	Refer	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	Against	Against
3.2	Elect Director and Audit Committee Member Shinoda, Toru	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kuwabara, Satoko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Komiya, Takayuki	Mgmt	For	For	For

Dai-ichi Life Holdings, Inc.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 8750

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J09748112

Shares Voted: 11,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 113	Mgmt	For	For	For
2.1	Elect Director Inagaki, Seiji	Mgmt	For	For	For
2.2	Elect Director Kikuta, Tetsuya	Mgmt	For	For	For
2.3	Elect Director Yamaguchi, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Sogano, Hidehiko	Mgmt	For	For	For
2.5	Elect Director Sumino, Toshiaki	Mgmt	For	For	For
2.6	Elect Director Kitahori, Takako	Mgmt	For	For	For
2.7	Elect Director Inoue, Yuriko	Mgmt	For	For	For

Dai-ichi Life Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.8	Elect Director Shingai, Yasushi	Mgmt	For	For	For
2.9	Elect Director Bruce Miller	Mgmt	For	For	For
2.10	Elect Director Ishii, Ichiro	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Shibagaki, Takahiro	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Yamakoshi, Kenji	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Sato, Rieko	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Masuda, Koichi	Mgmt	For	Against	Against
3.5	Elect Director and Audit Committee Member Nagase, Satoshi	Mgmt	For	Against	Against
4	Elect Alternate Director and Audit Committee Member Sakurada, Katsura	Mgmt	For	For	For

Fujitsu Ltd.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 6702

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J15708159

Shares Voted: 2,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Furuta, Hidenori	Mgmt	For	For	For
1.2	Elect Director Tokita, Takahito	Mgmt	For	For	For
1.3	Elect Director Isobe, Takeshi	Mgmt	For	For	For
1.4	Elect Director Hiramatsu, Hiroki	Mgmt	For	For	For
1.5	Elect Director Mukai, Chiaki	Mgmt	For	For	For
1.6	Elect Director Kojo, Yoshiko	Mgmt	For	For	For
1.7	Elect Director Sasae, Kenichiro	Mgmt	For	For	For
1.8	Elect Director Byron Gill	Mgmt	For	For	For
1.9	Elect Director Hirano, Takuya	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Koseki, Yuichi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Makuta, Hideo	Mgmt	For	For	For
3	Approve Performance Share Plan	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

Hitachi Construction Machinery Co., Ltd.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 6305

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J20244109

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ito, Masaaki	Mgmt	For	For	For
1.2	Elect Director Oka, Toshiko	Mgmt	For	For	For
1.3	Elect Director Okuhara, Kazushige	Mgmt	For	For	For
1.4	Elect Director Kikuchi, Maoko	Mgmt	For	For	For
1.5	Elect Director Joseph P. Schmelzeis, Jr	Mgmt	For	For	For
1.6	Elect Director Fujisawa, Takeshi	Mgmt	For	For	For
1.7	Elect Director Moe, Hidemi	Mgmt	For	Against	Against
1.8	Elect Director Shiojima, Keiichiro	Mgmt	For	For	For
1.9	Elect Director Senzaki, Masafumi	Mgmt	For	Against	Against
1.10	Elect Director Hirano, Kotaro	Mgmt	For	Against	Against

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: 4,947

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	Refer	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

MS&AD Insurance Group Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Appoint Statutory Auditor Kunii, Taisei	Mgmt	For	For	For

Panasonic Holdings Corp.

Meeting Date: 06/24/2024 **Country:** Japan **Ticker:** 6752
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J6354Y104

Shares Voted: 25,506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tsuga, Kazuhiro	Mgmt	For	For	For
1.2	Elect Director Kusumi, Yuki	Mgmt	For	For	For
1.3	Elect Director Homma, Tetsuro	Mgmt	For	For	For
1.4	Elect Director Sato, Mototsugu	Mgmt	For	For	For
1.5	Elect Director Umeda, Hirokazu	Mgmt	For	For	For
1.6	Elect Director Miyabe, Yoshiyuki	Mgmt	For	For	For
1.7	Elect Director Shotoku, Ayako	Mgmt	For	For	For
1.8	Elect Director Matsui, Shinobu	Mgmt	For	For	For
1.9	Elect Director Nishiyama, Keita	Mgmt	For	For	For
1.10	Elect Director Noji, Kunio	Mgmt	For	For	For
1.11	Elect Director Sawada, Michitaka	Mgmt	For	For	For
1.12	Elect Director Toyama, Kazuhiko	Mgmt	For	For	For
1.13	Elect Director Shigetomi, Ryusuke	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Yufu, Setsuko	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Tokuda, Yoshiaki	Mgmt	For	For	For

Sompo Holdings, Inc.

Meeting Date: 06/24/2024 **Country:** Japan **Ticker:** 8630
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J7621A101

Shares Voted: 3,416

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	Refer	Against

Sompo Holdings, Inc.

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

Tokio Marine Holdings, Inc.

Meeting Date: 06/24/2024

Country: Japan

Ticker: 8766

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J86298106

Shares Voted: 21,255

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	Refer	Against
2.2	Elect Director Komiya, Satoru	Mgmt	For	Refer	Against
2.3	Elect Director Okada, Kenji	Mgmt	For	For	For
2.4	Elect Director Moriwaki, Yoichi	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Kichiichiro	Mgmt	For	For	For
2.6	Elect Director Wada, Kiyoshi	Mgmt	For	For	For
2.7	Elect Director Mitachi, Takashi	Mgmt	For	For	For
2.8	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
2.9	Elect Director Katanozaka, Shinya	Mgmt	For	For	For
2.10	Elect Director Osono, Emi	Mgmt	For	For	For
2.11	Elect Director Shindo, Kosei	Mgmt	For	For	For
2.12	Elect Director Robert Alan Feldman	Mgmt	For	For	For
2.13	Elect Director Matsuyama, Haruka	Mgmt	For	For	For
2.14	Elect Director Fujita, Keiko	Mgmt	For	For	For

Tokio Marine Holdings, Inc.

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

Yamaha Corp.

Meeting Date: 06/24/2024 **Country:** Japan **Ticker:** 7951
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J95732103

Shares Voted: 1,313

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 Nakata, Takuya	Mgmt	For	For	For
2.2	Elect Director Yamaura, Atsushi	Mgmt	For	For	For
2.3	Elect Director Hidaka, Yoshihiro	Mgmt	For	Against	Against
2.4	Elect Director Fujitsuka, Mikio	Mgmt	For	For	For
2.5	Elect Director Paul Candland	Mgmt	For	For	For
2.6	Elect Director Shinohara, Hiromichi	Mgmt	For	For	For
2.7	Elect Director Yoshizawa, Naoko	Mgmt	For	For	For
2.8	Elect Director Ebata, Naho	Mgmt	For	For	For

Ajinomoto Co., Inc.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 2802
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J00882126

Shares Voted: 5,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	For	For	For
2.1	Elect Director Iwata, Kimie	Mgmt	For	For	For
2.2	Elect Director Nakayama, Joji	Mgmt	For	For	For
2.3	Elect Director Indo, Mami	Mgmt	For	For	For
2.4	Elect Director Hatta, Yoko	Mgmt	For	For	For

Ajinomoto Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.6	Elect Director Wagatsuma, Yukako	Mgmt	For	For	For
2.7	Elect Director Fujie, Taro	Mgmt	For	For	For
2.8	Elect Director Shiragami, Hiroshi	Mgmt	For	For	For
2.9	Elect Director Sasaki, Tatsuya	Mgmt	For	For	For
2.10	Elect Director Saito, Takeshi	Mgmt	For	For	For
2.11	Elect Director Matsuzawa, Takumi	Mgmt	For	Against	Against

Asahi Kasei Corp.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 3407
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J0242P110

Shares Voted: 13,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobori, Hideki	Mgmt	For	For	For
1.2	Elect Director Kudo, Koshiro	Mgmt	For	For	For
1.3	Elect Director Kuse, Kazushi	Mgmt	For	For	For
1.4	Elect Director Horie, Toshiyasu	Mgmt	For	For	For
1.5	Elect Director Ideguchi, Hiroki	Mgmt	For	For	For
1.6	Elect Director Kawase, Masatsugu	Mgmt	For	For	For
1.7	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
1.8	Elect Director Maeda, Yuko	Mgmt	For	For	For
1.9	Elect Director Matsuda, Chieko	Mgmt	For	For	For
1.10	Elect Director Yamashita, Yoshinori	Mgmt	For	For	For

Azbil Corp.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 6845
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J0370G106

Shares Voted: 1,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39.5	Mgmt	For	For	For
2.1	Elect Director Sone, Hirozumi	Mgmt	For	For	For

Azbil Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Yamamoto, Kiyohiro	Mgmt	For	For	For
2.3	Elect Director Yokota, Takayuki	Mgmt	For	Against	Against
2.4	Elect Director Katsuta, Hisaya	Mgmt	For	Against	Against
2.5	Elect Director Fujiso, Waka	Mgmt	For	For	For
2.6	Elect Director Nagahama, Mitsuhiro	Mgmt	For	Against	Against
2.7	Elect Director Anne Ka Tse Hung	Mgmt	For	For	For
2.8	Elect Director Sato, Fumitoshi	Mgmt	For	For	For
2.9	Elect Director Yoshikawa, Shigeaki	Mgmt	For	For	For
2.10	Elect Director Miura, Tomoyasu	Mgmt	For	For	For
2.11	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For
2.12	Elect Director Yoshida, Hiroshi	Mgmt	For	For	For

Brother Industries, Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6448

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: 114813108

Shares Voted: 2,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Koike, Toshikazu	Mgmt	For	For	For
1.2	Elect Director Sasaki, Ichiro	Mgmt	For	For	For
1.3	Elect Director Ikeda, Kazufumi	Mgmt	For	For	For
1.4	Elect Director Ishiguro, Tadashi	Mgmt	For	For	For
1.5	Elect Director Kuwabara, Satoru	Mgmt	For	For	For
1.6	Elect Director Murakami, Taizo	Mgmt	For	For	For
1.7	Elect Director Takeuchi, Keisuke	Mgmt	For	For	For
1.8	Elect Director Shirai, Aya	Mgmt	For	For	For
1.9	Elect Director Uchida, Kazunari	Mgmt	For	For	For
1.10	Elect Director Hidaka, Naoki	Mgmt	For	For	For
1.11	Elect Director Miyaki, Masahiko	Mgmt	For	For	For
2	Appoint Statutory Auditor Obayashi, Keizo	Mgmt	For	For	For

Daito Trust Construction Co. Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 1878

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J11151107

Shares Voted: 700

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

Fuji Electric Co., Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6504

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J14112106

Shares Voted: 1,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitazawa, Michihiro	Mgmt	For	For	For
1.2	Elect Director Kondo, Shiro	Mgmt	For	For	For
1.3	Elect Director Arai, Junichi	Mgmt	For	For	For
1.4	Elect Director Hosen, Toru	Mgmt	For	For	For
1.5	Elect Director Tetsutani, Hiroshi	Mgmt	For	For	For
1.6	Elect Director Kawano, Masashi	Mgmt	For	For	For
1.7	Elect Director Tamba, Toshihito	Mgmt	For	For	For
1.8	Elect Director Tominaga, Yukari	Mgmt	For	For	For
1.9	Elect Director Tachifuji, Yukihiko	Mgmt	For	For	For
1.10	Elect Director Yashiro, Tomonari	Mgmt	For	For	For

Fuji Electric Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Appoint Statutory Auditor Matsumoto, Junichi	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Ohashi, Jun	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Takaoka, Hirohiko	Mgmt	For	For	For
2.4	Appoint Statutory Auditor Katsuta, Yuko	Mgmt	For	For	For
2.5	Appoint Statutory Auditor Uematsu, Noriyuki	Mgmt	For	For	For
3	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Idemitsu Kosan Co., Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 5019

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J2388K103

Shares Voted: 11,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kito, Shunichi	Mgmt	For	For	For
1.2	Elect Director Hirano, Atsuhiko	Mgmt	For	For	For
1.3	Elect Director Sakai, Noriaki	Mgmt	For	For	For
1.4	Elect Director Sawa, Masahiko	Mgmt	For	For	For
1.5	Elect Director Idemitsu, Masakazu	Mgmt	For	For	For
1.6	Elect Director Kubohara, Kazunari	Mgmt	For	For	For
1.7	Elect Director Kikkawa, Takeo	Mgmt	For	For	For
1.8	Elect Director Kado, Maki	Mgmt	For	For	For
1.9	Elect Director Suzuki, Jun	Mgmt	For	For	For
1.10	Elect Director Nagata, Shiori	Mgmt	For	For	For
2	Appoint Statutory Auditor Tezuka, Masahiko	Mgmt	For	Against	Against

Iida Group Holdings Co., Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 3291

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J23426109

Iida Group Holdings Co., Ltd.

Shares Voted: 1,900

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	Appoint Alternate Statutory Auditor Matsumoto, Hajime	Mgmt	For	For	For

JFE Holdings, Inc.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 5411

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J2817M100

Shares Voted: 6,991

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Kitano, Yoshihisa	Mgmt	For	For	For
2.2	Elect Director Hirose, Masayuki	Mgmt	For	For	For
2.3	Elect Director Terahata, Masashi	Mgmt	For	For	For
2.4	Elect Director Kobayashi, Toshinori	Mgmt	For	For	For
2.5	Elect Director Fukuda, Kazuyoshi	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Masami	Mgmt	For	For	For
2.7	Elect Director Ando, Yoshiko	Mgmt	For	For	For
2.8	Elect Director Kobayashi, Keiichi	Mgmt	For	For	For
3	Remove Incumbent Director Kakigi, Koji	SH	Against	Against	Against

Kajima Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 1812

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J29223120

Shares Voted: 5,100

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	For	For
2.2	Elect Director Amano, Hiromasa	Mgmt	For	For	For

Kajima Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Koshijima, Keisuke	Mgmt	For	For	For
2.4	Elect Director Kazama, Masaru	Mgmt	For	For	For
2.5	Elect Director Ishikawa, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Katsumi, Takeshi	Mgmt	For	For	For
2.7	Elect Director Kumano, Takashi	Mgmt	For	For	For
2.8	Elect Director Saito, Kiyomi	Mgmt	For	For	For
2.9	Elect Director Suzuki, Yoichi	Mgmt	For	For	For
2.10	Elect Director Saito, Tamotsu	Mgmt	For	For	For
2.11	Elect Director Iijima, Masami	Mgmt	For	For	For
2.12	Elect Director Terawaki, Kazumine	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kobayashi, Toshiaki	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Nakamori, Makiko	Mgmt	For	For	For

Kikkoman Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 2801

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J32620106

Shares Voted: 1,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For	For
2.1	Elect Director Mogi, Yuzaburo	Mgmt	For	For	For
2.2	Elect Director Horikiri, Noriaki	Mgmt	For	For	For
2.3	Elect Director Nakano, Shozaburo	Mgmt	For	For	For
2.4	Elect Director Mogi, Osamu	Mgmt	For	For	For
2.5	Elect Director Shimada, Masanao	Mgmt	For	For	For
2.6	Elect Director Matsuyama, Asahi	Mgmt	For	For	For
2.7	Elect Director Kamiyama, Takao	Mgmt	For	For	For
2.8	Elect Director Fukui, Toshihiko	Mgmt	For	For	For
2.9	Elect Director Inokuchi, Takeo	Mgmt	For	For	For
2.10	Elect Director Iino, Masako	Mgmt	For	For	For
2.11	Elect Director Sugiyama, Shinsuke	Mgmt	For	For	For
2.12	Elect Director Endo, Nobuhiro	Mgmt	For	For	For
3	Appoint Statutory Auditor Mori, Koichi	Mgmt	For	For	For

Kikkoman Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Appoint Alternate Statutory Auditor Endo, Kazuyoshi	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: 15,216

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	Refer	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

Mazda Motor Corp.

Meeting Date: 06/25/2024 Country: Japan Ticker: 7261
Record Date: 03/31/2024 Meeting Type: Annual
Primary Security ID: J41551110

Shares Voted: 7,100

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 Shobuda, Kiyotaka	Mgmt	For	For	For
2.2	Elect Director Moro, Masahiro	Mgmt	For	For	For
2.3	Elect Director Jeffrey H. Guyton	Mgmt	For	For	For
2.4	Elect Director Aoyama, Yasuhiro	Mgmt	For	For	For
2.5	Elect Director Hirose, Ichiro	Mgmt	For	For	For
2.6	Elect Director Mukai, Takeshi	Mgmt	For	For	For
2.7	Elect Director Kojima, Takeji	Mgmt	For	For	For
2.8	Elect Director Sato, Kiyoshi	Mgmt	For	For	For
2.9	Elect Director Ogawa, Michiko	Mgmt	For	For	For

Mazda Motor Corp.

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

Mitsubishi Chemical Group Corp.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 4188
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J44046100

Shares Voted: 13,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For
2.1	Elect Director Chikumoto, Manabu	Mgmt	For	For	For
2.2	Elect Director Fujiwara, Ken	Mgmt	For	For	For
2.3	Elect Director Fukuda, Nobuo	Mgmt	For	Against	Against
2.4	Elect Director Iida, Jin	Mgmt	For	For	For
2.5	Elect Director Hodo, Chikatomo	Mgmt	For	For	For
2.6	Elect Director Kikuchi, Kiyomi	Mgmt	For	For	For
2.7	Elect Director Yamada, Tatsumi	Mgmt	For	For	For
2.8	Elect Director Eto, Akihiro	Mgmt	For	For	For
2.9	Elect Director Sakamoto, Shuichi	Mgmt	For	For	For
2.10	Elect Director Geoffrey Coates	Mgmt	For	For	For

Mitsubishi Electric Corp.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 6503
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J43873116

Shares Voted: 23,254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For
2.1	Elect Director Kosaka, Tatsuro	Mgmt	For	For	For
2.2	Elect Director Yanagi, Hiroyuki	Mgmt	For	For	For
2.3	Elect Director Egawa, Masako	Mgmt	For	For	For
2.4	Elect Director Matsuyama, Haruka	Mgmt	For	For	For
2.5	Elect Director Minakawa, Kunihito	Mgmt	For	For	For

Mitsubishi Electric Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Peter D. Pedersen	Mgmt	For	Against	Against
2.7	Elect Director Uruma, Kei	Mgmt	For	Refer	For
2.8	Elect Director Masuda, Kuniaki	Mgmt	For	Against	Against
2.9	Elect Director Takeda, Satoshi	Mgmt	For	For	For
2.10	Elect Director Yabu, Atsuhiko	Mgmt	For	Against	Against

Mitsubishi HC Capital Inc.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 8593

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

Primary Security ID: J4706D100

Shares Voted: 9,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yanai, Takahiro	Mgmt	For	For	For
1.2	Elect Director Hisai, Taiju	Mgmt	For	For	For
1.3	Elect Director Matsunaga, Aiichiro	Mgmt	For	For	For
1.4	Elect Director Anei, Kazumi	Mgmt	For	For	For
1.5	Elect Director Sato, Haruhiko	Mgmt	For	For	For
1.6	Elect Director Sasaki, Yuri	Mgmt	For	For	For
1.7	Elect Director Kawamura, Kayoko	Mgmt	For	For	For
1.8	Elect Director Kondo, Shota	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Shiba, Yoshitaka	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Nakata, Hiroyasu	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Kaneko, Hiroko	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Saito, Masayuki	Mgmt	For	For	For

Mitsui Chemicals, Inc.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 4183

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

Primary Security ID: J4466L136

Mitsui Chemicals, Inc.

Shares Voted: 2,100

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 Tannowa, Tsutomu	Mgmt	For	For	For
2.2	Elect Director Hashimoto, Osamu	Mgmt	For	For	For
2.3	Elect Director Yoshino, Tadashi	Mgmt	For	For	For
2.4	Elect Director Nakajima, Hajime	Mgmt	For	For	For
2.5	Elect Director Ando, Yoshinori	Mgmt	For	For	For
2.6	Elect Director Mabuchi, Akira	Mgmt	For	For	For
2.7	Elect Director Mimura, Takayoshi	Mgmt	For	For	For
2.8	Elect Director Kihara, Tami	Mgmt	For	For	For
3	Appoint Statutory Auditor Hosomi, Yasuhiro	Mgmt	For	For	For

Mitsui O.S.K. Lines, Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 9104

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J45013133

Shares Voted: 4,096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 110	Mgmt	For	For	For
2.1	Elect Director Ikeda, Junichiro	Mgmt	For	For	For
2.2	Elect Director Hashimoto, Takeshi	Mgmt	For	For	For
2.3	Elect Director Tanaka, Toshiaki	Mgmt	For	For	For
2.4	Elect Director Moro, Junko	Mgmt	For	For	For
2.5	Elect Director Hamazaki, Kazuya	Mgmt	For	For	For
2.6	Elect Director Katsu, Etsuko	Mgmt	For	For	For
2.7	Elect Director Onishi, Masaru	Mgmt	For	For	For
2.8	Elect Director Toyonaga, Atsushi	Mgmt	For	For	For
2.9	Elect Director Yamaguchi, Yumi	Mgmt	For	For	For
3	Appoint Alternate Statutory Auditor Sugiyama, Hiroshi	Mgmt	For	For	For

Nissan Motor Co., Ltd.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 7201

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J57160129

Shares Voted: 28,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For
2.1	Elect Director Kimura, Yasushi	Mgmt	For	For	For
2.2	Elect Director Jean-Dominique Senard	Mgmt	For	For	For
2.3	Elect Director Bernard Delmas	Mgmt	For	For	For
2.4	Elect Director Ihara, Keiko	Mgmt	For	For	For
2.5	Elect Director Nagai, Moto	Mgmt	For	For	For
2.6	Elect Director Andrew House	Mgmt	For	For	For
2.7	Elect Director Brenda Harvey	Mgmt	For	For	For
2.8	Elect Director Asada, Teruo	Mgmt	For	For	For
2.9	Elect Director Tokuno, Mariko	Mgmt	For	For	For
2.10	Elect Director Pierre Fleuriot	Mgmt	For	Against	Against
2.11	Elect Director Uchida, Makoto	Mgmt	For	For	For
2.12	Elect Director Sakamoto, Hideyuki	Mgmt	For	For	For

Nomura Holdings, Inc.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 8604

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J58646100

Shares Voted: 34,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nagai, Koji	Mgmt	For	Against	Against
1.2	Elect Director Okuda, Kentaro	Mgmt	For	For	For
1.3	Elect Director Nakajima, Yutaka	Mgmt	For	For	For
1.4	Elect Director Ogawa, Shoji	Mgmt	For	Against	Against
1.5	Elect Director Laura Simone Unger	Mgmt	For	For	For
1.6	Elect Director Victor Chu	Mgmt	For	For	For
1.7	Elect Director J.Christopher Giancarlo	Mgmt	For	For	For
1.8	Elect Director Patricia Mosser	Mgmt	For	For	For
1.9	Elect Director Takahara, Takahisa	Mgmt	For	For	For

Nomura Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Ishiguro, Miyuki	Mgmt	For	For	For
1.11	Elect Director Ishizuka, Masahiro	Mgmt	For	For	For
1.12	Elect Director Oshima, Taku	Mgmt	For	For	For

ORIX Corp.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 8591
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J61933123

Shares Voted: 13,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Inoue, Makoto	Mgmt	For	For	For
1.2	Elect Director Matsuzaki, Satoru	Mgmt	For	For	For
1.3	Elect Director Stan Koyanagi	Mgmt	For	For	For
1.4	Elect Director Mikami, Yasuaki	Mgmt	For	For	For
1.5	Elect Director Takahashi, Hidetake	Mgmt	For	For	For
1.6	Elect Director Michael Cusumano	Mgmt	For	For	For
1.7	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.8	Elect Director Watanabe, Hiroshi	Mgmt	For	For	For
1.9	Elect Director Sekine, Aiko	Mgmt	For	For	For
1.10	Elect Director Hodo, Chikatomo	Mgmt	For	For	For
1.11	Elect Director Yanagawa, Noriyuki	Mgmt	For	For	For

SECOM Co., Ltd.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 9735
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J69972107

Shares Voted: 2,546

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

SECOM Co., Ltd.

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

Seiko Epson Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6724

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7030F105

Shares Voted: 3,367

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	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Ogawa, Yasunori	Mgmt	For	For	For
3.2	Elect Director Abe, Eiichi	Mgmt	For	For	For
3.3	Elect Director Yoshida, Junkichi	Mgmt	For	For	For
3.4	Elect Director Yoshino, Yasunori	Mgmt	For	For	For
3.5	Elect Director Shimamoto, Tadashi	Mgmt	For	For	For
3.6	Elect Director Yamauchi, Masaki	Mgmt	For	For	For
3.7	Elect Director Miyake, Kahori	Mgmt	For	For	For
4.1	Elect Director and Audit Committee Member Kawana, Masayuki	Mgmt	For	Against	Against
4.2	Elect Director and Audit Committee Member Murakoshi, Susumu	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Otsuka, Michiko	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Marumoto, Akira	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For

Sony Group Corp.

Meeting Date: 06/25/2024

Country: Japan

Ticker: 6758

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J76379106

Shares Voted: 14,886

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.2	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
1.4	Elect Director Wendy Becker	Mgmt	For	For	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.6	Elect Director Kishigami, Keiko	Mgmt	For	For	For
1.7	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.8	Elect Director Neil Hunt	Mgmt	For	For	For
1.9	Elect Director William Morrow	Mgmt	For	For	For
1.10	Elect Director Konomoto, Shingo	Mgmt	For	For	For

TIS, Inc. (Japan)

Meeting Date: 06/25/2024

Country: Japan

Ticker: 3626

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J8T622102

Shares Voted: 2,613

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
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

TIS, Inc. (Japan)

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

Toray Industries, Inc.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 3402
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J89494116

Shares Voted: 16,953

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 9	Mgmt	For	For	For
2.1	Elect Director Nikkaku, Akihiro	Mgmt	For	For	For
2.2	Elect Director Oya, Mitsuo	Mgmt	For	For	For
2.3	Elect Director Hagiwara, Satoru	Mgmt	For	For	For
2.4	Elect Director Adachi, Kazuyuki	Mgmt	For	For	For
2.5	Elect Director Shuto, Kazuhiko	Mgmt	For	For	For
2.6	Elect Director Tsunekawa, Tetsuya	Mgmt	For	For	For
2.7	Elect Director Okamoto, Masahiko	Mgmt	For	For	For
2.8	Elect Director Ito, Kunio	Mgmt	For	For	For
2.9	Elect Director Noyori, Ryoji	Mgmt	For	For	For
2.10	Elect Director Kaminaga, Susumu	Mgmt	For	For	For
2.11	Elect Director Futagawa, Kazuo	Mgmt	For	For	For
2.12	Elect Director Harayama, Yuko	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For

TOTO Ltd.

Meeting Date: 06/25/2024 **Country:** Japan **Ticker:** 5332
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J90268103

Shares Voted: 1,605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitamura, Madoka	Mgmt	For	Against	Against
1.2	Elect Director Kiyota, Noriaki	Mgmt	For	For	For
1.3	Elect Director Shirakawa, Satoshi	Mgmt	For	For	For
1.4	Elect Director Hayashi, Ryosuke	Mgmt	For	For	For
1.5	Elect Director Tamura, Shinya	Mgmt	For	For	For
1.6	Elect Director Taguchi, Tomoyuki	Mgmt	For	For	For
1.7	Elect Director Taketomi, Yojiro	Mgmt	For	For	For
1.8	Elect Director Kitazaki, Takehiko	Mgmt	For	For	For
1.9	Elect Director Tsuda, Junji	Mgmt	For	For	For
1.10	Elect Director Yamauchi, Shigenori	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Yoshioka, Masayuki	Mgmt	For	Against	Against
2.2	Elect Director and Audit Committee Member Marumori, Yasushi	Mgmt	For	Against	Against
2.3	Elect Director and Audit Committee Member Ienaga, Yukari	Mgmt	For	For	For
2.4	Elect Director and Audit Committee Member Naganuma, Chiho	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: 2,500

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

Chubu Electric Power Co., Inc.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 9502

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J06510101

Shares Voted: 7,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For
3.1	Elect Director Katsuno, Satoru	Mgmt	For	Refer	Against
3.2	Elect Director Hayashi, Kingo	Mgmt	For	Refer	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	Against	Against
4.2	Elect Director and Audit Committee Member Sawayanagi, Tomoyuki	Mgmt	For	Against	Against
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	Refer	For

Chubu Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Amend Articles to Require Audit Committee to Be Composed Entirely of Outside Directors	SH	Against	For	For
12	Amend Articles to Donate 25 Percent of Retained Earnings as of Latest Fiscal Year End to Japanese Red Cross Society as Disaster Relief Fund for 2024 Noto Peninsula Earthquake	SH	Against	Against	Against
13	Amend Articles to Withdraw from Nuclear Power Generation	SH	Against	Against	Against
14	Amend Articles to Decommission Hamaoka Nuclear Power Station	SH	Against	Against	Against
15	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	SH	Against	Against	Against
16	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	Against

CyberArk Software Ltd.

Meeting Date: 06/26/2024

Country: Israel

Ticker: CYBR

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: M2682V108

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1.a	Reelect Matthew Cohen as Director	Mgmt	For	For	For
1.1.b	Reelect Francois Auque as Director	Mgmt	For	For	For
1.2	Elect Mary Yang as Director	Mgmt	For	For	For
2	Approve Grant of Equity Based Compensation to Ehud (Udi) Mokady, Chairman	Mgmt	For	For	For
3	Approve Amendments to Indemnification Agreement for Certain Office Holders of the Company	Mgmt	For	For	For
4	Amend Articles	Mgmt	For	For	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

ENEOS Holdings, Inc.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 5020

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J29699105

ENEOS Holdings, Inc.

Shares Voted: 34,300

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

Isuzu Motors Ltd.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 7202

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J24994113

Shares Voted: 6,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings	Mgmt	For	For	For
3.1	Elect Director Katayama, Masanori	Mgmt	For	Against	Against
3.2	Elect Director Minami, Shinsuke	Mgmt	For	For	For
3.3	Elect Director Takahashi, Shinichi	Mgmt	For	For	For
3.4	Elect Director Yamaguchi, Naohiro	Mgmt	For	For	For
3.5	Elect Director Fujimori, Shun	Mgmt	For	For	For
3.6	Elect Director Ikemoto, Tetsuya	Mgmt	For	For	For
3.7	Elect Director Shibata, Mitsuyoshi	Mgmt	For	For	For
3.8	Elect Director Miyai, Machiko	Mgmt	For	For	For
3.9	Elect Director Nakano, Tetsuya	Mgmt	For	For	For

Isuzu Motors Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For
6	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

KONAMI Group Corp.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 9766
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J3600L101

Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kozuki, Kagemasa	Mgmt	For	For	For
1.2	Elect Director Higashio, Kimihiko	Mgmt	For	For	For
1.3	Elect Director Hayakawa, Hideki	Mgmt	For	For	For
1.4	Elect Director Okita, Katsunori	Mgmt	For	For	For
1.5	Elect Director Matura, Yoshihiro	Mgmt	For	For	For
1.6	Elect Director Yoko Zetterlund	Mgmt	For	For	For

M3, Inc.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 2413
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J4697J108

Shares Voted: 5,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tanimura, Itaru	Mgmt	For	For	For
1.2	Elect Director Tomaru, Akihiko	Mgmt	For	For	For
1.3	Elect Director Tsuchiya, Eiji	Mgmt	For	For	For
1.4	Elect Director Nakamura, Rie	Mgmt	For	For	For
1.5	Elect Director Tanaka, Yoshinao	Mgmt	For	For	For
1.6	Elect Director Yamazaki, Satoshi	Mgmt	For	For	For
1.7	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.8	Elect Director Tsugawa, Yusuke	Mgmt	For	For	For

M3, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Elect Director and Audit Committee Member Yamazaki, Mayuka	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Ebata, Takako	Mgmt	For	For	For
2.3	Elect Director and Audit Committee Member Suzuki, Satoko	Mgmt	For	For	For

Makita Corp.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 6586
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J39584107

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 47	Mgmt	For	For	For
2.1	Elect Director Goto, Munetoshi	Mgmt	For	For	For
2.2	Elect Director Kaneko, Tetsuhisa	Mgmt	For	For	For
2.3	Elect Director Tsuchiya, Takashi	Mgmt	For	For	For
2.4	Elect Director Yoshida, Masaki	Mgmt	For	For	For
2.5	Elect Director Omote, Takashi	Mgmt	For	For	For
2.6	Elect Director Otsu, Yukihiro	Mgmt	For	For	For
2.7	Elect Director Inuzuka, Yoshihisa	Mgmt	For	For	For
2.8	Elect Director Kawase, Hideyuki	Mgmt	For	For	For
2.9	Elect Director Sugino, Masahiro	Mgmt	For	For	For
2.10	Elect Director Iwase, Takahiro	Mgmt	For	For	For
3	Approve Annual Bonus	Mgmt	For	For	For

Mizuho Financial Group, Inc.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 8411
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J4599L102

Shares Voted: 28,979

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

Mizuho Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For
1.9	Elect Director Imai, Seiji	Mgmt	For	For	For
1.10	Elect Director Hirama, Hisaaki	Mgmt	For	Against	Against
1.11	Elect Director Kihara, Masahiro	Mgmt	For	For	For
1.12	Elect Director Take, Hidekatsu	Mgmt	For	For	For
1.13	Elect Director Kanazawa, Mitsuhiro	Mgmt	For	For	For
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	Against
3	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	Against	Against

Nissan Chemical Corp.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 4021
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J56988108

Shares Voted: 1,413

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 Kinoshita, Kojiro	Mgmt	For	For	For
2.2	Elect Director Yagi, Shinsuke	Mgmt	For	For	For
2.3	Elect Director Honda, Takashi	Mgmt	For	For	For
2.4	Elect Director Ishikawa, Motoaki	Mgmt	For	For	For
2.5	Elect Director Daimon, Hideki	Mgmt	For	For	For
2.6	Elect Director Matsuoka, Takeshi	Mgmt	For	For	For
2.7	Elect Director Obayashi, Hidehito	Mgmt	For	For	For
2.8	Elect Director Kataoka, Kazunori	Mgmt	For	For	For
2.9	Elect Director Nakagawa, Miyuki	Mgmt	For	For	For

Nissan Chemical Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Takeoka, Yuko	Mgmt	For	For	For
3	Appoint Statutory Auditor Takahama, Shigeru	Mgmt	For	For	For

Nissin Foods Holdings Co., Ltd.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 2897
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J58063124

Shares Voted: 2,394

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For
2.1	Elect Director Ando, Koki	Mgmt	For	For	For
2.2	Elect Director Ando, Noritaka	Mgmt	For	For	For
2.3	Elect Director Yokoyama, Yukio	Mgmt	For	For	For
2.4	Elect Director Kobayashi, Ken	Mgmt	For	For	For
2.5	Elect Director Okafuji, Masahiro	Mgmt	For	For	For
2.6	Elect Director Mizuno, Masato	Mgmt	For	For	For
2.7	Elect Director Nakagawa, Yukiko	Mgmt	For	For	For
2.8	Elect Director Sakuraba, Eietsu	Mgmt	For	For	For
2.9	Elect Director Ogasawara, Yuka	Mgmt	For	For	For
2.10	Elect Director Yamaguchi, Keiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Nishikawa, Kyo	Mgmt	For	Against	Against

Olympus Corp.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 7733
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J61240107

Shares Voted: 14,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fujita, Sumitaka	Mgmt	For	For	For
1.2	Elect Director David Robert Hale	Mgmt	For	For	For
1.3	Elect Director Jimmy C. Beasley	Mgmt	For	For	For
1.4	Elect Director Ichikawa, Sachiko	Mgmt	For	For	For

Olympus Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Kan, Kohei	Mgmt	For	For	For
1.6	Elect Director Gary John Pruden	Mgmt	For	For	For
1.7	Elect Director Luann Marie Pandy	Mgmt	For	For	For
1.8	Elect Director Iwasaki, Masato	Mgmt	For	For	For
1.9	Elect Director Takeuchi, Yasuo	Mgmt	For	Against	Against
1.10	Elect Director Stefan Kaufmann	Mgmt	For	For	For
1.11	Elect Director Okubo, Toshihiko	Mgmt	For	Against	Against

Resona Holdings, Inc.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 8308
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J6448E106

Shares Voted: 24,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles to Make Technical Changes	Mgmt	For	For	For
2.1	Elect Director Minami, Masahiro	Mgmt	For	For	For
2.2	Elect Director Ishida, Shigeki	Mgmt	For	For	For
2.3	Elect Director Noguchi, Mikio	Mgmt	For	For	For
2.4	Elect Director Oikawa, Hisahiko	Mgmt	For	Against	Against
2.5	Elect Director Baba, Chiharu	Mgmt	For	For	For
2.6	Elect Director Iwata, Kimie	Mgmt	For	For	For
2.7	Elect Director Egami, Setsuko	Mgmt	For	For	For
2.8	Elect Director Ike, Fumihiko	Mgmt	For	For	For
2.9	Elect Director Nohara, Sawako	Mgmt	For	For	For
2.10	Elect Director Yamauchi, Masaki	Mgmt	For	For	For
2.11	Elect Director Tanaka, Katsuyuki	Mgmt	For	For	For
2.12	Elect Director Yasuda, Ryuji	Mgmt	For	For	For

ROHM Co., Ltd.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 6963
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J65328122

ROHM Co., Ltd.

Shares Voted: 4,140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For
2.1	Elect Director Matsumoto, Isao	Mgmt	For	For	For
2.2	Elect Director Azuma, Katsumi	Mgmt	For	For	For
2.3	Elect Director Ino, Kazuhide	Mgmt	For	For	For
2.4	Elect Director Tateishi, Tetsuo	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Koji	Mgmt	For	For	For
2.6	Elect Director Nagumo, Tadanobu	Mgmt	For	For	For
2.7	Elect Director Peter Kenevan	Mgmt	For	For	For
2.8	Elect Director Inoue, Fukuko	Mgmt	For	For	For
2.9	Elect Director Aoki, Tetsuo	Mgmt	For	For	For
2.10	Elect Director Kozaki, Aiko	Mgmt	For	For	For

SG Holdings Co., Ltd.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 9143

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7134P108

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kuriwada, Eiichi	Mgmt	For	For	For
1.2	Elect Director Matsumoto, Hidekazu	Mgmt	For	For	For
1.3	Elect Director Motomura, Masahide	Mgmt	For	For	For
1.4	Elect Director Kawanago, Katsuhiro	Mgmt	For	For	For
1.5	Elect Director Sasamori, Kimiaki	Mgmt	For	For	For
1.6	Elect Director Takaoka, Mika	Mgmt	For	For	For
1.7	Elect Director Sagisaka, Osami	Mgmt	For	For	For
1.8	Elect Director Akiyama, Masato	Mgmt	For	For	For

Shimadzu Corp.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 7701

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J72165129

Shimadzu Corp.

Shares Voted: 2,823

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	For
2.1	Elect Director Ueda, Teruhisa	Mgmt	For	For	For
2.2	Elect Director Yamamoto, Yasunori	Mgmt	For	For	For
2.3	Elect Director Watanabe, Akira	Mgmt	For	For	For
2.4	Elect Director Maruyama, Shuzo	Mgmt	For	For	For
2.5	Elect Director Hanai, Nobuo	Mgmt	For	For	For
2.6	Elect Director Nakanishi, Yoshiyuki	Mgmt	For	For	For
2.7	Elect Director Hamada, Nami	Mgmt	For	For	For
2.8	Elect Director Kitano, Mie	Mgmt	For	For	For
3	Appoint Statutory Auditor Nishimoto, Tsuyoshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Iwamoto, Fumio	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Sumitomo Electric Industries Ltd.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 5802

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J77411114

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52	Mgmt	For	For	For
2.1	Elect Director Matsumoto, Masayoshi	Mgmt	For	For	For
2.2	Elect Director Inoue, Osamu	Mgmt	For	For	For
2.3	Elect Director Hato, Hideo	Mgmt	For	For	For
2.4	Elect Director Nishimura, Akira	Mgmt	For	For	For
2.5	Elect Director Shirayama, Masaki	Mgmt	For	For	For
2.6	Elect Director Miyata, Yasuhiro	Mgmt	For	For	For
2.7	Elect Director Sahashi, Toshiyuki	Mgmt	For	For	For
2.8	Elect Director Nakajima, Shigeru	Mgmt	For	For	For
2.9	Elect Director Sato, Hiroshi	Mgmt	For	For	For
2.10	Elect Director Tsuchiya, Michihiro	Mgmt	For	For	For

Sumitomo Electric Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.11	Elect Director Christina Ahmadjian	Mgmt	For	For	For
2.12	Elect Director Watanabe, Katsuaki	Mgmt	For	For	For
2.13	Elect Director Horiba, Atsushi	Mgmt	For	For	For
2.14	Elect Director Ogata, Yoshiyuki	Mgmt	For	For	For
2.15	Elect Director Kawamata, Kyoko	Mgmt	For	For	For
3	Appoint Statutory Auditor Uehara, Michiko	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
6	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Sumitomo Metal Mining Co. Ltd.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 5713
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J77712180

Shares Voted: 2,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 63	Mgmt	For	For	For
2.1	Elect Director Nozaki, Akira	Mgmt	For	For	For
2.2	Elect Director Matsumoto, Nobuhiro	Mgmt	For	For	For
2.3	Elect Director Takebayashi, Masaru	Mgmt	For	For	For
2.4	Elect Director Yoshida, Hiroshi	Mgmt	For	For	For
2.5	Elect Director Okamoto, Hideyuki	Mgmt	For	For	For
2.6	Elect Director Ishii, Taeko	Mgmt	For	For	For
2.7	Elect Director Kinoshita, Manabu	Mgmt	For	For	For
2.8	Elect Director Takeuchi, Koji	Mgmt	For	For	For
3	Appoint Statutory Auditor Ieda, Tsuguya	Mgmt	For	Against	Against
4	Appoint Alternate Statutory Auditor Mishina, Kazuhiro	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For

T&D Holdings, Inc.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 8795

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J86796109

Shares Voted: 5,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For
2.1	Elect Director Uehara, Hirohisa	Mgmt	For	For	For
2.2	Elect Director Moriyama, Masahiko	Mgmt	For	For	For
2.3	Elect Director Nagai, Hotaka	Mgmt	For	For	For
2.4	Elect Director Futami, Yoko	Mgmt	For	For	For
2.5	Elect Director Watanabe, Kensaku	Mgmt	For	For	For
2.6	Elect Director Kato, Masazumi	Mgmt	For	For	For
2.7	Elect Director Fuma, Kenji	Mgmt	For	For	For
2.8	Elect Director Soejima, Naoki	Mgmt	For	For	For
2.9	Elect Director Kitahara, Mutsuro	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Ikawa, Takashi	Mgmt	For	Against	Against
3.2	Elect Director and Audit Committee Member Tojo, Takashi	Mgmt	For	Against	Against
3.3	Elect Director and Audit Committee Member Yamada, Shinnosuke	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Taishido, Atsuko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Nitto, Koji	Mgmt	For	For	For
4	Elect Alternate Director and Audit Committee Member Shimma, Yuichiro	Mgmt	For	For	For

Takeda Pharmaceutical Co., Ltd.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 4502

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J8129E108

Shares Voted: 18,688

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	For	For
2.2	Elect Director Andrew Plump	Mgmt	For	For	For

Takeda Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Elect Director Furuta, Mirano	Mgmt	For	For	For
2.4	Elect Director Iijima, Masami	Mgmt	For	For	For
2.5	Elect Director Ian Clark	Mgmt	For	For	For
2.6	Elect Director Steven Gillis	Mgmt	For	For	For
2.7	Elect Director John Maraganore	Mgmt	For	For	For
2.8	Elect Director Michel Orsinger	Mgmt	For	For	For
2.9	Elect Director Tsusaka, Miki	Mgmt	For	For	For
2.10	Elect Director Higashi, Emiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Hatsukawa, Koji	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Fujimori, Yoshiaki	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Kimberly A. Reed	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Jean-Luc Butel	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	Against	Against

Terumo Corp.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 4543

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J83173104

Shares Voted: 7,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For
2.1	Elect Director Takagi, Toshiaki	Mgmt	For	For	For
2.2	Elect Director Samejima, Hikaru	Mgmt	For	For	For
2.3	Elect Director Osada, Toshihiko	Mgmt	For	For	For
2.4	Elect Director Hirose, Kazunori	Mgmt	For	For	For
2.5	Elect Director Kunimoto, Norimasa	Mgmt	For	For	For
2.6	Elect Director Nishi, Hidenori	Mgmt	For	For	For
2.7	Elect Director Ozawa, Keiya	Mgmt	For	For	For
2.8	Elect Director Kogiso, Mari	Mgmt	For	For	For
3.1	Elect Alternate Director and Audit Committee Member Sakaguchi, Koichi	Mgmt	For	For	For
3.2	Elect Alternate Director and Audit Committee Member Kosugi, Hiroaki	Mgmt	For	For	For

The Chiba Bank, Ltd.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 8331

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J05670104

Shares Voted: 5,465

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	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Yonemoto, Tsutomu	Mgmt	For	Refer	Against
3.2	Elect Director Yamazaki, Kiyomi	Mgmt	For	For	For
3.3	Elect Director Awaji, Mutsumi	Mgmt	For	For	For
3.4	Elect Director Makinose, Takashi	Mgmt	For	For	For
3.5	Elect Director Ono, Masayasu	Mgmt	For	For	For
3.6	Elect Director Tashima, Yuko	Mgmt	For	For	For
3.7	Elect Director Takayama, Yasuko	Mgmt	For	For	For
3.8	Elect Director Kiuchi, Takahide	Mgmt	For	For	For
3.9	Elect Director Yoshizawa, Ryoji	Mgmt	For	For	For
4	Approve Restricted Stock Plan	Mgmt	For	For	For

The Kansai Electric Power Co., Inc.

Meeting Date: 06/26/2024

Country: Japan

Ticker: 9503

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J30169106

Shares Voted: 7,873

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	For	For
3.6	Elect Director Tanaka, Motoko	Mgmt	For	For	For
3.7	Elect Director Sono, Kiyoshi	Mgmt	For	Against	Against

The Kansai Electric Power Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Against	Against
3.13	Elect Director Nishizawa, Nobuhiro	Mgmt	For	Against	Against
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	Refer	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

The Kansai Electric Power Co., Inc.

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

Tokyo Electric Power Co. Holdings, Inc.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 9501
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J86914108

Shares Voted: 18,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	Mgmt	For	Against	Against
1.2	Elect Director Oyagi, Shigeo	Mgmt	For	For	For
1.3	Elect Director Onishi, Shoichiro	Mgmt	For	For	For
1.4	Elect Director Shinkawa, Asa	Mgmt	For	For	For
1.5	Elect Director Okawa, Junko	Mgmt	For	For	For
1.6	Elect Director Nagata, Takashi	Mgmt	For	For	For
1.7	Elect Director Kobayakawa, Tomoaki	Mgmt	For	For	For
1.8	Elect Director Yamaguchi, Hiroyuki	Mgmt	For	For	For
1.9	Elect Director Sakai, Daisuke	Mgmt	For	For	For
1.10	Elect Director Kojima, Chikara	Mgmt	For	For	For
1.11	Elect Director Fukuda, Toshihiko	Mgmt	For	For	For
1.12	Elect Director Yoshino, Shigehiro	Mgmt	For	For	For
1.13	Elect Director Moriya, Seiji	Mgmt	For	Against	Against
2	Amend Articles to Decommission Kashiwazaki-Kariwa Nuclear Power Station	SH	Against	Against	Against
3	Amend Articles to Secure Evacuation Route and shelter in the Event of Nuclear Accidents	SH	Against	Against	Against
4	Amend Articles to Establish Relief Fund to Help Children Impacted by Fukushima Daiichi Nuclear Accident	SH	Against	Against	Against
5	Amend Articles to Ban Transportation of Spent Nuclear Fuels	SH	Against	Against	Against

Tokyo Electric Power Co. Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Articles to Contribute to Alleviate Global Warming	SH	Against	Against	Against
7	Amend Articles to Increase Transparency of Activity of Nomination Committee	SH	Against	Against	Against
8	Amend Articles to Add Provision on Selection Process of Procedural Attorneys	SH	Against	Against	Against
9	Amend Articles to Require Individual Compensation Disclosure for Directors and Executive Officers	SH	Against	Refer	For
10	Amend Articles to Make Managerial Efforts Not to Increase Utility Rate Significantly	SH	Against	Against	Against
11	Amend Articles to Add Provision on Stable Supply of Electricity and Promotion of Renewable Energy	SH	Against	Against	Against

ZOZO, Inc.

Meeting Date: 06/26/2024 **Country:** Japan **Ticker:** 3092
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J9893A108

Shares Voted: 1,704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sawada, Kotaro	Mgmt	For	For	For
1.2	Elect Director Yanagisawa, Koji	Mgmt	For	For	For
1.3	Elect Director Hirose, Fuminori	Mgmt	For	For	For
1.4	Elect Director Hide, Makoto	Mgmt	For	For	For
1.5	Elect Director Nagata, Yuko	Mgmt	For	For	For
1.6	Elect Director Saito, Taro	Mgmt	For	For	For
1.7	Elect Director Kansai, Takako	Mgmt	For	For	For
1.8	Elect Director Oikawa, Takuya	Mgmt	For	For	For

3i Group PLC

Meeting Date: 06/27/2024 **Country:** United Kingdom **Ticker:** III
Record Date: 06/25/2024 **Meeting Type:** Annual
Primary Security ID: G88473148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Dividend	Mgmt	For	For	For
4	Re-elect Simon Borrows as Director	Mgmt	For	For	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
6	Re-elect Jasi Halai as Director	Mgmt	For	For	For
7	Re-elect James Hatchley as Director	Mgmt	For	For	For
8	Re-elect David Hutchison as Director	Mgmt	For	For	For
9	Re-elect Lesley Knox as Director	Mgmt	For	For	For
10	Re-elect Coline McConville as Director	Mgmt	For	For	For
11	Re-elect Peter McKellar as Director	Mgmt	For	For	For
12	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against	Against

ANA HOLDINGS INC.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 9202

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J0156Q112

ANA HOLDINGS INC.

Shares Voted: 2,009

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	Refer	Against
2.2	Elect Director Shibata, Koji	Mgmt	For	Against	Against
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, Eijiro	Mgmt	For	For	For
2.11	Elect Director Minegishi, Masumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Fukuzawa, Ichiro	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kajita, Emiko	Mgmt	For	For	For

BOC Hong Kong (Holdings) Limited

Meeting Date: 06/27/2024

Country: Hong Kong

Ticker: 2388

Record Date: 06/21/2024

Meeting Type: Annual

Primary Security ID: Y0920U103

Shares Voted: 43,000

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 Lin Jingzhen as Director	Mgmt	For	For	For
3b	Elect Choi Koon Shum as Director	Mgmt	For	For	For
3c	Elect Law Yee Kwan Quinn as Director	Mgmt	For	For	For
3d	Elect Lip Sai Wo as Director	Mgmt	For	For	For
3e	Elect Ma Si Hang Frederick as Director	Mgmt	For	For	For

BOC Hong Kong (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4A	Approve PricewaterhouseCoopers for Provision of Professional Service of the 2024 Interim Financial Report Review and Authorize Board or Audit Committee 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

Dai Nippon Printing Co., Ltd.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 7912
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J10584142

Shares Voted: 2,559

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	Mgmt	For	For	For
2.1	Elect Director Kitajima, Yoshinari	Mgmt	For	For	For
2.2	Elect Director Miya, Kenji	Mgmt	For	For	For
2.3	Elect Director Yamaguchi, Masato	Mgmt	For	For	For
2.4	Elect Director Kuroyanagi, Masafumi	Mgmt	For	For	For
2.5	Elect Director Sugita, Kazuhiko	Mgmt	For	For	For
2.6	Elect Director Miyake, Toru	Mgmt	For	For	For
2.7	Elect Director Miyama, Minako	Mgmt	For	For	For
2.8	Elect Director Kanazawa, Takahito	Mgmt	For	For	For
2.9	Elect Director Miyajima, Tsukasa	Mgmt	For	For	For
2.10	Elect Director Tamura, Yoshiaki	Mgmt	For	For	For
2.11	Elect Director Shirakawa, Hiroshi	Mgmt	For	For	For
2.12	Elect Director Sugiura, Nobuhiko	Mgmt	For	For	For
3	Appoint Shareholder Director Nominee Kusunoki, Ken	SH	Against	Refer	Against

DAIKIN INDUSTRIES Ltd.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 6367
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J10038115

DAIKIN INDUSTRIES Ltd.

Shares Voted: 3,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	For	For	For
2.1	Elect Director Togawa, Masanori	Mgmt	For	For	For
2.2	Elect Director Takenaka, Naofumi	Mgmt	For	For	For
2.3	Elect Director Kawada, Tatsuo	Mgmt	For	For	For
2.4	Elect Director Makino, Akiji	Mgmt	For	For	For
2.5	Elect Director Torii, Shingo	Mgmt	For	For	For
2.6	Elect Director Arai, Yuko	Mgmt	For	For	For
2.7	Elect Director Matsuzaki, Takashi	Mgmt	For	For	For
2.8	Elect Director Kanwal Jeet Jawa	Mgmt	For	For	For
2.9	Elect Director Takahashi, Koichi	Mgmt	For	For	For
2.10	Elect Director Mori, Keiko	Mgmt	For	For	For
3	Appoint Statutory Auditor Takatsuki, Fumi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Ono, Ichiro	Mgmt	For	For	For
5	Approve Career Achievement Bonus for Director	Mgmt	For	For	For

Daiwa House Industry Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 1925

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J11508124

Shares Voted: 7,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Yoshii, Keiichi	Mgmt	For	For	For
2.2	Elect Director Kosokabe, Takeshi	Mgmt	For	For	For
2.3	Elect Director Murata, Yoshiyuki	Mgmt	For	For	For
2.4	Elect Director Shimonishi, Keisuke	Mgmt	For	For	For
2.5	Elect Director Otomo, Hirotsugu	Mgmt	For	For	For
2.6	Elect Director Dekura, Kazuhito	Mgmt	For	For	For
2.7	Elect Director Ariyoshi, Yoshinori	Mgmt	For	For	For
2.8	Elect Director Nagase, Toshiya	Mgmt	For	For	For

Daiwa House Industry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.9	Elect Director Kuwano, Yukinori	Mgmt	For	For	For
2.10	Elect Director Seki, Miwa	Mgmt	For	For	For
2.11	Elect Director Yoshizawa, Kazuhiro	Mgmt	For	For	For
2.12	Elect Director Ito, Yujiro	Mgmt	For	For	For
2.13	Elect Director Nambu, Toshikazu	Mgmt	For	For	For
2.14	Elect Director Fukumoto, Tomomi	Mgmt	For	For	For
3	Appoint Statutory Auditor Watanabe, Akihisa	Mgmt	For	For	For
4	Approve Annual Bonus	Mgmt	For	For	For
5	Approve Annual Bonus Ceiling for Directors	Mgmt	For	For	For

FANUC Corp.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 6954
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J13440102

Shares Voted: 11,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 43.88	Mgmt	For	For	For
2.1	Elect Director Inaba, Yoshiharu	Mgmt	For	For	For
2.2	Elect Director Yamaguchi, Kenji	Mgmt	For	For	For
2.3	Elect Director Sasuga, Ryuji	Mgmt	For	For	For
2.4	Elect Director Michael J. Cicco	Mgmt	For	For	For
2.5	Elect Director Yamazaki, Naoko	Mgmt	For	For	For
2.6	Elect Director Uozumi, Hiroto	Mgmt	For	For	For
2.7	Elect Director Takeda, Yoko	Mgmt	For	For	For

FUJIFILM Holdings Corp.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 4901
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J14208102

FUJIFILM Holdings Corp.

Shares Voted: 4,429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	Mgmt	For	For	For
2.1	Elect Director Sukeno, Kenji	Mgmt	For	For	For
2.2	Elect Director Goto, Teiichi	Mgmt	For	For	For
2.3	Elect Director Higuchi, Masayuki	Mgmt	For	For	For
2.4	Elect Director Hama, Naoki	Mgmt	For	For	For
2.5	Elect Director Yoshizawa, Chisato	Mgmt	For	For	For
2.6	Elect Director Ito, Yoji	Mgmt	For	For	For
2.7	Elect Director Kitamura, Kunitaro	Mgmt	For	For	For
2.8	Elect Director Eda, Makiko	Mgmt	For	For	For
2.9	Elect Director Nagano, Tsuyoshi	Mgmt	For	For	For
2.10	Elect Director Sugawara, Ikuro	Mgmt	For	For	For
2.11	Elect Director Suzuki, Takako	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Ishigaki, Tsumugu	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Iteya, Yoshio	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors	Mgmt	For	For	For
5	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For	For
7	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

HOYA Corp.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 7741

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J22848105

Shares Voted: 4,096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshihara, Hiroaki	Mgmt	For	For	For
1.2	Elect Director Abe, Yasuyuki	Mgmt	For	For	For
1.3	Elect Director Hasegawa, Takayo	Mgmt	For	For	For
1.4	Elect Director Nishimura, Mika	Mgmt	For	For	For
1.5	Elect Director Sato, Mototsugu	Mgmt	For	For	For

HOYA Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Ikeda, Eiichiro	Mgmt	For	For	For
1.7	Elect Director Hiroka, Ryo	Mgmt	For	For	For

Keisei Electric Railway Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 9009

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J32233108

Shares Voted: 1,600

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	Against	Against
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	Against

Koito Manufacturing Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 7276

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J34899104

Shares Voted: 2,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For
2.1	Elect Director Otake, Masahiro	Mgmt	For	Against	Against
2.2	Elect Director Kato, Michiaki	Mgmt	For	For	For
2.3	Elect Director Uchiyama, Masami	Mgmt	For	For	For
2.4	Elect Director Konagaya, Hideharu	Mgmt	For	For	For
2.5	Elect Director Kusakawa, Katsuyuki	Mgmt	For	For	For
2.6	Elect Director Toyota, Jun	Mgmt	For	For	For
2.7	Elect Director Uehara, Haruya	Mgmt	For	For	For
2.8	Elect Director Sakurai, Kingo	Mgmt	For	For	For
2.9	Elect Director Igarashi, Chika	Mgmt	For	For	For
2.10	Elect Director Tanaka, Risa	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Kikuchi, Mitsuo	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Sakakibara, Koichi	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Yamaguchi, Hidemi	Mgmt	For	Against	Against

Meiji Holdings Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 2269

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J41729104

Shares Voted: 2,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kawamura, Kazuo	Mgmt	For	For	For
1.2	Elect Director Kobayashi, Daikichiro	Mgmt	For	For	For
1.3	Elect Director Matsuda, Katsunari	Mgmt	For	For	For
1.4	Elect Director Furuta, Jun	Mgmt	For	For	For
1.5	Elect Director Hishinuma, Jun	Mgmt	For	For	For
1.6	Elect Director Matsumura, Mariko	Mgmt	For	For	For
1.7	Elect Director Kawata, Masaya	Mgmt	For	For	For

Meiji Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Kuboyama, Michiko	Mgmt	For	For	For
1.9	Elect Director Peter D. Pedersen	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Komatsu, Masakazu	Mgmt	For	For	For

Minebea Mitsumi, Inc.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 6479

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J42884130

Shares Voted: 4,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For
3.1	Elect Director Kainuma, Yoshihisa	Mgmt	For	For	For
3.2	Elect Director Moribe, Shigeru	Mgmt	For	For	For
3.3	Elect Director Yoshida, Katsuhiko	Mgmt	For	For	For
3.4	Elect Director Iwaya, Ryoza	Mgmt	For	For	For
3.5	Elect Director None, Shigeru	Mgmt	For	For	For
3.6	Elect Director Mizuma, Satoshi	Mgmt	For	For	For
3.7	Elect Director Suzuki, Katsutoshi	Mgmt	For	For	For
3.8	Elect Director Matsuoka, Takashi	Mgmt	For	For	For
3.9	Elect Director Miyazaki, Yuko	Mgmt	For	For	For
3.10	Elect Director Matsumura, Atsuko	Mgmt	For	For	For
3.11	Elect Director Haga, Yuko	Mgmt	For	For	For
3.12	Elect Director Katase, Hirofumi	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Mitsubishi Estate Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 8802

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J43916113

Mitsubishi Estate Co., Ltd.

Shares Voted: 13,012

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	Against	Against
2.7	Elect Director Katayama, Hiroshi	Mgmt	For	Against	Against
2.8	Elect Director Shirakawa, Masaaki	Mgmt	For	For	For
2.9	Elect Director Narukawa, Tetsuo	Mgmt	For	For	For
2.10	Elect Director Okamoto, Tsuyoshi	Mgmt	For	For	For
2.11	Elect Director Melanie Brock	Mgmt	For	For	For
2.12	Elect Director Sueyoshi, Wataru	Mgmt	For	For	For
2.13	Elect Director Sonoda, Ayako	Mgmt	For	For	For
2.14	Elect Director Oda, Naosuke	Mgmt	For	For	For

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 7011

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J44002178

Shares Voted: 3,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 120	Mgmt	For	For	For
2.1	Elect Director Miyanaga, Shunichi	Mgmt	For	Against	Against
2.2	Elect Director Izumisawa, Seiji	Mgmt	For	For	For
2.3	Elect Director Kaguchi, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Kozawa, Hisato	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Ken	Mgmt	For	For	For
2.6	Elect Director Hirano, Nobuyuki	Mgmt	For	For	For
2.7	Elect Director Furusawa, Mitsuhiro	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Fujisawa, Masayuki	Mgmt	For	Against	Against

Mitsubishi Heavy Industries, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 8306
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J44497105

Shares Voted: 130,642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20.5	Mgmt	For	For	For
2.1	Elect Director Fujii, Mariko	Mgmt	For	For	For
2.2	Elect Director Honda, Keiko	Mgmt	For	For	For
2.3	Elect Director Kato, Kaoru	Mgmt	For	For	For
2.4	Elect Director Kuwabara, Satoko	Mgmt	For	For	For
2.5	Elect Director Nomoto, Hirofumi	Mgmt	For	For	For
2.6	Elect Director Mari Elka Pangestu	Mgmt	For	For	For
2.7	Elect Director Shimizu, Hiroshi	Mgmt	For	For	For
2.8	Elect Director David Sneider	Mgmt	For	For	For
2.9	Elect Director Tsuji, Koichi	Mgmt	For	For	For
2.10	Elect Director Miyanaga, Kenichi	Mgmt	For	Against	Against
2.11	Elect Director Shinke, Ryoichi	Mgmt	For	Against	Against
2.12	Elect Director Mike, Kanetsugu	Mgmt	For	For	For
2.13	Elect Director Kamezawa, Hironori	Mgmt	For	Against	Against
2.14	Elect Director Nagashima, Iwao	Mgmt	For	For	For
2.15	Elect Director Hanzawa, Junichi	Mgmt	For	For	For
2.16	Elect Director Kobayashi, Makoto	Mgmt	For	For	For
3	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	Against
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	Against	Against

Mitsui Fudosan Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 8801

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J4509L101

Shares Voted: 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	For
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For
3.1	Elect Director Saito, Yutaka	Mgmt	For	Against	Against
3.2	Elect Director Mochimaru, Nobuhiko	Mgmt	For	For	For
3.3	Elect Director Hibino, Takashi	Mgmt	For	For	For
4.1	Appoint Statutory Auditor Hirokawa, Yoshihiro	Mgmt	For	For	For
4.2	Appoint Statutory Auditor Chiba, Michiko	Mgmt	For	For	For
5	Approve Annual Bonus	Mgmt	For	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For	For

Murata Manufacturing Co. Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 6981

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J46840104

Shares Voted: 20,255

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For
2	Amend Articles to Clarify Director Authority on Board Meetings - Authorize Board to Determine Income Allocation	Mgmt	For	For	For
3.1	Elect Director Nakajima, Norio	Mgmt	For	For	For
3.2	Elect Director Iwatsubo, Hiroshi	Mgmt	For	For	For
3.3	Elect Director Minamide, Masanori	Mgmt	For	For	For
3.4	Elect Director Izumitani, Hiroshi	Mgmt	For	For	For
3.5	Elect Director Murata, Takaki	Mgmt	For	For	For
3.6	Elect Director Yasuda, Yuko	Mgmt	For	For	For
3.7	Elect Director Nishijima, Takashi	Mgmt	For	For	For
3.8	Elect Director Ina, Hiroyuki	Mgmt	For	For	For

Murata Manufacturing Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Elect Director and Audit Committee Member Ozawa, Yoshiro	Mgmt	For	Against	Against
4.2	Elect Director and Audit Committee Member Yamamoto, Takatoshi	Mgmt	For	For	For
4.3	Elect Director and Audit Committee Member Munakata, Naoko	Mgmt	For	For	For
4.4	Elect Director and Audit Committee Member Enomoto, Seiichi	Mgmt	For	For	For

Nintendo Co., Ltd.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 7974
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J51699106

Shares Voted: 12,269

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	Refer	For
2.2	Elect Director Miyamoto, Shigeru	Mgmt	For	For	For
2.3	Elect Director Takahashi, Shinya	Mgmt	For	For	For
2.4	Elect Director Shibata, Satoru	Mgmt	For	For	For
2.5	Elect Director Shiota, Ko	Mgmt	For	For	For
2.6	Elect Director Beppu, Yusuke	Mgmt	For	For	For
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	Against	Against
3.2	Elect Director and Audit Committee Member Umeyama, Katsuhiro	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Shinkawa, Asa	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Osawa, Eiko	Mgmt	For	For	For
3.5	Elect Director and Audit Committee Member Akashi, Keiko	Mgmt	For	For	For
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For

Obayashi Corp.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 1802

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J59826107

Shares Voted: 7,700

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	For	For
2.2	Elect Director Hasuwa, Kenji	Mgmt	For	For	For
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: 06/27/2024

Country: Japan

Ticker: 4684

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J5946V107

Shares Voted: 776

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	Against	Against
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: 06/27/2024

Country: Japan

Ticker: 9007

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J59568139

Shares Voted: 3,800

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	Against	Against
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	Against	Against
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

Oriental Land Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 4661

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J6174U100

Oriental Land Co., Ltd.

Shares Voted: 13,138

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	Refer	For
2.3	Elect Director Yoshida, Kenji	Mgmt	For	For	For
2.4	Elect Director Katayama, Yuichi	Mgmt	For	For	For
2.5	Elect Director Takahashi, Wataru	Mgmt	For	For	For
2.6	Elect Director Kaneki, Yuichi	Mgmt	For	For	For
2.7	Elect Director Kambara, Rika	Mgmt	For	For	For
2.8	Elect Director Hanada, Tsutomu	Mgmt	For	For	For
2.9	Elect Director Mogi, Yuzaburo	Mgmt	For	For	For
2.10	Elect Director Tajiri, Kunio	Mgmt	For	For	For
2.11	Elect Director Kikuchi, Misao	Mgmt	For	For	For
2.12	Elect Director Watanabe, Koichiro	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Suzuki, Shigeru	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Kainaka, Tatsuo	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Saigusa, Norio	Mgmt	For	Against	Against
3.4	Appoint Statutory Auditor Mashimo, 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	Refer	Against

Osaka Gas Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 9532

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J62320130

Shares Voted: 4,123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For

Osaka Gas Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors	Mgmt	For	For	For
3	Amend Articles to Authorize Board to Determine Income Allocation	Mgmt	For	For	For
4.1	Elect Director Honjo, Takehiro	Mgmt	For	For	For
4.2	Elect Director Fujiwara, Masataka	Mgmt	For	For	For
4.3	Elect Director Tasaka, Takayuki	Mgmt	For	For	For
4.4	Elect Director Takemori, Keiji	Mgmt	For	For	For
4.5	Elect Director Sakanashi, Ko	Mgmt	For	For	For
4.6	Elect Director Imai, Toshiyuki	Mgmt	For	For	For
4.7	Elect Director Muraao, Kazutoshi	Mgmt	For	For	For
4.8	Elect Director Kijima, Tatsuo	Mgmt	For	For	For
4.9	Elect Director Sato, Yumiko	Mgmt	For	For	For
4.10	Elect Director Niizeki, Mikiyo	Mgmt	For	For	For
5.1	Elect Director and Audit Committee Member Takeguchi, Fumitoshi	Mgmt	For	Against	Against
5.2	Elect Director and Audit Committee Member Hazama, Ichiro	Mgmt	For	Against	Against
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

SBI Holdings, Inc.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 8473

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J6991H100

Shares Voted: 2,957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kitao, Yoshitaka	Mgmt	For	Refer	Against

SBI Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Takamura, Masato	Mgmt	For	Refer	Against
1.3	Elect Director Asakura, Tomoya	Mgmt	For	For	For
1.4	Elect Director Morita, Shumpei	Mgmt	For	For	For
1.5	Elect Director Kusakabe, Satoe	Mgmt	For	For	For
1.6	Elect Director Yamada, Masayuki	Mgmt	For	For	For
1.7	Elect Director Matsui, Shinji	Mgmt	For	For	For
1.8	Elect Director Shiino, Motoaki	Mgmt	For	For	For
1.9	Elect Director Sato, Teruhide	Mgmt	For	For	For
1.10	Elect Director Takenaka, Heizo	Mgmt	For	For	For
1.11	Elect Director Suzuki, Yasuhiro	Mgmt	For	For	For
1.12	Elect Director Ito, Hiroshi	Mgmt	For	For	For
1.13	Elect Director Takeuchi, Kanae	Mgmt	For	For	For
1.14	Elect Director Fukuda, Junichi	Mgmt	For	For	For
1.15	Elect Director Suematsu, Hiroyuki	Mgmt	For	For	For
2	Appoint Alternate Statutory Auditor Wakatsuki, Tetsutaro	Mgmt	For	For	For

Sharp Corp.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 6753

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J71434112

Shares Voted: 3,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Po-Hsuan Wu	Mgmt	For	For	For
1.2	Elect Director Okitsu, Masahiro	Mgmt	For	For	For
1.3	Elect Director Kiyota, Akira	Mgmt	For	For	For
1.4	Elect Director Ching-Ray Chang	Mgmt	For	For	For
1.5	Elect Director Nagatsuka, Seiichi	Mgmt	For	For	For
1.6	Elect Director Kajiwara, Yumiko	Mgmt	For	For	For
2	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For

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: 6,553

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	For	For
2.2	Elect Director Inoue, Kazuyuki	Mgmt	For	For	For
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

Shin-Etsu Chemical Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 4063

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J72810120

Shares Voted: 21,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2.1	Elect Director Akiya, Fumio	Mgmt	For	For	For
2.2	Elect Director Saito, Yasuhiko	Mgmt	For	For	For
2.3	Elect Director Ueno, Susumu	Mgmt	For	For	For
2.4	Elect Director Todoroki, Masahiko	Mgmt	For	For	For
2.5	Elect Director Komiyama, Hiroshi	Mgmt	For	For	For
2.6	Elect Director Nakamura, Kuniharu	Mgmt	For	For	For

Shin-Etsu Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.7	Elect Director Michael H. McGarry	Mgmt	For	For	For
2.8	Elect Director Hasegawa, Mariko	Mgmt	For	For	For
2.9	Elect Director Hibino, Takashi	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For

SMC Corp. (Japan)

Meeting Date: 06/27/2024

Country: Japan

Ticker: 6273

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J75734103

Shares Voted: 700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 500	Mgmt	For	For	For
2	Amend Articles to Change Location of Head Office	Mgmt	For	For	For
3.1	Elect Director Takada, Yoshiki	Mgmt	For	Refer	For
3.2	Elect Director Doi, Yoshitada	Mgmt	For	For	For
3.3	Elect Director Isoe, Toshio	Mgmt	For	For	For
3.4	Elect Director Ota, Masahiro	Mgmt	For	For	For
3.5	Elect Director Samuel Neff	Mgmt	For	For	For
3.6	Elect Director Ogura, Koji	Mgmt	For	For	For
3.7	Elect Director Kelley Stacy	Mgmt	For	For	For
3.8	Elect Director Hojo, Hidemi	Mgmt	For	For	For
3.9	Elect Director Kaizu, Masanobu	Mgmt	For	For	For
3.10	Elect Director Kagawa, Toshiharu	Mgmt	For	For	For
3.11	Elect Director Iwata, Yoshiko	Mgmt	For	For	For
3.12	Elect Director Miyazaki, Kyoichi	Mgmt	For	For	For

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 8316

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J7771X109

Sumitomo Mitsui Financial Group, Inc.

Shares Voted: 15,001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 135	Mgmt	For	For	For
2	Amend Articles to Update Authorized Capital in Connection with Stock Split	Mgmt	For	For	For
3.1	Elect Director Kunibe, Takeshi	Mgmt	For	Against	Against
3.2	Elect Director Nakashima, Toru	Mgmt	For	Against	Against
3.3	Elect Director Kudo, Teiko	Mgmt	For	For	For
3.4	Elect Director Ito, Fumihiko	Mgmt	For	For	For
3.5	Elect Director Isshiki, Toshihiro	Mgmt	For	Against	Against
3.6	Elect Director Gono, Yoshiyuki	Mgmt	For	Against	Against
3.7	Elect Director Yamazaki, Shozo	Mgmt	For	For	For
3.8	Elect Director Kadonaga, Sonosuke	Mgmt	For	For	For
3.9	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For	For
3.10	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For	For
3.11	Elect Director Sakurai, Eriko	Mgmt	For	For	For
3.12	Elect Director Charles D. Lake II	Mgmt	For	For	For
3.13	Elect Director Jenifer Rogers	Mgmt	For	For	For
4	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For	Against
5	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	Against	Against

Sumitomo Realty & Development Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 8830

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J77841112

Shares Voted: 3,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 31	Mgmt	For	For	For
2	Elect Director Tamura, Hakaru	Mgmt	For	Refer	Against
3	Appoint Alternate Statutory Auditor Nakamura, Setsuya	Mgmt	For	For	For

Suzuki Motor Corp.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 7269

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J78529138

Shares Voted: 4,692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 67	Mgmt	For	For	For
2.1	Elect Director Suzuki, Toshihiro	Mgmt	For	For	For
2.2	Elect Director Ishii, Naomi	Mgmt	For	For	For
2.3	Elect Director Kato, Katsuhiro	Mgmt	For	For	For
2.4	Elect Director Torii, Shigetoshi	Mgmt	For	For	For
2.5	Elect Director Okajima, Aritaka	Mgmt	For	For	For
2.6	Elect Director Domichi, Hideaki	Mgmt	For	For	For
2.7	Elect Director Egusa, Shun	Mgmt	For	For	For
2.8	Elect Director Takahashi, Naoko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Toyoda, Taisuke	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Yamagishi, Shigeo	Mgmt	For	For	For
3.3	Appoint Statutory Auditor Nagano, Norihisa	Mgmt	For	For	For
3.4	Appoint Statutory Auditor Fukuta, Mitsuhiro	Mgmt	For	For	For
3.5	Appoint Statutory Auditor Kito, Junko	Mgmt	For	For	For

Tokyo Gas Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 9531

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J87000113

Shares Voted: 4,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Uchida, Takashi	Mgmt	For	Against	Against
1.2	Elect Director Sasayama, Shinichi	Mgmt	For	Against	Against
1.3	Elect Director Higo, Takashi	Mgmt	For	Against	Against
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

Tokyo Gas Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 **Country:** Japan **Ticker:** 9005
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J88720149

Shares Voted: 6,200

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	Against	Against
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

TOPPAN Holdings, Inc.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 7911
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: 890747108

TOPPAN Holdings, Inc.

Shares Voted: 2,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kaneko, Shingo	Mgmt	For	For	For
1.2	Elect Director Maro, Hideharu	Mgmt	For	For	For
1.3	Elect Director Sakai, Kazunori	Mgmt	For	For	For
1.4	Elect Director Saito, Masanori	Mgmt	For	For	For
1.5	Elect Director Kurobe, Takashi	Mgmt	For	For	For
1.6	Elect Director Soeda, Hideki	Mgmt	For	For	For
1.7	Elect Director Toyama, Ryoko	Mgmt	For	For	For
1.8	Elect Director Nakabayashi, Mieko	Mgmt	For	For	For
1.9	Elect Director Takeuchi, Asuka	Mgmt	For	For	For
2	Appoint Statutory Auditor Miyagawa, Yuka	Mgmt	For	For	For

Zensho Holdings Co., Ltd.

Meeting Date: 06/27/2024

Country: Japan

Ticker: 7550

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J9885X108

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ogawa, Kentaro	Mgmt	For	For	For
1.2	Elect Director Ogawa, Yohei	Mgmt	For	For	For
1.3	Elect Director Nonoshita, Shinya	Mgmt	For	For	For
1.4	Elect Director Hirano, Makoto	Mgmt	For	For	For
1.5	Elect Director Ogawa, Kazumasa	Mgmt	For	For	For
1.6	Elect Director Ito, Chiaki	Mgmt	For	For	For
1.7	Elect Director Ando, Takaharu	Mgmt	For	For	For
1.8	Elect Director Yamana, Shoei	Mgmt	For	For	For
1.9	Elect Director Nagatsuma, Reiko	Mgmt	For	For	For

Advantest Corp.

Meeting Date: 06/28/2024

Country: Japan

Ticker: 6857

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J00210104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas Lefever	Mgmt	For	For	For
1.2	Elect Director Tsukui, Koichi	Mgmt	For	For	For
1.3	Elect Director Yoshida, Yoshiaki	Mgmt	For	For	For
1.4	Elect Director Urabe, Toshimitsu	Mgmt	For	For	For
1.5	Elect Director Nicholas Benes	Mgmt	For	For	For
1.6	Elect Director Nishida, Naoto	Mgmt	For	For	For
2	Elect Director and Audit Committee Member Sumida, Sayaka	Mgmt	For	For	For
3	Elect Alternate Director and Audit Committee Member Nishida, Naoto	Mgmt	For	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For
5	Approve Restricted Stock Plan	Mgmt	For	For	For
6	Approve Performance Share Plan	Mgmt	For	For	For
7	Approve Restricted Stock Plan	Mgmt	For	For	For
8	Approve Restricted Stock Plan	Mgmt	For	For	For