



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

INSTITUTION ACCOUNT(S): TANGERINE BALANCED
GROWTH - 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: 45,751

| 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: 35,392

| 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: 110,445

| 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: 39,573

| 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: 32,950

| 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: 29,898

| 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: 5,805

| 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: 131,280

| 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. Podlasz | 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: 170,638

| 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: 198,625

| 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: 102,072

| 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: 258,496

| 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: 47,795

| 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 Arielle 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: 132,402

| 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: 65,146

| 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: 70,446

| 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: 82,633

| 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: 249,171

| 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: 22,739

| 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: 190,481

| 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: 27,254

| 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: 129,297

| 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: 153,950

| 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: 69,175

| 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: 20,988

| 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: 8,442

| 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: 183,597

| 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. Bédient | 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: 302,043

| 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: 25,303

| 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: 174,607

| 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: 70,190

| 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: 61,530

| 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: 7,456

| 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: 100,354

| 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: 37,757

| 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: 257,051

| 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: 82,903

| 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: 206,434

| 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: 17,610

| 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: 77,885

| 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: 64,247

| 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: 2,795

| 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: 36,525

| 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: 40,345

| 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: 24,283

| 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 |
| | 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: 98,005

| 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: 171,079

| 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: 147,157

| 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: 44,967

| 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: 21,148

| 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: 46,898

| 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: 44,295

| 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: 49,350

| 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: 202,741

| 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: 23,871

| 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: 39,760

| 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
GROWTH - 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: 1,198

| 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: 1,004

| 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: 1,017

| 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: 3,694

| 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: 1,540

| 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: 2,435

| 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: 748

| 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: 349

| 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: 1,888

| 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: 688

| 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: 785

| 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: 4,024

| 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: 4,179

| 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: 8,532

| 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: 1,510

| 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: 3,397

| 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: 848

| 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: 1,589

| 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: 3,272

| 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: 1,103

| 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: 4,023

| 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: 1,020

| 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: 1,066

| 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: 16,258

| 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: 5,413

| 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: 2,188

| 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: 9,205

| 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: 1,336

| 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: 591

| 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: 880

| 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: 1,110

| 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: 945

| 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: 1,642

| 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: 920

| 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: 10,330

| 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: 2,833

| 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: 807

| 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: 488

| 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: 1,742

| 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: 820

| 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: 10,562

| 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: 852

| 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: 2,148

| 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: 999

| 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: 1,030

| 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: 3,459

| 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: 1,588

| 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: 1,361

| 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: 27,750

| 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: 50,585

| 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: 5,858

| 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: 2,087

| 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: 256

| 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: 8,405

| 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: 123

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Michael A. George | Mgmt | For | For | For |
| 1.2 | Elect Director Linda A. Goodspeed | Mgmt | For | For | For |
| 1.3 | Elect Director Earl G. Graves, Jr. | Mgmt | For | For | For |
| 1.4 | Elect Director Enderson Guimaraes | Mgmt | For | For | For |
| 1.5 | Elect Director Brian P. Hannasch | Mgmt | For | For | For |
| 1.6 | Elect Director D. Bryan Jordan | Mgmt | For | For | For |
| 1.7 | Elect Director Gale V. King | Mgmt | For | For | For |
| 1.8 | Elect Director George R. Mrkonic, Jr. | Mgmt | For | For | For |
| 1.9 | Elect Director William C. Rhodes, III | Mgmt | For | For | For |
| 1.10 | Elect Director Jill A. Soltau | Mgmt | For | For | For |
| 2 | Ratify Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | For | For |
| 4 | Advisory Vote on Say on Pay Frequency | Mgmt | One Year | One Year | One Year |

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: 2,067

| 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: 2,996

| 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: 1,895

| 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: 7,367

| 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: 1,936

| 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: 10,813

| 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: 859

| 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: 1,495

| 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: 1,193

| 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: 4,808

| 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: 1,688

| 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: 1,895

| 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: 4,240

| 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 Bruder Muller | 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: 3,871

| 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: 1,910

| 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: 785

| 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: 991

| 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: 1,572

| 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: 1,889

| 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: 168

| 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: 740

| 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: 3,723

| 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: 1,278

| 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: 97,542

| 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: 1,776

| 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: 359

| 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: 7,431

| 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: 5,583

| 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: 1,606

| 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: 371

| 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: 1,099

| 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: 3,299

| 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: 4,572

| 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: 7,661

| 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: 1,941

| 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: 1,944

| 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: 389

| 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: 326

| 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: 1,176

| 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: 1,997

| 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: 2,080

| 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: 9,531

| 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: 12,105

| 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: 6,658

| 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: 841

| 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: 5,105

| 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: 8,629

| 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: 1,580

| 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: 1,008

| 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: 4,687

| 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: 4,559

| 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: 1,218

| 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: 1,116

| 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 Seseeri | 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: 1,051

| 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: 1,382

| 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: 3,310

| 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: 10,333

| 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: 374

| 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: 3,022

| 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: 2,749

| 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: 9,902

| 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: 5,724

| 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: 1,559

| 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: 5,530

| 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: 1,273

| 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: 820

| 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: 1,580

| 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: 1,266

| 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: 2,904

| 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: 5,782

| 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: 3,455

| 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 Thaeer | 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: 147

| 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: 676

| 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: 885

| 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: 528

| 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: 811

| 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 Prahlaad 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: 1,876

| 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: 8,943

| 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: 488

| 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: 673

| 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: 1,833

| 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: 2,134

| 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: 45,398

| 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: 1,637

| 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: 2,640

| 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: 2,503

| 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: 7,654

| 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: 314

| 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: 1,235

| 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: 1,938

| 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: 2,166

| 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: 2,650

| 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: 288

| 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: 526

| 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: 2,653

| 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: 233

| 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: 2,592

| 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: 3,806

| 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: 1,750

| 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: 569

| 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: 1,305

| 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: 4,430

| 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: 2,333

| 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: 534

| 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: 15,903

| 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: 1,508

| 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: 37,476

| 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: 329

| 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: 6,023

| 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: 4,299

| 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: 11,483

| 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: 4,205

| 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: 4,552

| 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: 1,017

| 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: 1,161

| 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: 1,715

| 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: 902

| 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: 1,007

| 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: 1,041

| 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: 948

| 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: 343

| 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: 12,686

| 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: 2,113

| 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: 6,452

| 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: 867

| 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: 6,052

| 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: 3,441

| 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: 8,031

| 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: 6,629

| 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: 24,008

| 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: 4,988

| 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: 2,312

| 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: 482

| 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: 1,501

| 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: 267

| 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: 1,680

| 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: 1,794

| 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: 386

| 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: 9,071

| 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: 247

| 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: 1,041

| 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: 2,139

| 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: 25,693

| 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: 9,692

| 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: 1,807

| 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: 2,562

| 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: 1,649

| 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 Penny 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: 5,104

| 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: 1,375

| 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: 779

| 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: 1,675

| 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: 787

| 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: 2,228

| 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: 1,464

| 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: 4,363

| 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: 9,545

| 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: 5,239

| 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: 4,735

| 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: 639

| 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: 11,684

| 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: 1,924

| 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: 951

| 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: 1,425

| 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: 1,825

| 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: 306

| 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: 12,059

| 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: 1,078

| 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: 3,489

| 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: 3,818

| 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: 5,272

| 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: 548

| 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: 2,186

| 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: 1,433

| 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: 1,005

| 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: 13,637

| 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: 794

| 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: 1,540

| 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: 1,416

| 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: 3,419

| 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: 13,496

| 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: 4,360

| 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: 5,334

| 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: 4,000

| 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: 1,548

| 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: 987

| 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: 7,211

| 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: 364

| 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: 511

| 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: 27,945

| 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: 4,146

| 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: 1,725

| 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: 21

| 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: 1,335

| 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: 1,129

| 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: 1,061

| 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: 1,518

| 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: 10,709

| 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: 1,599

| 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: 350

| 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: 13,051

| 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: 721

| 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: 8,250

| 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: 12,779

| 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: 598

| 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: 10,267

| 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: 2,150

| 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: 1,779

| 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: 2,455

| 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: 768

| 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: 2,381

| 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: 1,644

| 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: 5,131

| 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: 26,124

| 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: 6,376

| 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: 2,467

| 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: 145

| 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: 1,623

| 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: 6,102

| 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: 4,194

| 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: 995

| 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: 2,239

| 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 Ruggieri | 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: 996

| 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: 728

| 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: 281

| 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: 4,047

| 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: 453

| 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: 27,854

| 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: 2,074

| 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: 340

| 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: 1,021

| 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: 475

| 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: 731

| 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: 5,487

| 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: 1,625

| 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: 1,444

| 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: 3,874

| 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: 877

| 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: 2,148

| 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: 4,884

| 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: 1,416

| 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: 6,536

| 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: 695

| 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: 2,257

| 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: 2,850

| 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: 3,681

| 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: 1,039

| 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: 781

| 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: 3,506

| 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: 7,890

| 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: 878

| 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: 425

| 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: 4,380

| 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: 544

| 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: 1,224

| 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: 1,093

| 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: 2,397

| 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: 1,077

| 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: 1,745

| 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: 2,655

| 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: 2,420

| 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: 4,612

| 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: 1,310

| 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: 920

| 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: 897

| 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: 1,560

| 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: 891

| 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: 289

| 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: 3,972

| 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: 5,992

| 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: 1,646

| 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: 1,684

| 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: 4,697

| 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: 3,711

| 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: 1,233

| 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: 938

| 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: 599

| 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: 2,811

| 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: 4,938

| 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: 726

| 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: 3,863

| 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: 2,038

| 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: 2,024

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

The Travelers Companies, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: TRV

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 89417E109

Shares Voted: 1,514

| 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: 405

| 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: 2,234

| 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: 963

| 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: 1,706

| 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: 11,798

| 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: 3,989

| 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: 47,328

| 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: 962

| 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: 713

| 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: 2,703

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2.1 | 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: 8,511

| 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: 875

| 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: 1,073

| 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: 3,277

| 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: 409

| 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. Wajsgas | 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: 2,802

| 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: 390

| 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: 2,706

| 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: 13,988

| 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: 744

| 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: 1,487

| 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: 6,618

| 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: 1,184

| 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

Shares Voted: 1,577

| 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: 1,873

| 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: 1,757

| 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: 3,808

| 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: 3,475

| 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: 2,254

| 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: 875

| 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: 2,670

| 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: 856

| 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: 19,162

| 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: 742

| 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: 1,486

| 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: 1,489

| 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: 476

| 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: 3,106

| 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: 516

| 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: 945

| 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: 1,761

| 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: 2,597

| 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: 1,476

| 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 |

DENTSPLY 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: 2,315

| 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

Shares Voted: 3,852

| 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: 3,455

| 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: 2,567

| 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: 459

| 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: 3,860

| 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: 4,808

| 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: 9,048

| 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: 3,895

| 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: 6,464

| 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: 753

| 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: 2,236

| 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: 7,194

| 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: 2,558

| 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: 2,224

| 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: 673

| 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: 3,541

| 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: 2,773

| 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: 1,997

| 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: 3,172

| 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: 362

| 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: 622

| 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: 1,417

| 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: 3,123

| 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: 11,415

| 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: 348

| 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: 8,318

| 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: 13,590

| 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: 1,349

| 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: 713

| 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: 1,360

| 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: 9,874

| 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: 2,587

| 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: 2,152

| 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: 582

| 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: 383

| 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: 3,322

| 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: 1,649

| 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: 866

| 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: 1,646

| 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: 15,435

| 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: 1,062

| 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: 10,560

| 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: 1,477

| 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: 24,209

| 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: 13,428

| 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: 1,553

| 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: 1,402

| 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: 1,716

| 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: 5,527

| 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: 3,249

| 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: 386

| 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: 3,834

| 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: 5,639

| 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: 13,529

| 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: 212

| 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: 728

| 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: 2,967

| 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: 2,273

| 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: 6,927

| 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: 2,080

| 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: 6,908

| 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: 2,629

| 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: 4,144

| 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: 3,803

| 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: 2,802

| 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: 3,543

| 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: 259

| 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: 26,059

| 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: 611

| 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: 166

| 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: 464

| 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: 2,438

| 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: 342

| 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: 1,161

| 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: 465

| 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: 688

| 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: 2,635

| 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: 2,163

| 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: 1,372

| 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: 35,961

| 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: 516

| 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: 1,522

| 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: 1,811

| 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: 24,078

| 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: 6,719

| 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: 1,308

| 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: 8,640

| 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: 2,227

| 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: 2,528

| 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: 308

| 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: 1,195

| 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: 3,095

| 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: 1,213

| 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: 643

| 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: 2,788

| 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: 1,849

| 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: 3,156

| 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: 1,327

| 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: 780

| 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: 393

| 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: 2,416

| 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: 890

| 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: 300

| 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: 4,422

| 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: 2,945

| 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: 16,893

| 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: 1,538

| 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: 3,815

| 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: 640

| 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: 5,028

| 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: 3,676

| 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: 860

| 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: 3,794

| 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: 1,222

| 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: 3,066

| 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: 2,297

| 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: 1,207

| 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: 1,557

| 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: 990

| 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: 838

| 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: 15,034

| 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: 1,350

| 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: 5,895

| 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: 3,948

| 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
GROWTH - 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:** 1,730

| 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: 17,239

| 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: 2,076

| 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: 12,273

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve 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: 17,992

| 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: 15,757

| 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 | 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: 6,545

| 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: 117,877

| 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: 1,736

| 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: 3,475

| 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: 1,080

| 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: 15,164

| 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 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: 41,598

| 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: 6,333

| 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: 2,946

| 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 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: 2,640

| 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: 52,839

| 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: 393

| 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: 17,731

| 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: 11,475

| 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: 5,988

| 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: 21,500

| 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: 36,000

| 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: 135,400

| 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: 1,713

| 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: 7,307

| 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: 473

| 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: 26,261

| 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: 116

| 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: 2,630

| 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: 21,079

| 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: 2,300

| 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: 13,262

| 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: 700

| 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: 9,770

| 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: 7,500

| 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: 2,625

| 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: 7,226

| 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: 8,564

| 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: 10,248

| 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: 1,814

| 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 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: 2,621

| 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: 15,570

| 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: 33,460

| 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: 10,545

| 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: 20,245

| 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: 1,300

| 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: 6,500

| 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: 3,800

| 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: 36,653

| 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: 26,558

| 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: 26,558

| 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: 13,700

| 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: 41,041

| 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: 27,304

| 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: 7,849

| 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: 40,709

| 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: 28,404

| 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: 22,761

| 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: 23,004

| 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: 14,741

| 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: 38,370

| 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: 11,180

| 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: 21,590

| 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: 1,074

| 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: 3,765

| 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: 64,690

| 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: 15,185

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Remuneration Policy | Mgmt | For | For | For |
| 4 | 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: 23,100

| 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: 27,404

| 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: 3,158

| 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: 35,109

| 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: 50,066

| 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: 1,088

| 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: 2,522

| 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: 17,225

| 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: 55,727

| 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: 18,617

| 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: 3,640

| 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: 74,111

| 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: 18,480

| 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: 19,826

| 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: 30,064

| 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: 8,643

| 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: 23,028

| 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: 82,013

| 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: 61,742

| 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: 23,564

| 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: 23,940

| 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: 22,110

| 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: 1,643

| 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: 14,451

| 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: 30,229

| 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: 900

| 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: 20,734

| 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: 3,002

| 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: 3,330

| 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: 27,430

| 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: 9,099

| 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: 5,575

| 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: 11,416

| 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: 2,852

| 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: 63,309

| 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: 18,296

| 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: 816

| 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: 5,774

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect 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: 7,114

| 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: 10,746

| 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: 7,548

| 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: 27,469

| 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: 23,564

| 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: 43,121

| 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: 1,400

| 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: 42,626

| 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: 2,628

| 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: 895

| 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: 35

| 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: 3,015

| 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: 2,800

| 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: 125

| 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: 27,404

| 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: 1,910

| 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: 5,574

| 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: 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 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: 5,353

| 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: 1,191

| 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: 3,673

| 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: 7,089

| 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: 56,424

| 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: 50,472

| 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: 1,427

| 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: 700

| 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: 2,625

| 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: 1,200

| 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: 48,145

| 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: 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 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: 677

| 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: 25,216

| 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: 7,988

| 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: 2,500

| 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: 1,427

| 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: 13,784

| 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: 16,766

| 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: 20,092

| 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: 27,546

| 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: 12,160

| 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: 2,625

| 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: 8,950

| 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: 20,828

| 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: 8,276

| 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: 5,428

| 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: 5,798

| 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: 32,599

| 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: 3,052

| 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: 1,494

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | 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: 7,832

| 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: 1,596

| 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: 1,049

| 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: 48

| 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: 95,048

| 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: 2,832

| 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: 1,338

| 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 Zijderveld 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: 400

| 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: 25,100

| 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: 1,300

| 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: 3,930

| 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: 3,144

| 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: 1,688

| 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: 9,412

| 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: 22,923

| 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: 25,568

| 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: 257,891

| 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: 65,024

| 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: 638

| 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: 9,653

| 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: 146

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve 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: 52,195

| 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: 5,678

| 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: 4,800

| 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: 18,900

| 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: 7,600

| 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: 16,300

| 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: 4,200

| 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: 9,886

| 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: 4,400

| 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: 7,153

| 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 1.15 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: 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 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: 9,300

| 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: 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 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: 15,500

| 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: 4,384

| 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: 1,400

| 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: 1,712

| 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: 23,400

| 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: 448

| 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: 2,414

| 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: 6,400

| 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 | 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: 2,428

| 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: 5,388

| 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: 13,673

| 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: 1,800

| 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: 6,672

| 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: 5,500

| 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: 14,900

| 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: 1,900

| 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: 1,200

| 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: 1,900

| 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: 415

| 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: 6,500

| 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: 27,205

| 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: 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 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: 16,100

| 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 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: 10,800

| 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: 28,864

| 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: 3,300

| 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: 11,600

| 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: 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 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: 1,100

| 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: 6,400

| 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: 23,800

| 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: 5,800

| 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: 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 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: 86,866

| 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: 46,335

| 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: 5,018

| 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: 17,650

| 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: 82,413

| 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: 8,433

| 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: 3,651

| 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: 4,392

| 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: 15,715

| 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: 7,842

| 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: 9,444

| 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: 50,813

| 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: 48,676

| 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: 15,339

| 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: 1,149

| 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: 133

| 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: 37,651

| 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: 2,295

| 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: 2,617

| 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: 24,369

| 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: 10,337

| 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: 7,991

| 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: 4,386

| 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: 3,341

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

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: 1,239

| 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: 51,319

| 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: 78,079

| 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: 2,285

| 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: 4,708

| 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: 24,123

| 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: 1,274

| 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: 35,380

| 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: 3,100

| 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

Covestro AG

Shares Voted: 3,102

| 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: 673

| 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: 2,002

| 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: 518

| 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: 51,231

| 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, Figeer, 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: 1,178

| 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: 17,982

| 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: 1,604

| 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: 2

| 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: 438

| 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: 95,600

| 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: 5,678

| 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: 4,496

| 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: 4,342

| 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: 41,992

| 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: 4,058

| 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: 20,349

| 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: 4,544

| 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: 19,659

| 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: 23,100

| 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: 23,100

| 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: 30,500

| 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: 321

| 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: 3,634

| 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: 1,722

| 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: 53,493

| 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: 1,609

| 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: 15,747

| 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: 28,456

| 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: 6,037

| 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: 4,393

| 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: 5,211

| 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: 3,778

| 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: 90,226

| 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

Semcorp Industries Ltd.

Shares Voted: 14,000

| 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 | 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 Semcorp 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: 5,004

| 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: 54,203

| 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: 145,619

| 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: 6,827

| 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 | | | |

abrndn 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: 31,131

| 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: 1,932

| 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: 13,588

| 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: 15,974

| 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: 66,767

| 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: 490

| 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: 31,515

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | 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: 5,185

| 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: 6,100

| 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: 2,005

| 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: 363

| 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: 1,175

| 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 |
| | Ordinary Business | Mgmt | | | |
| 23 | 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: 5,126

| 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: 10,024

| 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: 9,662

| 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: 18,779

| 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: 228,816

| 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: 3,308

| 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: 51,618

| 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: 2,630

| 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: 29,630

| 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: 4,109

| 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: 2,719

| 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: 4,679

| 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: 455

| 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: 13,961

| 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: 1,249

| 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: 3,131

| 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: 268,684

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration 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: 41,643

| 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: 7,082

| 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: 11,297

| 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: 10,232

| 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: 2,173

| 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: 706

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 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: 2,048

| 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: 4,586

| 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: 2,538

| 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: 1,677

| 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: 6,532

| 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: 10,624

| 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: 2,138

| 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: 1,538

| 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: 5,171

| 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 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: 29,565

| 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: 7,168

| 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: 13,676

| 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: 9,900

| 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: 2,023

| 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: 2,023

| 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: 3,468

| 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: 48

| 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: 741

| 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: 15,617

| 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: 61,880

| 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: 1,791

| 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: 2,845

| 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: 30,000

| 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: 2,481

| 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: 2,005

| 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: 10,221

| 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: 1,712

| 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: 715,149

| 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: 24,500

| 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: 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 |
| 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: 4,123

| 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: 85,402

| 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: 14,843

| 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: 32,255

| 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: 1,400

| 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: 9,096

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve 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: 16,562

| 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: 11,041

| 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: 8,234

| 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: 4,982

| 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 Discuss with Stakeholders Company's Position and Mutually Acceptable Solution | Mgmt 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: 1,932

| 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: 19,790

| 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: 7,853

| 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: 16,714

| 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: 28,440

| 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: 4,622

| 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: 2,421

| 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: 497

| 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: 1,159

| 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: 8,954

| 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: 5,798

| 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: 52,787

| 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: 3,357

| 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 | Mgmt | For | For | For |
| | 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 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: 6,490

| 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: 7,411

| 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: 1,070

| 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: 2,763

| 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: 13,788

| 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: 39,265

| 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 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: 22,716

| 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: 22,716

| 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: 43,650

| 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

| 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: 1,449

| 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: 1,449

| 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: 3,871

| 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

| 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: 21,360

| 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: 11,142

| 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: 26,500

| 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: 15,482

| 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: 10,512

| 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: 10,523

| 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: 300,983

| 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: 2,550

| 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: 3,404

| 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: 6,808

| 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: 9,797

| 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: 963

| 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: 946

| 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: 9,525

| 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: 4,010

| 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: 598

| 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: 5,644

| 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: 27,045

| 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: 1,396

| 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: 11,965

| 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: 21,613

| 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: 32,133

| 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: 17,915

| 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: 1,056

| 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: 9,886

| 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: 999

| 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: 27,000

| 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: 7,805

| 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 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: 6,150

| 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: 6,196

| 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: 64,546

| 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: 97,195

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 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: 12,500

| 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: 8,242

| 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: 17,900

| 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: 2,500

| 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: 1,177

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve 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: 12,567

| 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: 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 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: 77

| 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: 40,646

| 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: 3,023

| 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: 7,778

| 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: 258

| 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: 32,247

| 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: 457

| 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 |

The Swatch Group AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: UHR

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: H83949141

Shares Voted: 804

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Meeting for Holders of Registered 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 |

The Swatch Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 11,357

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.90 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2023 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2023 | Mgmt | For | For | For |
| 5 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | 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: 3,880

| 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 | | | |

Wolters Kluwer NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 3.c | Approve Dividends | Mgmt | For | For | For |
| 4.a | Approve Discharge of Executive Board | Mgmt | For | For | For |
| 4.b | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 5.a | Elect David Sides to Supervisory Board | Mgmt | For | For | For |
| 5.b | Reelect Jack de Kreij to Supervisory Board | Mgmt | For | For | For |
| 5.c | Reelect Sophie Vandebroek to Supervisory Board | Mgmt | For | For | For |
| 6.a | Approve Remuneration Policy of Supervisory Board | Mgmt | For | For | For |
| 6.b | Amend Remuneration of Supervisory Board | Mgmt | For | For | For |
| 7.a | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 7.b | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 8 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 9 | Approve Cancellation of Shares | Mgmt | For | For | For |
| 10 | Amend Articles to Reflect Changes in Capital | Mgmt | For | For | For |
| 11 | Other Business | Mgmt | | | |
| 12 | Close Meeting | Mgmt | | | |

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: 17,152

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve 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 |

WPP Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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 Construcción 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: 3,384

| 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 |

ACS Actividades de Construcción y Servicios SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 3,779

| 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: 47,441

| 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 | For | For |

BAE Systems Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 238,995

| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4 | Re-elect Robert Berry as Director | Mgmt | For | For | For |
| 5 | Re-elect Tim Breedon as Director | Mgmt | For | For | For |
| 6 | Re-elect Anna Cross as Director | Mgmt | For | For | For |
| 7 | Re-elect Mohamed A. El-Erian as Director | Mgmt | For | For | For |
| 8 | Re-elect Dawn Fitzpatrick as Director | Mgmt | For | For | For |
| 9 | Re-elect Mary Francis as Director | Mgmt | For | For | For |
| 10 | Re-elect Brian Gilvary as Director | Mgmt | For | For | For |
| 11 | Re-elect Nigel Higgins as Director | Mgmt | For | For | For |
| 12 | Re-elect Marc Moses as Director | Mgmt | For | For | For |
| 13 | Re-elect Diane Schueneman as Director | Mgmt | For | For | For |
| 14 | Re-elect Coimbatore Venkatakrishnan as Director | Mgmt | For | For | For |
| 15 | Re-elect Julia Wilson as Director | Mgmt | For | For | For |
| 16 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Board Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 19 | Approve Variable Component of Remuneration for Material Risk Takers | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 23 | Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes | Mgmt | For | For | For |
| 24 | Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes | Mgmt | For | 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: 18,787

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |
| 5 | Renew Appointment of PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 6 | Approve Dividends Charged Against Reserves | Mgmt | For | For | For |
| 7 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 8 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 9 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 10 | Advisory Vote on the Company's Energy Transition Strategy | Mgmt | For | 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: 6,500

| 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 |

Swire Pacific Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 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 |
| 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 |
| 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: 133,264

| 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 |
| 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: 7,557

| 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 |

Galp Energia SGPS SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 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: 23,997

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2 | Approve Remuneration Report | Mgmt | For | For | Abstain |
| 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: 35,046

| 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 |

Standard Chartered Plc

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

Standard Chartered Plc

Shares Voted: 35,046

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Class Meeting of the Holders of Ordinary Shares | Mgmt | | | |
| 1 | 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

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 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

TERNA Rete Elettrica Nazionale SpA

Shares Voted: 22,502

| 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: 731

| 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 |

ASM International NV

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

BNP Paribas SA

Meeting Date: 05/14/2024

Country: France

Ticker: BNP

Record Date: 05/10/2024

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 16,183

| 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 & Associates 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 |

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

BNP Paribas SA

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

Deutsche Boerse AG

Meeting Date: 05/14/2024

Country: Germany

Ticker: DB1

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 3,015

| 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 |

Deutsche Boerse AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 6 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 7 | Authorize Use of Financial Derivatives when Repurchasing Shares | Mgmt | For | For | For |
| 8.1 | Elect Andreas Gottschling to the Supervisory Board | Mgmt | For | For | For |
| 8.2 | Elect Martin Jetter to the Supervisory Board | Mgmt | For | For | For |
| 8.3 | Elect Shannon Johnston to the Supervisory Board | Mgmt | For | For | For |
| 8.4 | Elect Sigrid Kozmiensky to the Supervisory Board | Mgmt | For | For | For |
| 8.5 | Elect Barbara Lambert to the Supervisory Board | Mgmt | For | For | For |
| 8.6 | Elect Charles Stonehill to the Supervisory Board | Mgmt | For | For | For |
| 8.7 | Elect Clara-Christina Streit to the Supervisory Board | Mgmt | For | For | For |
| 8.8 | Elect Chong Lee Tan to the Supervisory Board | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy for the Supervisory Board | Mgmt | For | For | For |
| 10 | Approve Remuneration Report | Mgmt | For | For | For |
| 11.1 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024 | Mgmt | For | For | For |
| 11.2 | Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024 | Mgmt | For | For | For |

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: 16,025

| 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 |

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

Epiroc AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 11.a | Approve Remuneration of Directors in the Amount of SEK 2.71 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: 13,986

| 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 |

Equinor ASA

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

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

Equinor ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 35,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | 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 |

Galaxy Entertainment Group Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 895

| 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 | 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 2,212

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

Investment AB Latour

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 6

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 58 per Share | Mgmt | For | For | For |
| 4 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 5 | Approve Remuneration Report | Mgmt | For | 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: 11,730

| 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 |
| 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 |

Meeting Date: 05/14/2024

Country: Germany

Ticker: RHM

Record Date: 04/22/2024

Meeting Type: Annual

Primary Security ID: D65111102

Shares Voted: 693

| 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 |
| 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: 3,005

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Chairman of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 5 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Receive President's Report | Mgmt | | | |
| 9 | Receive Report on Work of Board and Committees | Mgmt | | | |
| 10 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 11 | Approve Allocation of Income and Omission of Dividends | Mgmt | For | For | For |
| 12.1 | Approve Discharge of Hakan Bjorklund | Mgmt | For | For | For |
| 12.2 | Approve Discharge of Christophe Bourdon | Mgmt | For | For | For |
| 12.3 | Approve Discharge of Annette Clancy | Mgmt | For | For | For |
| 12.4 | Approve Discharge of Matthew Gantz | Mgmt | For | For | For |
| 12.5 | Approve Discharge of Bo Jesper Hansen | Mgmt | For | For | For |
| 12.6 | Approve Discharge of Helena Saxon | Mgmt | For | For | For |
| 12.7 | Approve Discharge of Staffan Schuberg | Mgmt | For | For | For |
| 12.8 | Approve Discharge of Filippa Stenberg | Mgmt | For | For | For |
| 12.9 | Approve Discharge of Anders Ullman | Mgmt | For | For | For |
| 12.10 | Approve Discharge of Pia Axelson | Mgmt | For | For | For |
| 12.11 | Approve Discharge of Erika Husing | Mgmt | For | For | For |
| 12.12 | Approve Discharge of Mats Lek | Mgmt | For | For | For |
| 12.13 | Approve Discharge of Katy Mazibuko | Mgmt | For | For | For |
| 12.14 | Approve Discharge of Sara Carlsson | Mgmt | For | For | For |
| 12.15 | Approve Discharge of Asa Kjellstrom | Mgmt | For | For | For |
| 12.16 | Approve Discharge of Linda Larsson | Mgmt | For | For | For |

Swedish Orphan Biovitrum AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 12.17 | Approve Discharge of Susanna Ronnback | Mgmt | For | For | For |
| 12.18 | Approve Discharge of CEO Guido Oelkers | Mgmt | For | For | For |
| 13.1 | Approve Remuneration of Directors in the Amount of SEK 1.9 for Chairman and SEK 625,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 13.2 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 14.1 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 14.2 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 15.a | Reelect Christophe Bourdon as Director | Mgmt | For | For | For |
| 15.b | Reelect Annette Clancy as Director | Mgmt | For | For | For |
| 15.c | Reelect Helena Saxon as Director | Mgmt | For | Against | Against |
| 15.d | Reelect Staffan Schuberg as Director | Mgmt | For | For | For |
| 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 | | | |

Meeting Date: 05/14/2024

Country: Switzerland

Ticker: VACN

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: H90508104

Shares Voted: 429

| 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 |
| 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 |

VAT Group AG

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

Shares Voted: 2,578

| 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 |

ageas SA/NV

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

Arkema SA

Meeting Date: 05/15/2024 **Country:** France **Ticker:** AKE
Record Date: 05/13/2024 **Meeting Type:** Annual/Special
Primary Security ID: F0392W125

Shares Voted: 872

| 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 |

Arkema SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 14 | Extraordinary Business 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 |
| 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: 1,643

| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|------------------------|--|------------------|-----------------|--------------------------|-------------------------|
| 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 |
| 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: 15,185

| 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: 4,974

| 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 |

Bayerische Motoren Werke AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 8,281

| 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 |
| 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 |

Daimler Truck Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 34,211

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve Employees Share Ownership Plan 2024-2026 | Mgmt | For | For | For |
| 4 | Approve Remuneration Policy | Mgmt | For | 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: 1,410

| 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 |

Euronext NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 16,416

| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 1,190

| 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 Baroudele 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 |

Spirax-Sarco Engineering Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 13 | Re-elect Jane Kingston as Director | Mgmt | For | For | For |
| 14 | Re-elect Kevin Thompson as Director | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | For | For |
| 16 | Approve Scrip Dividend Program | Mgmt | For | For | For |
| 17 | Approve Change of Company Name to Spirax Group plc | Mgmt | For | For | For |
| 18 | Amend Articles of Association | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

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: 9,002

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | 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 |

St. James's Place Plc

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

Swiss Life Holding AG

Meeting Date: 05/15/2024 **Country:** Switzerland **Ticker:** SLHN
Record Date: 05/08/2024 **Meeting Type:** Annual
Primary Security ID: H8404J162

Shares Voted: 457

| 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 |

Swiss Life Holding AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 2,132

| 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 |

Symrise AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 8,434

| 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 | | | |

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

Tele2 AB

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

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: 1,458

| 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 |

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

Thales SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| | 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: 5,471

| 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: 2,526

| 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 |

adidas AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 345

| 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 |

Adyen NV

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

Capgemini SE

Meeting Date: 05/16/2024 **Country:** France **Ticker:** CAP
Record Date: 05/14/2024 **Meeting Type:** Annual/Special
Primary Security ID: F4973Q101

Shares Voted: 2,423

| 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 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 |

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

Capgemini SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 334

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 3.37 per Share | Mgmt | For | For | For |
| 4 | Approve Compensation of Directors | Mgmt | For | For | For |
| 5 | Approve Compensation of Eric 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 |

Dassault Aviation SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 19 | Ordinary Business 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

Shares Voted: 30,168

| 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 |

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

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4.16 | Approve Discharge of Supervisory Board Member Bernd Rose (until May 17, 2023) for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.17 | Approve Discharge of Supervisory Board Member Gerlinde Siebert (from May 17, 2023) for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.18 | Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.19 | Approve Discharge of Supervisory Board Member Stephan Szukalski (from May 17, 2023) for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.20 | Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.21 | Approve Discharge of Supervisory Board Member Juergen Toegel (from May 17, 2023) for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.22 | Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.23 | Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.24 | Approve Discharge of Supervisory Board Member Stefan Viertel (until May 17, 2023) for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.25 | Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.26 | Approve Discharge of Supervisory Board Member Frank Werneke (until May 17, 2023) for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.27 | Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2023 | Mgmt | For | For | For |
| 5.1 | Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 | Mgmt | For | For | For |
| 5.2 | Ratify EY GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2024 | Mgmt | For | For | For |
| 6 | Approve Remuneration Report | Mgmt | For | For | For |
| 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: 35,594

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

Fresenius Medical Care AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: FME

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: D2734Z107

Fresenius Medical Care AG

Shares Voted: 3,249

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

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: 2,002

| 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 |

Heidelberg Materials AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3.1 | Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2023 | Mgmt | For | For | For |
| 3.2 | Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2023 | Mgmt | For | For | For |
| 3.3 | Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2023 | Mgmt | For | For | For |
| 3.4 | Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2023 | Mgmt | For | For | For |
| 3.5 | Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2023 | Mgmt | For | For | For |
| 3.6 | Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2023 | Mgmt | For | For | For |
| 3.7 | Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2023 | Mgmt | For | For | For |
| 3.8 | Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2023 | Mgmt | For | For | For |
| 3.9 | Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.1 | Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.2 | Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.3 | Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.4 | Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2023 | Mgmt | For | For | For |
| 4.5 | Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2023 | Mgmt | For | For | For |
| 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 |

Heidelberg Materials AG

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

Lloyds Banking Group Plc

Meeting Date: 05/16/2024

Country: United Kingdom

Ticker: LLOY

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: G5533W248

Shares Voted: 1,003,898

| 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 |

Lloyds Banking Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 7 | Re-elect Harmeen Mehta as Director | Mgmt | For | For | For |
| 8 | Re-elect Cathy Turner as Director | Mgmt | For | For | For |
| 9 | Re-elect Scott Wheway as Director | Mgmt | For | For | For |
| 10 | Re-elect Catherine Woods as Director | Mgmt | For | For | For |
| 11 | Approve Remuneration Report | Mgmt | For | For | For |
| 12 | Approve Final Dividend | Mgmt | For | For | For |
| 13 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Approve Variable Component of Remuneration for Material Risk Takers | Mgmt | For | For | For |
| 16 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments | Mgmt | For | 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: 1,900

| 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 |

Next Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 24,726

| 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 |

NIBE Industrier 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 | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive President's Report | Mgmt | | | |
| 8 | Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management | Mgmt | | | |
| 9.a | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 9.b | Approve Allocation of Income and Dividends of SEK 0.65 Per Share | Mgmt | For | For | For |
| 9.c | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Determine Number of Members (7) and Deputy Members (0) of Board | Mgmt | For | For | For |
| 11 | Determine Number of Auditors (1) and Deputy Auditors (0) | Mgmt | For | For | For |
| 12 | Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration of Auditors | Mgmt | For | For | For |
| 13 | Reelect Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors; Elect James Ahrgren and Camilla Ekdahl as New Directors | Mgmt | For | 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

| 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 |
| 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 |

Renault SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 13,052

| 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 |

Universal Music Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 10,844

| 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 |

Compagnie Generale des Etablissements Michelin SCA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2 | Approve Allocation of Income and Dividends of EUR 1.35 per Share | Mgmt | For | For | For |
| 3 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy of General Managers | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of Supervisory Board Members | Mgmt | For | For | For |
| 8 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 9 | Approve Compensation of Florent Menegaux | Mgmt | For | For | For |
| 10 | Approve Compensation of Yves Chapot | Mgmt | For | For | For |
| 11 | Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board | Mgmt | For | For | For |
| 12 | Elect Patrick de La Chevardiére 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 & Associates as Auditor for the Sustainability Reporting | Mgmt | For | For | For |
| 17 | Extraordinary Business 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 |

Compagnie Generale des Etablissements Michelin SCA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 21 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20 | Mgmt | For | For | For |
| 22 | Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 23 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 24 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 25 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 23 at EUR 125 Million | Mgmt | For | For | For |
| 26 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 27 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Fresenius SE & Co. KGaA

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

Shares Voted: 6,751

| 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

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|------------------------|--|------------------|-----------------|--------------------------|-------------------------|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Consolidated and Standalone Management Reports | Mgmt | For | For | For |
| 3 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | For | For |
| 5 | Renew Appointment of KPMG Auditores as Auditor | Mgmt | For | For | For |
| 6 | Amend Preamble and Articles | Mgmt | For | For | For |
| 7 | Amend Articles | Mgmt | For | For | For |
| 8 | Amend Articles of General Meeting Regulations | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy | Mgmt | For | For | For |
| 10 | Approve Engagement Dividend | Mgmt | For | For | For |
| 11 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 12 | Approve Scrip Dividends | Mgmt | For | For | For |
| 13 | Approve Scrip Dividends | Mgmt | For | For | For |
| 14 | Approve Reduction in Share Capital via Cancellation of Treasury Shares | Mgmt | For | For | For |
| 15 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 16 | Reelect Nicola Mary Brewer as Director | Mgmt | For | For | For |
| 17 | Reelect Regina Helena Jorge Nunes as Director | Mgmt | For | For | For |
| 18 | Reelect Inigo Victor de Oriol Ibarra as Director | Mgmt | For | For | For |
| 19 | Fix Number of Directors at 14 | Mgmt | For | For | For |
| 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: 38,800

| 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 |
| 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: 3,644

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

Zalando 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 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: 68

| 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: 509

| 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 |

Aeroports de Paris ADP

| 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 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 |
| 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 | | | |

Aeroports de Paris ADP

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

| 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 |
| 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 |

Coca-Cola HBC AG

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

Shares Voted: 444

| 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: 444

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

Shell Plc

Meeting Date: 05/21/2024

Country: United Kingdom

Ticker: SHEL

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G80827101

Shares Voted: 102,232

| 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 |

Shell Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 11 | Re-elect Wael Sawan as Director | Mgmt | For | For | For |
| 12 | Re-elect Abraham Schot as Director | Mgmt | For | For | For |
| 13 | Re-elect Leena Srivastava as Director | Mgmt | For | For | For |
| 14 | Re-elect Cyrus Taraporevala as Director | Mgmt | For | For | For |
| 15 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise Off-Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise UK Political Donations and Expenditure | Mgmt | For | For | For |
| 22 | Approve the Shell Energy Transition Strategy | Mgmt | For | For | For |
| | Shareholder Proposal | Mgmt | | | |
| 23 | Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement | SH | Against | 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: 6,037

| 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 |

Beijer Ref AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6 | Authorize the Board to Repurchase Call Options from Participants in the LTIP 2021/2024 | Mgmt | For | For | For |

Bollere 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: 12,085

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Discharge Directors | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.07 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | Against | Against |
| 5 | Reelect Sophie Johanna Kloosterman as Director | Mgmt | For | For | For |
| 6 | Reelect Alexandre Picciotto as Director | Mgmt | For | For | For |
| 7 | Appoint Deloitte & Associes as Authorized Sustainability Auditors | Mgmt | For | For | For |
| 8 | Appoint Grant Thornton as Authorized Sustainability Auditors | Mgmt | For | For | For |
| 9 | Authorize Repurchase of Up to 9.99 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| 10 | Approve Compensation Report | Mgmt | For | Refer | For |
| 11 | Approve Compensation of Cyrille Bollere, 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: 9,500

| 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 |
| 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: 3,280

| 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 |

Coca-Cola Europacific Partners plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 9 | Re-elect Alvaro Gomez-Trenor Aguilar as Director | Mgmt | For | For | For |
| 10 | Re-elect Mary Harris as Director | Mgmt | For | For | For |
| 11 | Re-elect Thomas Johnson as Director | Mgmt | For | For | For |
| 12 | Re-elect Dagmar Kollmann as Director | Mgmt | For | For | For |
| 13 | Re-elect Alfonso Libano Daurella as Director | Mgmt | For | For | For |
| 14 | Re-elect Nicolas Mirzayantz as Director | Mgmt | For | For | For |
| 15 | Re-elect Mark Price as Director | Mgmt | For | For | For |
| 16 | Re-elect Nancy Quan as Director | Mgmt | For | For | For |
| 17 | Re-elect Mario Rotlant 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: 17,222

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

Credit Agricole SA

| 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 1.05 per Share | Mgmt | For | For | For |
| 4 | Approve Transactions with Groupe TVA Re: ASU GTVA Credit Agricole | Mgmt | For | For | For |
| 5 | Approve Transaction with Worldline, Credit Agricole Payment Services, LCL, 39 Caisses Regionales de Credit Agricole Mutuel and AVEM Re: Framework Agreement | Mgmt | For | For | For |
| 6 | Approve Transaction with Credit Agricole CIB Re: Transfer of Activities of Company's Banking Services Department | Mgmt | For | For | For |
| 7 | Approve Transaction with Banco Santander, S.A., Santander Investment, S.A., CACEIS, CACEIS Bank et CACEIS Bank Spain Re: CACEIS Governance Rules | Mgmt | For | For | For |
| 8 | Reelect SAS Rue la Boetie as Director | Mgmt | For | Against | Against |
| 9 | Reelect Olivier Auffray as Director | Mgmt | For | Against | Against |
| 10 | 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 |

Credit Agricole SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 19 | Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board | Mgmt | For | For | For |
| 20 | Approve Remuneration Policy of Philippe Brassac, CEO | Mgmt | For | For | For |
| 21 | Approve Remuneration Policy of Olivier Gavalda, Vice-CEO | Mgmt | For | For | For |
| 22 | Approve Remuneration Policy of Jerome Grivet, Vice-CEO | Mgmt | For | For | For |
| 23 | Approve Remuneration Policy of Xavier Musca, Vice-CEO | Mgmt | For | For | For |
| 24 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 25 | Approve Compensation of Dominique Lefebvre, Chairman of the Board | Mgmt | For | For | For |
| 26 | Approve Compensation of Philippe Brassac, CEO | Mgmt | For | For | For |
| 27 | Approve Compensation of Olivier Gavalda, Vice-CEO | Mgmt | For | For | For |
| 28 | Approve Compensation of Jerome Grivet, Vice-CEO | Mgmt | For | For | For |
| 29 | Approve Compensation of Xavier Musca, Vice-CEO | Mgmt | For | For | For |
| 30 | Approve Compensation Report | Mgmt | For | For | For |
| 31 | Approve the Aggregate Remuneration Granted in 2023 to Senior Management, Responsible Officers and Regulated Risk-Takers | Mgmt | For | For | For |
| 32 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 33 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion | Mgmt | For | For | For |
| 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 |

Credit Agricole SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 38 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Mgmt | For | For | For |
| 39 | Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion | Mgmt | For | For | For |
| 40 | Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 41 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 42 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries | Mgmt | For | For | For |
| 43 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 44 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Dassault Systemes SE

Meeting Date: 05/22/2024

Country: France

Ticker: DSY

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 10,403

| 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 |

Dassault Systemes SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 from 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 | | | |
| 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: 5,533

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

| 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 |
| 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

MTR Corporation Limited

Shares Voted: 25,393

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

Orange SA

Meeting Date: 05/22/2024

Country: France

Ticker: ORA

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F6866T100

Shares Voted: 28,852

| 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 |
| 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 |

Orange SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 8 | Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information | Mgmt | For | For | For |
| 9 | Appoint KPMG as Auditor Responsible for Certifying Sustainability Information | Mgmt | For | For | For |
| 10 | Approve Compensation Report | Mgmt | For | For | For |
| 11 | Approve Compensation of Christel Heydemann, CEO | Mgmt | For | For | For |
| 12 | Approve Compensation of Jacques Aschenbroich, Chairman of the Board | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 17 | Extraordinary Business | Mgmt | | | |
| 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

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Non-Financial Report | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 39.00 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | For | For |
| 4 | Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | For | For |
| 6.1 | Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million | Mgmt | For | For | For |
| 6.2 | Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million | Mgmt | For | For | For |
| 6.3 | Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million | Mgmt | For | For | For |
| 6.4 | Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million | Mgmt | For | For | For |
| 6.5 | Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million | Mgmt | For | For | For |
| 6.6 | Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million | Mgmt | For | For | For |
| 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 |

Partners Group Holding AG

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

Shares Voted: 22,500

| 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: 1,701

| 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 |
| 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: 11,179

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.90 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |

Societe Generale SA

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

Societe Generale SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 25 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 26 | Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital | Mgmt | For | For | For |
| 27 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 28 | Authorize up to 1.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons | Mgmt | For | For | For |
| 29 | Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 30 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 31 | Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by Employees | Mgmt | For | For | For |
| 32 | Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by General Meeting of Shareholders | Mgmt | For | For | For |
| 33 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

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: 10,641

| 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 |

STMicroelectronics NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 17,175

| 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 |

Bank of Ireland Group Plc

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

| 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 |
| 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 | | | |

bioMerieux SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 2,028

| 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: 30,792

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve 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 |
| 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: 42,167

| 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 |

CK Hutchison Holdings Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 127,260

| 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: 1,197

| 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

Shares Voted: 94,204

| 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 |

Legal & General Group Plc

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

Nemetschek SE

Meeting Date: 05/23/2024 **Country:** Germany **Ticker:** NEM
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: D56134105

Shares Voted: 871

| 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 |

Nemetschek SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 43,546

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

Prudential Plc

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

| 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 |
| 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: 5,358

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2.20 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 |
| 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

| 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 |
| 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 |

Meeting Date: 05/23/2024

Country: France

Ticker: SK

Record Date: 05/21/2024

Meeting Type: Annual/Special

Primary Security ID: F82059100

Shares Voted: 361

| 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 |
| 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 |

SEB SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 | | | |
| 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: 1,191

| 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 | | | |

Syensqo NV

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

Shares Voted: 939

| 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 |

Teleperformance SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 | | | |
| 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: 1,800

| 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 |
| 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: 178,200

| 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 |

AIA Group Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 919

| 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 4.10 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 |

Amundi SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 9,113

| 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 |

Carrefour SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 & Associes and Mazars as Auditors for the Sustainability Reporting | Mgmt | For | For | For |
| 15 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 16 | Approve Compensation of Alexandre Bompard, Chairman and CEO | Mgmt | For | Refer | Against |
| 17 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | For | For |
| 18 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 19 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 20 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 21 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Helvetia Holding AG

Meeting Date: 05/24/2024

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Annual

Primary Security ID: H3701P102

Shares Voted: 619

| 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 |

Helvetia Holding AG

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

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Elect Apurvi Sheth as Director | Mgmt | For | For | For |
| 6 | Re-elect Andrew Martin as Director | Mgmt | For | For | For |
| 7 | Re-elect Andre Lacroix as Director | Mgmt | For | For | For |
| 8 | Re-elect Colm Deasy as Director | Mgmt | For | For | For |
| 9 | Re-elect Graham Allan as Director | Mgmt | For | For | For |
| 10 | Re-elect Gurnek Bains as Director | Mgmt | For | For | For |
| 11 | Re-elect Lynda Clarizio as Director | Mgmt | For | For | For |
| 12 | Re-elect Tamara Ingram as Director | Mgmt | For | For | For |
| 13 | Re-elect Jez Maiden as Director | Mgmt | For | For | For |
| 14 | Re-elect Kawal Preet as Director | Mgmt | For | For | For |
| 15 | Re-elect Jean-Michel Valette as Director | Mgmt | For | For | For |
| 16 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 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

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Extraordinary Business | Mgmt | | | |
| | Management Proposals | Mgmt | | | |
| 1a | Amend Company Bylaws Re: Article 2.2 | Mgmt | For | For | For |
| 1b | Amend Company Bylaws Re: Article 5.1 | Mgmt | For | For | For |
| 1c | Amend Company Bylaws Re: Articles 5.1-ter, 16.7 and 22.4 | Mgmt | For | For | For |
| 1d | Amend Company Bylaws Re: Articles 15.2 and 17.3 | Mgmt | For | For | For |
| 1e | Amend Company Bylaws Re: Articles 16.1, 16.2, 16.3, 18.3 and 28.3 | Mgmt | For | For | For |
| 1f | Amend Company Bylaws Re: Article 17.1 | Mgmt | For | For | For |
| 1g | Amend Company Bylaws Re: Article 18.4 | Mgmt | For | Against | 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 |

Leonardo SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 4,076

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

NN Group NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 12 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 13 | Approve Reduction in Share Capital through Cancellation of Shares | Mgmt | For | For | For |
| 14 | Close Meeting | Mgmt | | | |

TotalEnergies SE

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

Shares Voted: 34,108

| 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 |

TotalEnergies SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 5,720

| 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 |

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

EQT AB

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 18 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 19 | Approve 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: 2,200

| 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: 1,512

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |

EXOR NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 589

| 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 |

Ipsen SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 2,365

| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 12,000

| 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 |

Seven & i Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 2,679

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 2 | Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 4 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Allocation of Income and Dividends of NOK 5.00 Per Share | Mgmt | For | For | For |
| 6.1 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 6.2 | Approve Remuneration Statement | Mgmt | For | For | For |
| 7 | Approve Company's Corporate Governance Statement | Mgmt | For | For | For |
| 8 | Reelect Trond Berger, Jannicke Hilland, John Gabriel Thuestad and Tove Feld as Directors | Mgmt | For | For | For |
| 9 | Reelect Otto Soberg (Chair), Lars Mattis Hanssen, Ann Kristin Brautaset and Ottar Ertzeid as Members of Nominating Committee | Mgmt | For | For | For |

Yara International ASA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 10 | Approve Remuneration of Directors in the Amount of NOK 897,700 for the Chairman, NOK 467,800 for the Vice Chairman, and NOK 412,400 for the Other Directors; Approve Committee Fees | Mgmt | For | For | For |
| 11 | Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 12 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| | 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: 10,500

| 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

| 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 |
| 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: 162,314

| 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 |
| 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

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2.09 per Share | Mgmt | For | For | For |
| 4 | Appoint Mazars & Associates as Auditor for the Sustainability Reporting | Mgmt | For | For | For |
| 5 | Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting | Mgmt | For | For | For |
| 6 | Approve Compensation Report | Mgmt | For | For | For |
| 7 | Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board | Mgmt | For | For | For |
| 8 | Approve Compensation of Benoit Coquart, CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairwoman of the Board | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 12 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000 | Mgmt | For | For | For |
| 13 | Elect Rekha Mehrotra Menon as Director | Mgmt | For | For | For |
| 14 | Reelect Jean-Marc Chery as Director | Mgmt | For | 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 |

Legrand SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 20 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million | Mgmt | For | For | For |
| 21 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20 | Mgmt | For | For | For |
| 22 | Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 24 | Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 25 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million | Mgmt | For | For | For |
| 26 | Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office | Mgmt | For | For | For |
| 27 | Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 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: 1,538

| 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 | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 3,617

| 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 |

Publicis Groupe SA

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

Publicis Groupe SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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-Josee 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-Josee Kravis as Supervisory Board Member | Mgmt | For | For | For |

Publicis Groupe SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 484

| 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 |
| 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 |

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

Volkswagen AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 3,900

| 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: 329

| 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: 329

| 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: 3,095

| 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 |
| 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

HKT Trust and HKT Limited

Shares Voted: 60,140

| 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 |
| 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

| 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 Vandevelde 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 |
| 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

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

Shares Voted: 2,921

| 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 |
| 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

ESR Group Limited

Shares Voted: 22,200

| 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: 7,529

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve 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 | | | |

Poste Italiane SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------------|-----------|----------|-------------------|------------------|
| 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: 23,250

| 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 Shau 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 |
| 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

Redeia Corporacion SA

Shares Voted: 6,503

| 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 |
| 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: 3,395

| 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: 182,276

| 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 |

The Hong Kong and China Gas Company Limited

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 7,178

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 5 | Approve Discharge of Board | Mgmt | For | For | For |
| 6.1 | Reelect William Connelly as Director | Mgmt | For | For | For |
| 6.2 | Reelect Luis Maroto Camino as Director | Mgmt | For | For | For |
| 6.3 | Reelect Pilar Garcia Ceballos-Zuniga as Director | Mgmt | For | For | For |
| 6.4 | Reelect Stephan Gemkow as Director | Mgmt | For | For | For |
| 6.5 | Reelect Peter Kuerpick as Director | Mgmt | For | For | For |
| 6.6 | Reelect Xiaoqun Clever-Steg as Director | Mgmt | For | For | For |
| 6.7 | Reelect Amanda Mesler as Director | Mgmt | For | For | For |
| 6.8 | Reelect Jana Eggers as Director | Mgmt | For | For | For |
| 7 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy | Mgmt | For | Against | For |
| 9 | Approve Executive Share Plan | Mgmt | For | For | For |
| 10 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

Meeting Date: 06/05/2024

Country: United Kingdom

Ticker: CNA

Record Date: 06/03/2024

Meeting Type: Annual

Primary Security ID: G2018Z143

Shares Voted: 85,116

| 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 Chandpreet 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 |
| 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: 1,143

| 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 |
| 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: 7,108

| 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 |

Compagnie de Saint-Gobain SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 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 |
| 16 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000 | Mgmt | For | For | For |
| 17 | Renew Appointment of KPMG SA as Auditor | Mgmt | For | For | For |
| 18 | Appoint Deloitte & Associes as Auditor for the Sustainability Reporting | Mgmt | For | For | For |
| 19 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 20 | Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director | Mgmt | For | For | For |
| 21 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

SalMar ASA

Meeting Date: 06/06/2024

Country: Norway

Ticker: SALM

Record Date: 05/30/2024

Meeting Type: Annual

Primary Security ID: R7445C102

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Notice of Meeting and Agenda | Mgmt | For | For | For |
| 2 | Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting | Mgmt | For | For | For |
| 3 | Receive Presentation of the Business | Mgmt | | | |
| 4 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Dividends of NOK 35 Per Share | Mgmt | For | For | For |
| 6 | Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee | Mgmt | For | For | For |
| 7 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 8 | Discuss Company's Corporate Governance Statement | Mgmt | | | |
| 9 | Approve Remuneration Statement | Mgmt | For | For | For |
| 10 | Approve Share-Based Incentive Plan | Mgmt | For | For | For |
| 11.1 | Reelect Gustav Witzoe (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 |
| 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: 5,792

| 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: 12,274

| 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

| 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 |
| 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

| 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 |
| 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: 2,300

| 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 |
| 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: 21,959

| 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 |

Aegon Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 5,333

| 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 |

Unibail-Rodamco-Westfield NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 4,828

| 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 |
| 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 |

Grifols SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 1,800

| 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 |
| 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: 4,400

| 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 |

MISUMI Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 2,412

| 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: 4,123

| 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: 4,123

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Court Meeting 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: 4,100

| 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 |
| 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: 3,700

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

Hankyu Hanshin Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2.1 | Elect Director Sumi, Kazuo | Mgmt | For | 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: 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 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 |

KEYENCE Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 6,800

| 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 |
| 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: 109,658

| 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 |

Tesco Plc

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

Daichi 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: 29,000

| 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 |

Daiichi Sankyo Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 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: 3,100

| 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 |
| 1.7 | Elect Director Tonosu, Kaori | Mgmt | For | For | For |
| 1.8 | Elect Director Tomii, Satoshi | Mgmt | For | For | For |
| 1.9 | Elect Director Shingu, Yuki | Mgmt | For | For | For |
| 1.10 | Elect Director Omachi, Reiko | Mgmt | For | For | For |
| 1.11 | Elect Director Yamana, Shoei | Mgmt | For | For | For |

Japan Airlines Co., Ltd.

Meeting Date: 06/18/2024

Country: Japan

Ticker: 9201

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J25979121

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 45 | Mgmt | For | For | For |
| 2.1 | Elect Director Akasaka, Yuji | Mgmt | For | For | For |

Japan Airlines Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 23,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kasama, Takayuki | Mgmt | For | For | For |
| 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: 43,500

| 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

Shares Voted: 6,700

| 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: 10,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 11.5 | 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 |
| 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: 7,400

| 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 |

Tokyo Electron Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 166,800

| 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 |
| 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

| 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 |
| 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

Yokogawa Electric Corp.

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 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 |
| 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: 387

| 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 |

Acciona SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 2,300

| 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: 2,918

| 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 |
| 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 |

Delivery Hero 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 | 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 |
| 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

Honda Motor Co., Ltd.

Shares Voted: 72,300

| 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, Kunihiko | 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: 8,000

| 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 |

Japan Exchange Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------------|-----------|----------|-------------------|------------------|
| 2.12 | Elect Director Takeno, Yasuzo | Mgmt | For | For | For |
| 2.13 | Elect Director Teshirogi, Isao | Mgmt | For | For | For |
| 2.14 | Elect Director Matsumoto, Mitsuhiro | Mgmt | For | For | For |
| 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: 33,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Masuda, Hiroya | Mgmt | For | Against | Against |
| 1.2 | Elect Director Iizuka, Atsushi | Mgmt | For | For | For |
| 1.3 | Elect Director Senda, Tetsuya | Mgmt | For | For | For |
| 1.4 | Elect Director Tanigaki, Kunio | Mgmt | For | For | For |
| 1.5 | Elect Director Kasama, Takayuki | Mgmt | For | For | For |
| 1.6 | Elect Director Okamoto, Tsuyoshi | Mgmt | For | For | For |
| 1.7 | Elect Director Kozuka, Miharuru | 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

KDDI Corp.

Shares Voted: 23,400

| 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 Tanaka, Takashi | Mgmt | For | For | For |
| 2.2 | Elect Director Takahashi, Makoto | Mgmt | For | For | For |
| 2.3 | Elect Director Kuwahara, Yasuaki | Mgmt | For | For | For |
| 2.4 | Elect Director Matsuda, Hiromichi | Mgmt | For | For | For |
| 2.5 | Elect Director Saishoji, Nanae | Mgmt | For | For | For |
| 2.6 | Elect Director Takezawa, Hiroshi | Mgmt | For | For | For |
| 2.7 | Elect Director Yamaguchi, Goro | Mgmt | For | For | For |
| 2.8 | Elect Director Yamamoto, Keiji | Mgmt | For | For | For |
| 2.9 | Elect Director Tannowa, Tsutomu | Mgmt | For | For | For |
| 2.10 | Elect Director Okawa, Junko | Mgmt | For | For | For |
| 2.11 | Elect Director Okumiya, Kyoko | Mgmt | For | For | For |
| 2.12 | Elect Director Ando, Makoto | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Yamashita, Kazuyasu | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Fukushima, Naoki | Mgmt | For | For | For |
| 3.3 | Appoint Statutory Auditor Kogure, Kazutoshi | Mgmt | For | For | For |
| 3.4 | Appoint Statutory Auditor Arima, Koji | Mgmt | For | For | For |

Komatsu Ltd.

Meeting Date: 06/19/2024

Country: Japan

Ticker: 6301

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J35759125

Shares Voted: 14,400

| 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 |

Komatsu Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 20,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 85 | Mgmt | For | For | For |
| 2.1 | Elect Director Yasunaga, Tatsuo | Mgmt | For | For | For |
| 2.2 | Elect Director Hori, Kenichi | Mgmt | For | For | For |
| 2.3 | Elect Director Takemasu, Yoshiaki | Mgmt | For | For | For |
| 2.4 | Elect Director Shigeta, Tetsuya | Mgmt | For | For | For |
| 2.5 | Elect Director Sato, Makoto | Mgmt | For | For | For |
| 2.6 | Elect Director Matsui, Toru | Mgmt | For | For | For |
| 2.7 | Elect Director Samuel Walsh | Mgmt | For | For | For |
| 2.8 | Elect Director Uchiyamada, Takeshi | Mgmt | For | For | For |
| 2.9 | Elect Director Egawa, Masako | Mgmt | For | For | For |
| 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: 2,600

| 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: 7,400

| 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: 9,300

| 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: 3,600

| 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 |

West Japan Railway Co.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 4,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Narita, Hiroshi | Mgmt | For | For | For |
| 1.2 | Elect Director Hirano, Koichi | Mgmt | For | For | For |
| 1.3 | Elect Director Nagira, Masatoshi | Mgmt | For | For | For |
| 1.4 | Elect Director Hoshiko, Hideaki | Mgmt | For | For | For |
| 1.5 | Elect Director Shimada, Junichi | Mgmt | For | For | For |
| 1.6 | Elect Director Tobe, Naoko | Mgmt | For | For | For |
| 1.7 | Elect Director Shimbo, Katsuyoshi | Mgmt | For | For | For |
| 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 |

Yakult Honsha Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 5,413

| 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 |
| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 28,000

| 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 |

Bureau Veritas SA

Meeting Date: 06/20/2024

Country: France

Ticker: BVI

Record Date: 06/18/2024

Meeting Type: Annual

Primary Security ID: F96888114

Shares Voted: 4,791

| 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 |

Bureau Veritas SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 2,700

| 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 |

Capcom Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 29,500

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Arima, Koji | Mgmt | For | For | For |
| 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: 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 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: 1,400

| 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: 30,778

| 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 |
| 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

Nippon Telegraph & Telephone Corp.

Shares Voted: 466,000

| 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

Shares Voted: 1,300

| 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: 2,800

| 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: 6,000

| 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: 22,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Minegishi, Masumi | Mgmt | For | For | For |
| 1.2 | Elect Director Idekoba, Hisayuki | Mgmt | For | For | For |
| 1.3 | Elect Director Senaha, Ayano | Mgmt | For | For | For |
| 1.4 | Elect Director Rony Kahan | Mgmt | For | For | For |
| 1.5 | Elect Director Izumiya, Naoki | Mgmt | For | For | For |
| 1.6 | Elect Director Totoki, Hiroki | Mgmt | For | For | For |
| 1.7 | Elect Director Honda, Keiko | Mgmt | For | For | For |
| 1.8 | Elect Director Katrina Lake | Mgmt | For | For | For |
| 2.1 | Appoint Statutory Auditor Nagashima, Yukiko | Mgmt | For | For | For |
| 2.2 | Appoint Statutory Auditor Ogawa, Yoichiro | Mgmt | For | For | For |
| 2.3 | Appoint Statutory Auditor Natori, Katsuya | Mgmt | For | For | For |
| 2.4 | Appoint Alternate Statutory Auditor Tanaka, Miho | Mgmt | For | For | For |
| 3 | Approve Compensation Ceiling for Statutory Auditors | Mgmt | For | For | For |

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: 8,800

| 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 |

Ricoh Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 2,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Amend Articles to Amend Provisions on Director Titles | Mgmt | For | For | For |
| 2.1 | Elect Director Yamano, Hideki | Mgmt | For | For | For |
| 2.2 | Elect Director Toma, Takaaki | Mgmt | For | For | For |
| 2.3 | Elect Director Ozaki, Tsutomu | Mgmt | For | For | For |
| 2.4 | Elect Director Kato, Shinichi | Mgmt | For | For | For |
| 2.5 | Elect Director Kubo, Tetsuya | Mgmt | For | For | For |
| 2.6 | Elect Director Hirata, Sadayo | Mgmt | For | For | For |
| 2.7 | Elect Director Yamana, Shoei | Mgmt | For | For | For |
| 3 | Elect Director and Audit Committee Member Miki, Yasuo | Mgmt | For | Against | Against |

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: 6,000

| 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 |

Sekisui Chemical Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 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, Miharuru | 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

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 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: 44,900

| 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: 10,600

| 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 |

Sumitomo Mitsui Trust Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 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: 2,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 65 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Business Lines | Mgmt | For | For | For |
| 3.1 | Elect Director Tanaka, Shigeyoshi | Mgmt | For | Against | Against |
| 3.2 | Elect Director Aikawa, Yoshiro | Mgmt | For | 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 |

TAISEI Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 12,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 15 | Mgmt | For | For | For |
| 2.1 | Elect Director Kaneko, Shin | Mgmt | For | For | For |
| 2.2 | Elect Director Niwa, Shunsuke | Mgmt | For | For | For |
| 2.3 | Elect Director Takeda, Kentaro | Mgmt | For | For | For |
| 2.4 | Elect Director Nakamura, Akihiko | Mgmt | For | For | For |
| 2.5 | Elect Director Mizuno, Takanori | Mgmt | For | For | For |
| 2.6 | Elect Director Suzuki, Hiroshi | Mgmt | For | For | For |
| 2.7 | Elect Director Tsuge, Koei | Mgmt | For | For | For |
| 2.8 | Elect Director Kasama, Haruo | Mgmt | For | For | For |
| 2.9 | Elect Director Oshima, Taku | Mgmt | For | For | For |
| 2.10 | Elect Director Nagano, Tsuyoshi | Mgmt | For | For | For |
| 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: 16,600

| 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 |

Concordia Financial Group, Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 4,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Amend Articles to Change Fiscal Year End | Mgmt | For | For | For |
| 2.1 | Elect Director Geshiro, Hiroshi | Mgmt | For | For | For |
| 2.2 | Elect Director Sato, Seiji | Mgmt | For | For | For |
| 2.3 | Elect Director Nobuta, Hiroshi | Mgmt | For | For | For |
| 2.4 | Elect Director Takubo, Hideaki | Mgmt | For | For | For |
| 2.5 | Elect Director Terai, Tomoaki | Mgmt | For | For | For |
| 2.6 | Elect Director Ozawa, Yoshiaki | Mgmt | For | For | For |
| 2.7 | Elect Director Sakai, Mineo | Mgmt | For | For | For |
| 2.8 | Elect Director Kato, Kaku | Mgmt | For | For | For |
| 2.9 | Elect Director Kaneko, Keiko | Mgmt | For | For | For |
| 2.10 | Elect Director Gideon Franklin | Mgmt | For | For | For |
| 3 | Appoint Statutory Auditor Hakoda, Eiko | Mgmt | For | For | For |

Daiwa Securities Group, Inc.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 8601
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J11718111

Daiwa Securities Group, Inc.

Shares Voted: 21,800

| 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

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 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: 444

| 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

Shares Voted: 420

| 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: 14,500

| 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: 21,980

| 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 |

Informa Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 18,800

| 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 |

ITOCHU Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 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 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 |
| 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: 2,900

| 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 |

Kintetsu Group Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 22,600

| 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 |

Marubeni Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 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 20 | Mgmt | For | For | For |
| 2.1 | Elect Director Matsumoto, Namio | Mgmt | For | For | For |
| 2.2 | Elect Director Matsumoto, Kiyo | Mgmt | For | For | For |
| 2.3 | Elect Director Tsukamoto, Atsushi | Mgmt | For | For | For |
| 2.4 | Elect Director Matsumoto, Takashi | Mgmt | For | For | For |
| 2.5 | Elect Director Obe, Shingo | Mgmt | For | For | For |
| 2.6 | Elect Director Ishibashi, Akio | Mgmt | For | For | For |
| 2.7 | Elect Director Yamamoto, Tsuyoshi | Mgmt | For | For | For |
| 2.8 | Elect Director Matsuda, Takashi | Mgmt | For | For | For |
| 2.9 | Elect Director Matsushita, Isao | Mgmt | For | For | For |
| 2.10 | Elect Director Omura, Hiro | Mgmt | For | For | For |
| 2.11 | Elect Director Kimura, Keiji | Mgmt | For | For | For |
| 2.12 | Elect Director Tanima, Makoto | Mgmt | For | For | For |
| 2.13 | Elect Director Kawai, Junko | Mgmt | For | For | For |
| 2.14 | Elect Director Okiyama, Tomoko | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Koike, Noriko | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Watanabe, Shoichi | Mgmt | For | For | For |
| 4 | Approve Restricted Stock Plan | Mgmt | For | For | For |

Mitsubishi Corp.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 8058
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J43830116

| 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 |
| 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: 3,900

| 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 |

NIPPON STEEL CORP.

Meeting Date: 06/21/2024

Country: Japan

Ticker: 5401

Record Date: 03/31/2024

Meeting Type: Annual

Primary Security ID: J55678106

Shares Voted: 13,200

| 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 |

NIPPON STEEL CORP.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 2,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 130 | Mgmt | For | For | For |
| 2.1 | Elect Director Takasaki, Hideo | Mgmt | For | For | For |
| 2.2 | Elect Director Miki, Yosuke | Mgmt | For | For | For |
| 2.3 | Elect Director Iseyama, Yasuhiro | Mgmt | For | For | For |
| 2.4 | Elect Director Owaki, Yasuhito | Mgmt | For | For | For |
| 2.5 | Elect Director Akagi, Tatsuya | Mgmt | For | For | For |

Nitto Denko Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 1,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kutsukake, Eiji | Mgmt | For | For | For |
| 1.2 | Elect Director Arai, Satoshi | Mgmt | For | For | For |
| 1.3 | Elect Director Matsuo, Daisaku | Mgmt | For | For | For |
| 1.4 | Elect Director Haga, Makoto | Mgmt | For | For | For |
| 1.5 | Elect Director Kurokawa, Hiroshi | Mgmt | For | For | For |
| 1.6 | Elect Director Takakura, Chiharu | Mgmt | For | For | For |
| 1.7 | Elect Director Yamashita, Yoshinori | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Takahashi, Tetsu | Mgmt | For | For | For |
| 2.2 | Elect Director and Audit Committee Member Suemura, Aogi | Mgmt | For | For | For |
| 3 | Approve Compensation Ceiling for Directors Who Are Audit Committee Members | Mgmt | For | For | For |

Nomura Research Institute Ltd.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 4307
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J5900F106

Nomura Research Institute Ltd.

Shares Voted: 6,100

| 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: 3,597

| 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 |
| 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 |

QIAGEN NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 1,300

| 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 |

SCREEN Holdings Co. Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 16,100

| 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 |
| 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: 1,400

| 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

Shares Voted: 16,500

| 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 |

Sumitomo Corp.

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

Systemx Corp.

Meeting Date: 06/21/2024 **Country:** Japan **Ticker:** 6869
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J7864H102

Shares Voted: 2,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 42 | Mgmt | For | For | For |
| 2.1 | Elect Director Ietsugu, Hisashi | Mgmt | For | For | For |
| 2.2 | Elect Director Asano, Kaoru | Mgmt | For | For | For |
| 2.3 | Elect Director Tachibana, Kenji | Mgmt | For | For | For |
| 2.4 | Elect Director Matsui, Iwane | Mgmt | For | For | For |
| 2.5 | Elect Director Yoshida, Tomokazu | Mgmt | For | For | For |
| 2.6 | Elect Director Ono, Takashi | Mgmt | For | For | For |
| 2.7 | Elect Director Ota, Kazuo | Mgmt | For | For | For |
| 2.8 | Elect Director Inoue, Haruo | Mgmt | For | For | For |
| 2.9 | Elect Director Fujioka, Yuka | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Aramaki, Tomo | Mgmt | For | 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: 6,000

| 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: 3,000

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 30 | Mgmt | For | For | For |
| 2.1 | Elect Director Nezu, Yoshizumi | Mgmt | For | For | For |
| 2.2 | Elect Director Tsuzuki, Yutaka | Mgmt | For | For | For |
| 2.3 | Elect Director Yokota, Yoshimi | Mgmt | For | For | For |
| 2.4 | Elect Director Shigeta, Atsushi | Mgmt | For | For | For |
| 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 |

Tobu Railway Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 3,300

| 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: 4,500

| 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 |

Yamato Holdings Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 300

| 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

Shares Voted: 9,200

| 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 |

Bandai Namco Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 14,900

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 113 | Mgmt | For | For | For |
| 2.1 | Elect Director Inagaki, Seiji | Mgmt | For | For | For |
| 2.2 | Elect Director Kikuta, Tetsuya | Mgmt | For | For | For |
| 2.3 | Elect Director Yamaguchi, Hitoshi | Mgmt | For | For | For |
| 2.4 | Elect Director Sogano, Hidehiko | Mgmt | For | For | For |
| 2.5 | Elect Director Sumino, Toshiaki | Mgmt | For | For | For |
| 2.6 | Elect Director Kitahori, Takako | Mgmt | For | For | For |
| 2.7 | Elect Director Inoue, Yuriko | Mgmt | For | For | For |
| 2.8 | Elect Director Shingai, Yasushi | Mgmt | For | For | For |
| 2.9 | Elect Director Bruce Miller | Mgmt | For | For | For |
| 2.10 | Elect Director Ishii, Ichiro | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Shibagaki, Takahiro | Mgmt | For | 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 |

Dai-ichi Life Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 2,800

| 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: 1,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Ito, Masaaki | Mgmt | For | For | For |

Hitachi Construction Machinery Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 6,800

| 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 |
| 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

Panasonic Holdings Corp.

Shares Voted: 35,400

| 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: 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 150 | Mgmt | For | For | For |
| 2.1 | Elect Director Okumura, Mikio | Mgmt | For | Refer | Against |
| 2.2 | Elect Director Hamada, Masahiro | Mgmt | For | For | For |
| 2.3 | Elect Director Hara, Shinichi | Mgmt | For | For | For |
| 2.4 | Elect Director Scott Trevor Davis | Mgmt | For | For | For |
| 2.5 | Elect Director Endo, Isao | Mgmt | For | Against | Against |
| 2.6 | Elect Director Higashi, Kazuhiro | Mgmt | For | For | For |
| 2.7 | Elect Director Shibata, Misuzu | Mgmt | For | For | For |
| 2.8 | Elect Director Nawa, Takashi | Mgmt | For | For | For |

Sompo Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 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: 28,200

| 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 |
| 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: 1,900

| 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: 7,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 37 | Mgmt | For | For | For |
| 2.1 | Elect Director Iwata, Kimie | Mgmt | For | For | For |
| 2.2 | Elect Director Nakayama, Joji | Mgmt | For | For | For |
| 2.3 | Elect Director Indo, Mami | Mgmt | For | For | For |
| 2.4 | Elect Director Hatta, Yoko | Mgmt | For | For | For |
| 2.5 | Elect Director Scott Trevor Davis | Mgmt | For | For | For |
| 2.6 | Elect Director Wagatsuma, Yukako | Mgmt | For | For | For |
| 2.7 | Elect Director Fujie, Taro | Mgmt | For | For | For |
| 2.8 | Elect Director Shiragami, Hiroshi | Mgmt | For | For | For |
| 2.9 | Elect Director Sasaki, Tatsuya | Mgmt | For | For | For |
| 2.10 | Elect Director Saito, Takeshi | Mgmt | For | For | For |
| 2.11 | Elect Director Matsuzawa, Takumi | Mgmt | For | 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: 20,400

| 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: 1,700

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 39.5 | Mgmt | For | For | For |
| 2.1 | Elect Director Sone, Hirozumi | Mgmt | For | For | For |
| 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 |

Azbil Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|-------------------|------------------|
| 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: 3,400

| 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: 900

| 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 |

Daito Trust Construction Co. Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 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: 1,900

| 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, Yukihiro | Mgmt | For | For | For |
| 1.10 | Elect Director Yashiro, Tomonari | Mgmt | For | For | For |
| 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: 15,650

| 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

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 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

JFE Holdings, Inc.

Shares Voted: 8,800

| 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: 6,700

| 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 |
| 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 |

Kajima Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 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 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 |
| 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

Kyocera Corp.

Shares Voted: 19,800

| 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: 9,100

| 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 |
| 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

Mitsubishi Chemical Group Corp.

Shares Voted: 20,900

| 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: 30,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Amend Articles to Clarify Director Authority on Board Meetings | Mgmt | For | For | For |
| 2.1 | Elect Director Kosaka, Tatsuro | Mgmt | For | For | For |
| 2.2 | Elect Director Yanagi, Hiroyuki | Mgmt | For | For | For |
| 2.3 | Elect Director Egawa, Masako | Mgmt | For | For | For |
| 2.4 | Elect Director Matsuyama, Haruka | Mgmt | For | For | For |
| 2.5 | Elect Director Minakawa, Kunihiro | Mgmt | For | For | For |
| 2.6 | Elect Director Peter D. Pedersen | Mgmt | For | Against | Against |
| 2.7 | Elect Director Uruma, Kei | Mgmt | For | 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: 12,100

| 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

Shares Voted: 2,600

| 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 |

Mitsui Chemicals, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 5,400

| 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: 36,800

| 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 |

Nissan Motor Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 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: 46,700

| 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 |
| 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: 18,500

| 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: 3,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 95 | Mgmt | For | For | For |
| 2 | Amend Articles to Amend Provisions on Number of Directors | Mgmt | For | For | For |
| 3.1 | Elect Director Yoshida, Yasuyuki | Mgmt | For | For | For |
| 3.2 | Elect Director Fuse, Tatsuro | Mgmt | For | For | For |
| 3.3 | Elect Director Yamanaka, Yoshinori | Mgmt | For | For | For |
| 3.4 | Elect Director Nagao, Seiya | Mgmt | For | For | For |
| 3.5 | Elect Director Nakada, Takashi | Mgmt | For | For | For |
| 3.6 | Elect Director Inaba, Makoto | Mgmt | For | For | For |
| 3.7 | Elect Director Hirose, Takaharu | Mgmt | For | For | For |
| 3.8 | Elect Director Watanabe, Hajime | Mgmt | For | For | For |
| 3.9 | Elect Director Hara, Miri | Mgmt | For | For | For |
| 3.10 | Elect Director Matsuzaki, Kosuke | Mgmt | For | For | For |
| 3.11 | Elect Director Suzuki, Yukari | Mgmt | For | For | For |

SECOM Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 4,400

| 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: 19,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-----------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Yoshida, Kenichiro | Mgmt | For | For | For |

Sony Group Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|------------------------------------|-----------|----------|-------------------|------------------|
| 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: 3,700

| 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 Kuwano, Toru | Mgmt | For | For | For |
| 2.2 | Elect Director Okamoto, Yasushi | Mgmt | For | For | For |
| 2.3 | Elect Director Yanai, Josaku | Mgmt | For | For | For |
| 2.4 | Elect Director Horiguchi, Shinichi | Mgmt | For | For | For |
| 2.5 | Elect Director Kitaoka, Takayuki | Mgmt | For | For | For |
| 2.6 | Elect Director Hikida, Shuzo | Mgmt | For | For | For |
| 2.7 | Elect Director Tsuchiya, Fumio | Mgmt | For | For | For |
| 2.8 | Elect Director Mizukoshi, Naoko | Mgmt | For | For | For |
| 2.9 | Elect Director Sunaga, Junko | Mgmt | For | For | For |
| 3.1 | Appoint Statutory Auditor Kishimoto, Hideki | Mgmt | For | For | For |
| 3.2 | Appoint Statutory Auditor Ono, Yukio | Mgmt | For | For | For |
| 3.3 | Appoint Statutory Auditor Yamakawa, Akiko | Mgmt | For | For | For |
| 3.4 | Appoint Statutory Auditor Kudo, Hiroko | Mgmt | For | For | For |
| 4 | Approve Compensation Ceilings for Directors and Statutory Auditors | Mgmt | For | For | For |
| 5 | Approve Trust-Type Equity Compensation Plan | Mgmt | For | For | For |

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: 22,600

| 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: 2,000

| 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 |

TOTO Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 3,200

| 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: 10,000

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

Chubu Electric Power Co., Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2 | Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval | Mgmt | For | For | For |
| 3.1 | Elect Director Katsuno, Satoru | Mgmt | For | 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 |
| 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 |

Chubu Electric Power Co., Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 13 | Amend Articles to Withdraw from Nuclear Power Generation | SH | Against | Against | Against |
| 14 | Amend Articles to Decommission Hamaoka Nuclear Power Station | SH | Against | Against | Against |
| 15 | Amend Articles to Ban Reprocessing of Spent Nuclear Fuels | SH | Against | Against | Against |
| 16 | Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities | SH | Against | For | 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: 600

| 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

Shares Voted: 45,950

| 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 |

ENEOS Holdings, Inc.

| 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 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: 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 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 |
| 4 | Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members | Mgmt | For | For | For |

Isuzu Motors Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 1,600

| 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: 7,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Tanimura, Itaru | Mgmt | For | For | For |
| 1.2 | Elect Director Tomaru, Akihiko | Mgmt | For | For | For |
| 1.3 | Elect Director Tsuchiya, Eiji | Mgmt | For | For | For |
| 1.4 | Elect Director Nakamura, Rie | Mgmt | For | For | For |
| 1.5 | Elect Director Tanaka, Yoshinao | Mgmt | For | For | For |
| 1.6 | Elect Director Yamazaki, Satoshi | Mgmt | For | For | For |
| 1.7 | Elect Director Yoshida, Kenichiro | Mgmt | For | For | For |
| 1.8 | Elect Director Tsugawa, Yusuke | Mgmt | For | For | For |
| 2.1 | Elect Director and Audit Committee Member Yamazaki, Mayuka | Mgmt | For | For | For |

M3, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 3,600

| 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: 38,130

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kobayashi, Yoshimitsu | Mgmt | For | For | For |
| 1.2 | Elect Director Sato, Ryoji | Mgmt | For | For | For |
| 1.3 | Elect Director Tsukioka, Takashi | Mgmt | For | For | For |
| 1.4 | Elect Director Ono, Kotaro | Mgmt | For | For | For |

Mizuho Financial Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 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 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 |
| 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: 3,000

| 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: 19,300

| 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 |
| 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 |

Olympus Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|-------------------|------------------|
| 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: 34,400

| 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

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 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 |

ROHM Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------|-----------|----------|-------------------|------------------|
| 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: 4,900

| 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, Katsuhiko | 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

Shares Voted: 3,700

| 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 |

Shimadzu Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 10,900

| 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 |
| 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 |

Sumitomo Electric Industries Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 4,000

| 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: 8,000

| 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 |

T&D Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 25,073

| 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 |
| 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 |

Takeda Pharmaceutical Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 10,500

| 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

The Chiba Bank, Ltd.

Shares Voted: 8,700

| 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: 11,200

| 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 |
| 3.8 | Elect Director Yahagi, Noriyo | Mgmt | For | For | For |
| 3.9 | Elect Director Mori, Nozomu | Mgmt | For | For | For |

The Kansai Electric Power Co., Inc.

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

The Kansai Electric Power Co., Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 24,100

| 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 |
| 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 |

Tokyo Electric Power Co. Holdings, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 2,300

| 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

Shares Voted: 15,173

| 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 |

3i Group PLC

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

Shares Voted: 2,300

| 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 |

ANA HOLDINGS INC.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 58,500

| 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 |
| 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: 3,200

| 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

Shares Voted: 4,200

| 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 |

DAIKIN INDUSTRIES Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 9,200

| 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 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 |
| 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: 14,800

| 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

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 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 |

FUJIFILM Holdings Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 5,500

| 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 |
| 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: 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 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 |

Keisei Electric Railway Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 2,800

| 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 |

Koito Manufacturing Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 3,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kawamura, Kazuo | Mgmt | For | For | For |
| 1.2 | Elect Director Kobayashi, Daikichiro | Mgmt | For | For | For |
| 1.3 | Elect Director Matsuda, Katsunari | Mgmt | For | For | For |
| 1.4 | Elect Director Furuta, Jun | Mgmt | For | For | For |
| 1.5 | Elect Director Hishinuma, Jun | Mgmt | For | For | For |
| 1.6 | Elect Director Matsumura, Mariko | Mgmt | For | For | For |
| 1.7 | Elect Director Kawata, Masaya | Mgmt | For | For | For |
| 1.8 | Elect Director Kuboyama, Michiko | Mgmt | For | For | For |
| 1.9 | Elect Director Peter D. Pedersen | Mgmt | For | For | For |
| 2 | Appoint Alternate Statutory Auditor Komatsu, Masakazu | Mgmt | For | For | For |

Minebea Mitsumi, Inc.

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 6479
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J42884130

Shares Voted: 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 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 |

Minebea Mitsumi, Inc.

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

Shares Voted: 17,400

| 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: 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 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 |
| 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: 174,300

| 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 |

Mitsubishi UFJ Financial Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2.11 | Elect Director Shinke, Ryoichi | Mgmt | For | 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: 14,100

| 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

Murata Manufacturing Co. Ltd.

Shares Voted: 27,300

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 27 | Mgmt | For | For | For |
| 2 | Amend Articles to Clarify Director Authority on Board Meetings - Authorize Board to Determine Income Allocation | Mgmt | For | For | For |
| 3.1 | Elect Director Nakajima, Norio | Mgmt | For | For | For |
| 3.2 | Elect Director Iwatsubo, Hiroshi | Mgmt | For | For | For |
| 3.3 | Elect Director Minamide, Masanori | Mgmt | For | For | For |
| 3.4 | Elect Director Izumitani, Hiroshi | Mgmt | For | For | For |
| 3.5 | Elect Director Murata, Takaki | Mgmt | For | For | For |
| 3.6 | Elect Director Yasuda, Yuko | Mgmt | For | For | For |
| 3.7 | Elect Director Nishijima, Takashi | Mgmt | For | For | For |
| 3.8 | Elect Director Ina, Hiroyuki | Mgmt | For | For | For |
| 4.1 | Elect Director and Audit Committee Member Ozawa, Yoshiro | Mgmt | For | 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: 16,300

| 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 |

Nintendo Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2.7 | Elect Director Chris Meledandri | Mgmt | For | For | For |
| 2.8 | Elect Director Miyoko Demay | Mgmt | For | For | For |
| 3.1 | Elect Director and Audit Committee Member Yoshimura, Takuya | Mgmt | For | 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: 10,100

| 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: 1,100

| 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: 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 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 |

Odakyu Electric Railway Co., Ltd.

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

Shares Voted: 17,300

| 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 |

Oriental Land Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 5,800

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 50 | Mgmt | For | For | For |
| 2 | Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors | Mgmt | For | For | For |
| 3 | Amend Articles to Authorize Board to Determine Income Allocation | Mgmt | For | For | For |
| 4.1 | Elect Director Honjo, Takehiro | Mgmt | For | For | For |
| 4.2 | Elect Director Fujiwara, Masataka | Mgmt | For | For | For |
| 4.3 | Elect Director Tasaka, Takayuki | Mgmt | For | For | For |
| 4.4 | Elect Director Takemori, Keiji | Mgmt | For | For | For |
| 4.5 | Elect Director Sakanashi, Ko | Mgmt | For | For | For |
| 4.6 | Elect Director Imai, Toshiyuki | Mgmt | For | For | For |
| 4.7 | Elect Director 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 |

Osaka Gas Co., Ltd.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 4,100

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Elect Director Kitao, Yoshitaka | Mgmt | For | Refer | Against |
| 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: 4,000

| 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: 7,400

| 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 |

Shimizu Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 28,200

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Approve Allocation of Income, with a Final Dividend of JPY 50 | Mgmt | For | For | For |
| 2.1 | Elect Director Akiya, Fumio | Mgmt | For | For | For |
| 2.2 | Elect Director Saito, Yasuhiko | Mgmt | For | For | For |
| 2.3 | Elect Director Ueno, Susumu | Mgmt | For | For | For |
| 2.4 | Elect Director Todoroki, Masahiko | Mgmt | For | For | For |
| 2.5 | Elect Director Komiyama, Hiroshi | Mgmt | For | For | For |
| 2.6 | Elect Director Nakamura, Kuniharu | Mgmt | For | For | For |
| 2.7 | Elect Director Michael H. McGarry | Mgmt | For | For | For |
| 2.8 | Elect Director Hasegawa, Mariko | Mgmt | For | For | For |
| 2.9 | Elect Director Hibino, Takashi | Mgmt | For | For | For |
| 3 | Approve Stock Option Plan | Mgmt | For | For | For |

SMC Corp. (Japan)

Meeting Date: 06/27/2024 **Country:** Japan **Ticker:** 6273
Record Date: 03/31/2024 **Meeting Type:** Annual
Primary Security ID: J75734103

Shares Voted: 900

| 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 |

SMC Corp. (Japan)

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

Shares Voted: 19,900

| 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 |

Sumitomo Mitsui Financial Group, Inc.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 4,500

| 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: 6,100

| 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 |

Suzuki Motor Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 5,600

| 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 |
| 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: 8,200

| 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 |

Tokyu Corp.

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

Shares Voted: 3,400

| 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

Zensho Holdings Co., Ltd.

Shares Voted: 1,500

| 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, Shohei | 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

Shares Voted: 12,200

| 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 |