

VOTE SUMMARY REPORT

Date range covered : 04/01/2024 to 03/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MAWER ELCF

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: 37,977

Proposal Number	Proposal Text	Proponent	Mgmt 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
2.5	Approve Dividends	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For
5.1	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For
5.2	Reelect Helen Weir to Supervisory Board	Mgmt	For	For
5.3	Reelect Frank van Zanten to Supervisory Board	Mgmt	For	For
5.4	Elect Robert Jan van de Kraats to Supervisory Board	Mgmt	For	For
5.5	Elect Laura Miller to Supervisory Board	Mgmt	For	For
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
7.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7.3	Authorize Board to Acquire Common Shares	Mgmt	For	For

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.4	Approve Cancellation of Repurchased Shares	Mgmt	For	For
8	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: 635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 12.70 per Share	Mgmt	For	For
3	Approve Non-Financial Report	Mgmt	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	Mgmt	For	Against
5.1.2	Reelect Thomas Bachmann as Director	Mgmt	For	For
5.1.3	Reelect Felix Ehrat as Director	Mgmt	For	For
5.1.4	Reelect Werner Karlen as Director	Mgmt	For	For
5.1.5	Reelect Bernadette Koch as Director	Mgmt	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	Mgmt	For	Against
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	Mgmt	For	Against
6	Designate Roger Mueller as Independent Proxy	Mgmt	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For
8.1	Approve Remuneration Report	Mgmt	For	Against

Geberit AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	Against
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 12.9 Million	Mgmt	For	Against
9	Transact Other Business (Voting)	Mgmt	For	Against

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: 1,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Antoine Arnault as Director	Mgmt	For	For
6	Elect Henri de Castries as Director	Mgmt	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	For
8	Elect Frederic Arnault as Director	Mgmt	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Extraordinary Business	Mgmt	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt		
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	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

Nestle SA

Meeting Date: 04/18/2024

Record Date: 04/11/2024

Primary Security ID: H57312649

Country: Switzerland

Meeting Type: Annual

Ticker: NESN

Shares Voted: 3,797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Management Proposals	Mgmt	For	For
	Accept Financial Statements and Statutory Reports	Mgmt		
	Approve Remuneration Report	Mgmt		
1.2	Approve Non-Financial Report	Mgmt	For	Against
1.3	Approve Discharge of Board and Senior Management	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For
3	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.d	Reelect Pablo Isla as Director	Mgmt	For	For
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.f	Reelect Dick Boer as Director	Mgmt	For	For
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	For	For
4.1.j	Reelect Chris Leong as Director	Mgmt	For	For
4.1.k	Reelect Luca Maestri as Director	Mgmt	For	For
4.1.l	Reelect Rainer Blair as Director	Mgmt	For	For
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For
4.2	Elect Geraldine Matchett as Director	Mgmt	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	Against
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	Against
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	Against
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	Against
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	Against
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	For	Against
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Shareholder Proposal	Mgmt		
	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Against	Against
8	Management Proposal	Mgmt		
	Transact Other Business (Voting)	Mgmt	Against	Abstain

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: 364

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	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
4	Elect Jacques Ripoll as Director	Mgmt	For	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For
6	Reelect Ilham Kadri as Director	Mgmt	For	For
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	For
8	Reelect Nicolas Meyers as Director	Mgmt	For	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
18	Extraordinary Business	Mgmt		
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

ASML Holding NV

Meeting Date: 04/24/2024

Record Date: 03/27/2024

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 1,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt		
	Open Meeting	Mgmt		
	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3b	Adopt Financial Statements and Statutory Reports	Mgmt	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
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Approve Number of Shares for Management Board	Mgmt	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
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	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
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
11	Other Business (Non-Voting)	Mgmt		
12	Close Meeting	Mgmt		

Meeting Date: 04/24/2024

Record Date: 04/16/2024

Primary Security ID: W0817X204

Country: Sweden

Meeting Type: Annual

Ticker: ASSA.B

Shares Voted: 38,880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	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
9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	Mgmt	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	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
11.b	Approve Remuneration of Auditors	Mgmt	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	For

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Ratify Ernst & Young as Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	Against
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	Mgmt	For	Against
17	Close Meeting	Mgmt		

Bunzl Plc

Meeting Date: 04/24/2024

Record Date: 04/22/2024

Primary Security ID: G16968110

Country: United Kingdom

Meeting Type: Annual

Ticker: BNZL

Shares Voted: 30,762

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

Bunzl Plc

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

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: 22,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt		
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	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
9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.c3	Approve Discharge of Finn Rausing	Mgmt	For	For
9.c4	Approve Discharge of Henrik Lange	Mgmt	For	For
9.c5	Approve Discharge of Jorn Rausing	Mgmt	For	For
9.c6	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For
9.c7	Approve Discharge of Nadine Crauwels	Mgmt	For	For
9.c8	Approve Discharge of Ray Mauritsson	Mgmt	For	For
9.c9	Approve Discharge of Ulf Wiinberg	Mgmt	For	For
9.c10	Approve Discharge of Anna Muller	Mgmt	For	For
9.c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For
9.c14	Approve Discharge of Johnny Hulthen	Mgmt	For	For
9.c15	Approve Discharge of Stefan Sandell	Mgmt	For	For
9.c16	Approve Discharge of Leif Norkvist	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	Mgmt	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	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
12.2	Approve Remuneration of Committee Work	Mgmt	For	For
12.3	Approve Remuneration of Auditors	Mgmt	For	For
13.1	Reelect Dennis Jonsson as Director	Mgmt	For	For
13.2	Reelect Finn Rausing as Director	Mgmt	For	For
13.3	Reelect Henrik Lange as Director	Mgmt	For	For

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.4	Reelect Jorn Rausing as Director	Mgmt	For	For
13.5	Reelect Lilian Fossum Biner as Director	Mgmt	For	For
13.6	Reelect Ray Maurtsson as Director	Mgmt	For	For
13.7	Reelect Ulf Wiinberg as Director	Mgmt	For	For
13.8	Reelect Anna Muller as Director	Mgmt	For	For
13.9	Reelect Nadine Crauwels as Director	Mgmt	For	For
13.10	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For
13.11	Ratify Andreas Troberg as Auditor	Mgmt	For	For
13.12	Ratify Hanna Fehland as Auditor	Mgmt	For	For
13.13	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For
13.14	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For
14	Close Meeting	Mgmt		

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: 10,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive and Approve Board's Reports	Mgmt	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Financial Statements	Mgmt	For	For
6	Approve Allocation of Income	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	Against
10	Approve Remuneration Report	Mgmt	For	Against
11	Reelect Gilles Martin as Executive Director	Mgmt	For	For
12	Reelect Yves-Loic Martin as Non-Executive Director	Mgmt	For	Against
13	Reelect Valerie Hanote as Executive Director	Mgmt	For	Against
14	Reelect Pascal Rakovsky as Non-Executive Director	Mgmt	For	For
15	Reelect Patrizia Luchetta as Non-Executive Director	Mgmt	For	For
16	Reelect Evie Roos as Non-Executive Director	Mgmt	For	For
17	Elect Erica Monfardini as Non-Executive Director	Mgmt	For	For
18	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	Mgmt	For	For
19	Approve Attendance Fees of Directors	Mgmt	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
21	Approve Share Repurchase Program	Mgmt	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
1	Extraordinary Meeting Agenda	Mgmt		
	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Mgmt	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	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: 12,193

Proposal Number	Proposal Text	Proponent	Mgmt 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
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
5	Discussion on Allocation of Income	Mgmt		
6	Approve Discharge of Directors	Mgmt	For	For
7.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
7.b	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Reelect J.F.M.L. van Boxmeer as Director	Mgmt	For	For
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	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

Shares Voted: 1,092

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For
4	Ratify Appointment of Maureen Chiquet as Director	Mgmt	For	For
5	Reelect Jean-Pierre Denis as Director	Mgmt	For	For
6	Elect Rachel Duan as Director	Mgmt	For	For
7	Elect Giovanna Melandri as Director	Mgmt	For	For
8	Elect Dominique D Hinnin as Director	Mgmt	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
11	Approve Transaction with Maureen Chiquet, Director	Mgmt	For	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For
13	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For
14	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For
15	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
18	Extraordinary Business	Mgmt		
	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

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: 36,510

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

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

Sampo Oyj

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

Shares Voted: 20,601

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Dividends of EUR 1.80 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against

Sampo Oyj

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

Kingspan Group Plc

Meeting Date: 04/26/2024Country: IrelandTicker: KRX

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

Primary Security ID: G52654103

Shares Voted: 8,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3d	Re-elect Russell Shiels as Director	Mgmt	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For
3j	Re-elect Senan Murphy as Director	Mgmt	For	For
3k	Elect Louise Phelan as Director	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
6	Authorise Issue of Equity	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
9	Authorise Market Purchase of Shares	Mgmt	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Sandvik Aktiebolag

Meeting Date: 04/29/2024	Country: Sweden	Ticker: SAND
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: W74857165		

Shares Voted: 39,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2.1	Elect Patrik Marcelius as Chairman of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Designate Inspector(s) of Minutes of Meeting	Mgmt		
5	Approve Agenda of Meeting	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	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
10.1	Approve Discharge of Johan Molin	Mgmt	For	For
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For
10.6	Approve Discharge of Helena Stjernholm	Mgmt	For	For
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For
10.8	Approve Discharge of Kai Warn	Mgmt	For	For
10.9	Approve Discharge of Thomas Andersson	Mgmt	For	For
10.10	Approve Discharge of Thomas Lilja	Mgmt	For	For
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For
10.12	Approve Discharge of Erik Knebel	Mgmt	For	For
10.13	Approve Discharge of CEO Stefan Widing	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	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
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

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.1	Elect Susanna Schneeberger as New Director	Mgmt	For	For
14.2	Reelect Claes Boustedt as Director	Mgmt	For	For
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.4	Reelect Johan Molin as Director	Mgmt	For	For
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	For
14.7	Reelect Stefan Widing as Director	Mgmt	For	For
14.8	Reelect Kai Warn as Director	Mgmt	For	For
15	Reelect Johan Molin as Board Chair	Mgmt	For	For
16.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	Against
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
19	Approve Performance Share Matching Plan LTIP 2024 for Key Employees	Mgmt	For	Against
20	Authorize Share Repurchase Program	Mgmt	For	For
21	Close Meeting	Mgmt		

Air Liquide SA

Meeting Date: 04/30/2024

Record Date: 04/26/2024

Primary Security ID: F01764103

Country: France

Meeting Type: Annual/Special

Ticker: AI

Shares Voted: 6,851

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

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	For
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt 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
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
23	Ordinary Business	Mgmt		
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

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: 14,709

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4a	Elect Sir Ron Kalifa as Director	Mgmt	For	For
4b	Elect Angie Risley as Director	Mgmt	For	For
4c	Re-elect Graham Allan as Director	Mgmt	For	For
4d	Re-elect Daniela Barone Soares as Director	Mgmt	For	For
4e	Re-elect Arthur de Haast as Director	Mgmt	For	For
4f	Re-elect Duriya Farooqui as Director	Mgmt	For	For
4g	Re-elect Michael Glover as Director	Mgmt	For	For
4h	Re-elect Byron Grote as Director	Mgmt	For	For
4i	Re-elect Elie Maalouf as Director	Mgmt	For	For
4j	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4k	Re-elect Sharon Rothstein as Director	Mgmt	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
13	Adopt New Articles of Association	Mgmt	For	For

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: 232,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Sir Dave Lewis as Director	Mgmt	For	For
5	Re-elect Brian McNamara as Director	Mgmt	For	For
6	Re-elect Tobias Hestler as Director	Mgmt	For	For
7	Re-elect Vindi Banga as Director	Mgmt	For	For

Haleon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Marie-Anne Aymerich as Director	Mgmt	For	For
9	Re-elect Tracy Clarke as Director	Mgmt	For	For
10	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For
11	Re-elect Asmita Dubey as Director	Mgmt	For	For
12	Re-elect Deirdre Mahlan as Director	Mgmt	For	For
13	Re-elect David Denton as Director	Mgmt	For	For
14	Re-elect Bryan Supran as Director	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	Mgmt	For	For

Kuehne + Nagel International AG

Meeting Date: 05/08/2024

Record Date: 05/02/2024

Primary Security ID: H4673L145

Country: Switzerland

Meeting Type: Annual

Ticker: KNIN

Shares Voted: 2,883

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

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For	For
4.1.3	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	For	For
4.1.5	Reelect Hauke Stars as Director	Mgmt	For	For
4.1.6	Reelect Martin Wittig as Director	Mgmt	For	For
4.1.7	Reelect Joerg Wolle as Director	Mgmt	For	For
4.2.1	Elect Anne-Catherine Berner as Director	Mgmt	For	For
4.2.2	Elect Dominik de Daniel as Director	Mgmt	For	For
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For	For
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	For
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For	For
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	For
5	Approve Sustainability Report	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	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

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.1	Amend Corporate Purpose	Mgmt	For	For
9.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	Mgmt	For	For
9.3	Amend Articles of Association	Mgmt	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
10	Transact Other Business (Voting)	Mgmt	For	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: 1,761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Non-Financial Report	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For	For
6.1.2	Reelect Angelica Kohlmann as Director	Mgmt	For	For
6.1.3	Reelect Christoph Maeder as Director	Mgmt	For	For
6.1.4	Reelect Roger Nitsch as Director	Mgmt	For	For
6.1.5	Reelect Barbara Richmond as Director	Mgmt	For	For
6.1.6	Reelect Juergen Steinemann as Director	Mgmt	For	For
6.1.7	Reelect Olivier Verscheure as Director	Mgmt	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Elect Jean-Marc Huet as Director	Mgmt	For	For
6.3	Elect Jean-Marc Huet as Board Chair	Mgmt	For	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For
6.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.3 Million	Mgmt	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
11	Transact Other Business (Voting)	Mgmt	For	Against

Wolters Kluwer NV

Meeting Date: 05/08/2024

Record Date: 04/10/2024

Primary Security ID: N9643A197

Country: Netherlands

Meeting Type: Annual

Ticker: WKL

Shares Voted: 14,144

Proposal Number	Proposal Text	Proponent	Mgmt 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		

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.d	Approve Remuneration Report	Mgmt	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt		
3.c	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For
5.a	Elect David Sides to Supervisory Board	Mgmt	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Approve Cancellation of Shares	Mgmt	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For
11	Other Business	Mgmt		
12	Close Meeting	Mgmt		

BAE Systems Plc

Meeting Date: 05/09/2024

Record Date: 05/07/2024

Primary Security ID: G06940103

Country: United Kingdom

Meeting Type: Annual

Ticker: BA

Shares Voted: 142,667

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Final Dividend	Mgmt	For	For
4	Re-elect Nicholas Anderson as Director	Mgmt	For	For
5	Re-elect Thomas Arseneault as Director	Mgmt	For	For
6	Re-elect Crystal Ashby as Director	Mgmt	For	For
7	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For
8	Re-elect Bradley Greve as Director	Mgmt	For	For
9	Re-elect Jane Griffiths as Director	Mgmt	For	For
10	Re-elect Cressida Hogg as Director	Mgmt	For	For
11	Re-elect Ewan Kirk as Director	Mgmt	For	For
12	Re-elect Stephen Pearce as Director	Mgmt	For	For
13	Re-elect Nicole Piasecki as Director	Mgmt	For	For
14	Re-elect Lord Sedwill as Director	Mgmt	For	For
15	Re-elect Charles Woodburn as Director	Mgmt	For	For
16	Elect Angus Cockburn as Director	Mgmt	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	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: 84,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3a	Elect Stephan Horst Pudwill as Director	Mgmt	For	For
3b	Elect Peter David Sullivan as Director	Mgmt	For	For
3c	Elect Johannes-Gerhard Hesse as Director	Mgmt	For	For
3d	Elect Virginia Davis Wilmerding as Director	Mgmt	For	For
3e	Elect Andrew Philip Roberts as Director	Mgmt	For	For
3f	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	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: 5,303

Proposal Number	Proposal Text	Proponent	Mgmt 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	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
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8.1	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	For
8.2	Elect Martin Jetter to the Supervisory Board	Mgmt	For	For
8.3	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For
8.4	Elect Sigrid Kozmiensky to the Supervisory Board	Mgmt	For	For
8.5	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For
8.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	For
8.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For
8.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	Against
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
11.2	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For

Meeting Date: 05/14/2024	Country: Sweden	Ticker: EPI.A
Record Date: 05/03/2024	Meeting Type: Annual	
Primary Security ID: W25918124		

Shares Voted: 44,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	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
5	Acknowledge Proper Convening of Meeting	Mgmt	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
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For
8.b4	Approve Discharge of Helena Hedblom	Mgmt	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For
8.b10	Approve Discharge of Kristina Kanestad	Mgmt	For	For
8.b11	Approve Discharge of Daniel Rundgren	Mgmt	For	For
8.b12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For
8.d	Approve Remuneration Report	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	For
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	For
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	For
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.71 Million for Chair and SEK 850,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
12.b	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020 and 2021	Mgmt	For	For
14	Close Meeting	Mgmt		

IMCD NV

Meeting Date: 05/14/2024

Record Date: 04/16/2024

Primary Security ID: N4447S106

Country: Netherlands

Meeting Type: Annual

Ticker: IMCD

Shares Voted: 3,775

Proposal Number	Proposal Text	Proponent	Mgmt 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	For
3.a	Receive Auditor's Report (Non-Voting)	Mgmt		
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.d	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For
5.a	Approve Remuneration Policy for the Management Board	Mgmt	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
6.a	Reelect Janus Smalbraak to Supervisory Board	Mgmt	For	For
6.b	Reelect Amy Hebert to Supervisory Board	Mgmt	For	For

IMCD NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
9	Close Meeting	Mgmt		

Spirax-Sarco Engineering Plc

Meeting Date: 05/15/2024

Record Date: 05/13/2024

Primary Security ID: G83561129

Country: United Kingdom

Meeting Type: Annual

Ticker: SPX

Shares Voted: 5,115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Final Dividend	Mgmt	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Re-elect Jamie Pike as Director	Mgmt	For	For
7	Re-elect Nimesh Patel as Director	Mgmt	For	For
8	Re-elect Angela Archon as Director	Mgmt	For	For
9	Elect Constance Baroudel as Director	Mgmt	For	For
10	Re-elect Peter France as Director	Mgmt	For	For
11	Re-elect Richard Gillingwater as Director	Mgmt	For	For
12	Re-elect Caroline Johnstone as Director	Mgmt	For	For
13	Re-elect Jane Kingston as Director	Mgmt	For	For
14	Re-elect Kevin Thompson as Director	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	Against

Spirax-Sarco Engineering Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Scrip Dividend Program	Mgmt	For	For
17	Approve Change of Company Name to Spirax Group plc	Mgmt	For	For
18	Amend Articles of Association	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

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: 3,253

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
4	Ratify Change Location of Registered Office to 4 rue de la Verrerie a Meudon (Hauts de Seine)	Mgmt	For	For
5	Ratify Appointment of Loic Rocard as Director	Mgmt	For	For
6	Reelect Loic Rocard as Director	Mgmt	For	For
7	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
8	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	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	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	For
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
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	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
19	Authorize Capitalization of Reserves of Up to EUR 157,650,000 for Bonus Issue or Increase in Par Value	Mgmt	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
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
	Ordinary Business	Mgmt		
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
23	Elect Ruby McGregor-Smith as Director	Mgmt	For	For

Adyen NV

Meeting Date: 05/16/2024

Record Date: 04/18/2024

Primary Security ID: N3501V104

Country: Netherlands

Meeting Type: Annual

Ticker: ADYEN

Shares Voted: 255

Proposal Number	Proposal Text	Proponent	Mgmt 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
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3	Approve Discharge of Management Board	Mgmt	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Elect Adine Grate to Supervisory Board	Mgmt	For	For
6	Reelect Piero Overmars to Supervisory Board	Mgmt	For	For
7	Reelect Caoimhe Keogan to Supervisory Board	Mgmt	For	For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
11	Reappoint PwC as Auditors	Mgmt	For	For
12	Close Meeting	Mgmt		

Iberdrola SA

Meeting Date: 05/17/2024

Record Date: 05/10/2024

Primary Security ID: E6165F166

Country: Spain

Meeting Type: Annual

Ticker: IBE

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

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	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: 15,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	For	Against
9	Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	For

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Reelect Laurence Daures as Director	Mgmt	For	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	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
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	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
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	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
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	For	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
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Partners Group Holding AG

Meeting Date: 05/22/2024	Country: Switzerland	Ticker: PGHN
Record Date:	Meeting Type: Annual	
Primary Security ID: H6120A101		

Shares Voted: 555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 39.00 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	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
5	Approve Remuneration Report	Mgmt	For	Against
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For
6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	Mgmt	For	For
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	Against
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	Mgmt	For	Against
6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Mgmt	For	Against
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	Mgmt	For	For
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	For
7.1.2	Reelect Marcel Erni as Director	Mgmt	For	For
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For	For
7.1.4	Reelect Anne Lester as Director	Mgmt	For	For
7.1.5	Reelect Gaelle Olivier as Director	Mgmt	For	For
7.1.6	Reelect Urs Wietlisbach as Director	Mgmt	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1.7	Reelect Flora Zhao as Director	Mgmt	For	For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	For
7.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

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: 11,580

Proposal Number	Proposal Text	Proponent	Mgmt 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
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Brenntag SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

Intertek Group Plc

Meeting Date: 05/24/2024	Country: United Kingdom	Ticker: ITRK
Record Date: 05/22/2024	Meeting Type: Annual	
Primary Security ID: G4911B108		

Shares Voted: 11,216

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

Intertek Group Plc

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

Legrand SA

Meeting Date: 05/29/2024	Country: France	Ticker: LR
Record Date: 05/27/2024	Meeting Type: Annual/Special	
Primary Security ID: F56196185		

Shares Voted: 5,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	Mgmt	For	For
4	Appoint Mazars & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Compensation Report	Mgmt	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	Against
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Policy of CEO	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	Against
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	Mgmt	For	Against
13	Elect Rekha Mehrotra Menon as Director	Mgmt	For	For
14	Reelect Jean-Marc Chery as Director	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
16	Extraordinary Business	Mgmt		
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	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	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	Against
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	Against
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	Against
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Against
26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For
27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	Mgmt	For	For
28	Ordinary Business	Mgmt		
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Publicis Groupe SA

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

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

Primary Security ID: F7607Z165

Shares Voted: 8,705

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
16	Extraordinary Business	Mgmt		
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	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
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	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
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
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	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
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For
	Ordinary Business	Mgmt		
30	Elect Arthur Sadoun as Director	Mgmt	For	For
31	Elect Elisabeth Badinter as Director	Mgmt	For	For
32	Elect Simon Badinter as Director	Mgmt	For	For
33	Elect Jean Charest as Director	Mgmt	For	For
34	Elect Sophie Dulac as Director	Mgmt	For	For
35	Elect Thomas H. Gloer as Director	Mgmt	For	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	For
37	Elect André Kudelski as Director	Mgmt	For	For
38	Elect Suzan LeVine as Director	Mgmt	For	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	For
40	Elect Tidjane Thiam as Director	Mgmt	For	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For
46	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For
47	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Ferguson Plc

Meeting Date: 05/30/2024	Country: Jersey	Ticker: FERG
Record Date: 04/15/2024	Meeting Type: Special	
Primary Security ID: G3421J106		

Shares Voted: 6,879

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

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	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	Against
2.d	Adopt Financial Statements	Mgmt	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3.b	Approve Dividends	Mgmt	For	For
4.a	Approve Discharge of Executive Directors	Mgmt	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For
5.a	Reelect Vandevelde as Non-Executive Director	Mgmt	For	For
5.b	Reelect Richards as Non-Executive Director	Mgmt	For	For
5.c	Reelect Hennequin as Non-Executive Director	Mgmt	For	For
5.d	Reelect MacFarlane as Non-Executive Director	Mgmt	For	For
6.a	Approve Remuneration Policy	Mgmt	For	Against
6.b	Amend JDE Peet's Long-Term Incentive Plan	Mgmt	For	Against
7	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For
8.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	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
8.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For
9	Other Business (Non-Voting)	Mgmt		
10	Close Meeting	Mgmt		

Shares Voted: 2,373

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For
4.1.2	Reelect Stacy Seng as Director	Mgmt	For	For
4.1.3	Reelect Gregory Behar as Director	Mgmt	For	For
4.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For
4.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For
4.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For
4.1.7	Reelect Julie Tay as Director	Mgmt	For	For
4.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For
4.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For
4.2	Elect Gilbert Achermann as Director	Mgmt	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.3.4	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.5	Designate Keller AG as Independent Proxy	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.8 Million	Mgmt	For	For
6	Transact Other Business (Voting)	Mgmt	For	For

Tokyo Electron Ltd.

Meeting Date: 06/18/2024

Record Date: 03/31/2024

Primary Security ID: J86957115

Country: Japan

Meeting Type: Annual

Ticker: 8035

Shares Voted: 5,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	Mgmt	For	For
1.2	Elect Director Sasaki, Sadao	Mgmt	For	For
1.3	Elect Director Nunokawa, Yoshikazu	Mgmt	For	For
1.4	Elect Director Sasaki, Michio	Mgmt	For	For
1.5	Elect Director Ichikawa, Sachiko	Mgmt	For	For
1.6	Elect Director Joseph A. Kraft Jr	Mgmt	For	For
1.7	Elect Director Suzuki, Yukari	Mgmt	For	For
2.1	Appoint Statutory Auditor Miura, Ryota	Mgmt	For	For
2.2	Appoint Statutory Auditor Endo, Yutaka	Mgmt	For	For
3	Approve Annual Bonus	Mgmt	For	For
4	Approve Deep Discount Stock Option Plan	Mgmt	For	For

Japan Exchange Group, Inc.

Meeting Date: 06/19/2024

Record Date: 03/31/2024

Primary Security ID: J2740B106

Country: Japan

Meeting Type: Annual

Ticker: 8697

Japan Exchange Group, Inc.

Shares Voted: 33,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Allow Virtual Only Shareholder Meetings	Mgmt	For	For
2.1	Elect Director Kinoshita, Yasushi	Mgmt	For	For
2.2	Elect Director Yamaji, Hiromi	Mgmt	For	For
2.3	Elect Director Iwanaga, Moriyuki	Mgmt	For	For
2.4	Elect Director Yokoyama, Ryusuke	Mgmt	For	For
2.5	Elect Director Miyahara, Koichiro	Mgmt	For	For
2.6	Elect Director Konuma, Yasuyuki	Mgmt	For	For
2.7	Elect Director Philippe Avril	Mgmt	For	For
2.8	Elect Director Endo, Nobuhiro	Mgmt	For	For
2.9	Elect Director Ota, Hiroko	Mgmt	For	For
2.10	Elect Director Kama, Kazuaki	Mgmt	For	Against
2.11	Elect Director Sumida, Sayaka	Mgmt	For	For
2.12	Elect Director Takeno, Yasuzo	Mgmt	For	Against
2.13	Elect Director Teshirogi, Isao	Mgmt	For	Against
2.14	Elect Director Matsumoto, Mitsuhiro	Mgmt	For	Against
2.15	Elect Director Lin Kay	Mgmt	For	For

KDDI Corp.

Meeting Date: 06/19/2024Country: JapanTicker: 9433

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

Primary Security ID: J31843105

Shares Voted: 37,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	Mgmt	For	For
2.1	Elect Director Tanaka, Takashi	Mgmt	For	Against
2.2	Elect Director Takahashi, Makoto	Mgmt	For	Against

KDDI Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Kuwahara, Yasuaki	Mgmt	For	Against
2.4	Elect Director Matsuda, Hiromichi	Mgmt	For	Against
2.5	Elect Director Saishoji, Nanae	Mgmt	For	Against
2.6	Elect Director Takezawa, Hiroshi	Mgmt	For	Against
2.7	Elect Director Yamaguchi, Goro	Mgmt	For	Against
2.8	Elect Director Yamamoto, Keiji	Mgmt	For	Against
2.9	Elect Director Tannowa, Tsutomu	Mgmt	For	Against
2.10	Elect Director Okawa, Junko	Mgmt	For	Against
2.11	Elect Director Okumiya, Kyoko	Mgmt	For	Against
2.12	Elect Director Ando, Makoto	Mgmt	For	Against
3.1	Appoint Statutory Auditor Yamashita, Kazuyasu	Mgmt	For	For
3.2	Appoint Statutory Auditor Fukushima, Naoki	Mgmt	For	For
3.3	Appoint Statutory Auditor Kogure, Kazutoshi	Mgmt	For	For
3.4	Appoint Statutory Auditor Arima, Koji	Mgmt	For	For

DISCO Corp.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J12327102

Country: Japan

Meeting Type: Annual

Ticker: 6146

Shares Voted: 4,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 231	Mgmt	For	For
2.1	Elect Director Sekiya, Kazuma	Mgmt	For	For
2.2	Elect Director Yoshinaga, Noboru	Mgmt	For	For
2.3	Elect Director Tamura, Takao	Mgmt	For	For
2.4	Elect Director Inasaki, Ichiro	Mgmt	For	For
2.5	Elect Director Tamura, Shinichi	Mgmt	For	For
2.6	Elect Director Yamaguchi, Yusei	Mgmt	For	For

DISCO Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Tokimaru, Kazuyoshi	Mgmt	For	For
2.8	Elect Director Oki, Noriko	Mgmt	For	For
2.9	Elect Director Matsuo, Akiko	Mgmt	For	For
2.10	Elect Director Kobayashi, Etsuko	Mgmt	For	For
2.11	Elect Director Mogi, Miki	Mgmt	For	For

Nomura Research Institute Ltd.

Meeting Date: 06/21/2024

Record Date: 03/31/2024

Primary Security ID: J5900F106

Country: Japan

Meeting Type: Annual

Ticker: 4307

Shares Voted: 27,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Konomoto, Shingo	Mgmt	For	For
1.2	Elect Director Akatsuka, Yo	Mgmt	For	For
1.3	Elect Director Yanagisawa, Kaga	Mgmt	For	For
1.4	Elect Director Ebato, Ken	Mgmt	For	For
1.5	Elect Director Anzai, Hidenori	Mgmt	For	For
1.6	Elect Director Sagano, Fumihiko	Mgmt	For	For
1.7	Elect Director Sakata, Shinoi	Mgmt	For	For
1.8	Elect Director Ohashi, Tetsuji	Mgmt	For	For
1.9	Elect Director Kobori, Hideki	Mgmt	For	For
2	Appoint Statutory Auditor Hihara, Takeshi	Mgmt	For	For

SG Holdings Co., Ltd.

Meeting Date: 06/26/2024

Record Date: 03/31/2024

Primary Security ID: J7134P108

Country: Japan

Meeting Type: Annual

Ticker: 9143

Shares Voted: 35,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kuriwada, Eiichi	Mgmt	For	For

SG Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Matsumoto, Hidekazu	Mgmt	For	For
1.3	Elect Director Motomura, Masahide	Mgmt	For	For
1.4	Elect Director Kawanago, Katsuhiro	Mgmt	For	For
1.5	Elect Director Sasamori, Kimiaki	Mgmt	For	For
1.6	Elect Director Takaoka, Mika	Mgmt	For	For
1.7	Elect Director Sagisaka, Osami	Mgmt	For	For
1.8	Elect Director Akiyama, Masato	Mgmt	For	For

HOYA Corp.

Meeting Date: 06/27/2024Country: JapanTicker: 7741

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

Primary Security ID: J22848105

Shares Voted: 7,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yoshihara, Hiroaki	Mgmt	For	For
1.2	Elect Director Abe, Yasuyuki	Mgmt	For	For
1.3	Elect Director Hasegawa, Takayo	Mgmt	For	For
1.4	Elect Director Nishimura, Mika	Mgmt	For	For
1.5	Elect Director Sato, Mototsugu	Mgmt	For	For
1.6	Elect Director Ikeda, Eiichiro	Mgmt	For	Against
1.7	Elect Director Hiroka, Ryo	Mgmt	For	For

SMC Corp. (Japan)

Meeting Date: 06/27/2024Country: JapanTicker: 6273

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

Primary Security ID: J75734103

Shares Voted: 1,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 500	Mgmt	For	For

SMC Corp. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Change Location of Head Office	Mgmt	For	For
3.1	Elect Director Takada, Yoshiki	Mgmt	For	For
3.2	Elect Director Doi, Yoshitada	Mgmt	For	For
3.3	Elect Director Isoe, Toshio	Mgmt	For	For
3.4	Elect Director Ota, Masahiro	Mgmt	For	For
3.5	Elect Director Samuel Neff	Mgmt	For	For
3.6	Elect Director Ogura, Koji	Mgmt	For	For
3.7	Elect Director Kelley Stacy	Mgmt	For	For
3.8	Elect Director Hojo, Hidemi	Mgmt	For	Against
3.9	Elect Director Kaizu, Masanobu	Mgmt	For	For
3.10	Elect Director Kagawa, Toshiharu	Mgmt	For	For
3.11	Elect Director Iwata, Yoshiko	Mgmt	For	For
3.12	Elect Director Miyazaki, Kyoichi	Mgmt	For	For

NICE Ltd. (Israel)

Meeting Date: 07/03/2024	Country: Israel	Ticker: NICE
Record Date: 05/31/2024	Meeting Type: Annual	
Primary Security ID: M7494X101		

Shares Voted: 4,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.a	Reelect David Kostman as Director	Mgmt	For	Against
1.b	Reelect Rimon Ben-Shaoul as Director	Mgmt	For	Against
1.c	Reelect Yehoshua (Shuki) Ehrlich as Director	Mgmt	For	Against
1.d	Reelect Leo Apotheker as Director	Mgmt	For	For
1.e	Reelect Joseph (Joe) Cowan as Director	Mgmt	For	Against
2	Reelect Zehava Simon as External Director	Mgmt	For	For
3	Approve Updated Compensation Policy for the Directors and Officers of the Company	Mgmt	For	Against
4	Approve CEO Equity Award	Mgmt	For	Against

NICE Ltd. (Israel)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against
6	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
	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
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
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

Sampo Oyj

Meeting Date: 07/09/2024

Record Date: 06/27/2024

Primary Security ID: X75653232

Country: Finland

Meeting Type: Extraordinary Shareholders

Ticker: SAMPO

Shares Voted: 20,601

Proposal Number	Proposal Text	Proponent	Mgmt 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		

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Approve Issuance of 57.5 Million Shares in Connection with Acquisition of Topdanmark A/S	Mgmt	For	For
7	Close Meeting	Mgmt		

Koninklijke Ahold Delhaize NV

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

Shares Voted: 39,089

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

Halma Plc

Meeting Date: 07/25/2024	Country: United Kingdom	Ticker: HLMA
Record Date: 07/23/2024	Meeting Type: Annual	
Primary Security ID: G42504103		

Shares Voted: 21,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Elect Liam Condon as Director	Mgmt	For	For
6	Elect Giles Kerr as Director	Mgmt	For	For

Halma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Dame Louise Makin as Director	Mgmt	For	Against
8	Re-elect Marc Ronchetti as Director	Mgmt	For	For
9	Re-elect Steve Gunning as Director	Mgmt	For	For
10	Re-elect Jennifer Ward as Director	Mgmt	For	For
11	Re-elect Carole Cran as Director	Mgmt	For	For
12	Re-elect Jo Harlow as Director	Mgmt	For	For
13	Re-elect Dharmash Mistry as Director	Mgmt	For	For
14	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Ashtead Group Plc

Meeting Date: 09/04/2024	Country: United Kingdom	Ticker: AHT
Record Date: 09/02/2024	Meeting Type: Annual	
Primary Security ID: G05320109		

Shares Voted: 18,835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Re-elect Paul Walker as Director	Mgmt	For	For
6	Re-elect Brendan Horgan as Director	Mgmt	For	For
7	Re-elect Michael Pratt as Director	Mgmt	For	For
8	Re-elect Angus Cockburn as Director	Mgmt	For	For
9	Re-elect Lucinda Riches as Director	Mgmt	For	For
10	Re-elect Tanya Fratto as Director	Mgmt	For	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For
13	Elect Roy Twite as Director	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Amend Long-Term Incentive Plan	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Diageo Plc

Meeting Date: 09/26/2024	Country: United Kingdom	Ticker: DGE
Record Date: 09/24/2024	Meeting Type: Annual	
Primary Security ID: G42089113		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	Against
3	Approve Final Dividend	Mgmt	For	For
4	Elect Julie Brown as Director	Mgmt	For	Against
5	Elect Nik Jhangiani as Director	Mgmt	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	Against
7	Re-elect Karen Blackett as Director	Mgmt	For	Against
8	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	Against
9	Re-elect Debra Crew as Director	Mgmt	For	Against
10	Re-elect Javier Ferran as Director	Mgmt	For	Against
11	Re-elect Susan Kilsby as Director	Mgmt	For	Against
12	Re-elect Sir John Manzoni as Director	Mgmt	For	Against
13	Re-elect Ireena Vittal as Director	Mgmt	For	Against
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Wolters Kluwer NV

Meeting Date: 10/28/2024	Country: Netherlands	Ticker: WKL
Record Date: 09/30/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N9643A197		

Shares Voted: 15,440

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

Ferguson Enterprises Inc.

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

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

Primary Security ID: 31488V107

Shares Voted: 6,791

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

Meeting Date: 02/06/2025	Country: United Kingdom	Ticker: CPG
Record Date: 02/04/2025	Meeting Type: Annual	
Primary Security ID: G23296208		

Shares Voted: 61,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Elect Liat Ben-Zur as Director	Mgmt	For	For
6	Elect Juliana Chugg as Director	Mgmt	For	For
7	Re-elect Ian Meakins as Director	Mgmt	For	For
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For
9	Re-elect Petros Parras as Director	Mgmt	For	For
10	Re-elect Palmer Brown as Director	Mgmt	For	For
11	Re-elect Stefan Bomhard as Director	Mgmt	For	For
12	Re-elect John Bryant as Director	Mgmt	For	For
13	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
15	Re-elect Sundar Raman as Director	Mgmt	For	For
16	Re-elect Leanne Wood as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Amend Long Term Incentive Plan	Mgmt	For	For
21	Approve Restricted Share Award Plan	Mgmt	For	For
22	Authorise Issue of Equity	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For

Kone Oyj

Meeting Date: 03/05/2025	Country: Finland	Ticker: KNEBV
Record Date: 02/21/2025	Meeting Type: Annual	
Primary Security ID: X4551T105		

Shares Voted: 15,719

Proposal Number	Proposal Text	Proponent	Mgmt 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
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	For
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For
13.e	Reelect Antti Herlin as Director	Mgmt	For	For
13.f	Reelect Iris Herlin as Director	Mgmt	For	For
13.g	Reelect Jussi Herlin as Director	Mgmt	For	For
13.h	Reelect Timo Ihmuotila as Director	Mgmt	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Fix Number of Auditors at One	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For
21	Close Meeting	Mgmt		

Genmab A/S

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

Shares Voted: 2,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For
6	Ratify Deloitte as Auditors	Mgmt	For	For
7.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
7.b	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For
7.d	Authorize Share Repurchase Program	Mgmt	For	For
7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For
9	Other Business	Mgmt		

Sartorius Stedim Biotech SA

Meeting Date: 03/25/2025

Record Date: 03/21/2025

Primary Security ID: F8005V210

Country: France

Meeting Type: Annual/Special

Ticker: DIM

Shares Voted: 3,367

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Article 15.3 of Bylaws Re: Directors Length of Term	Mgmt	For	Against
2	Amend Article 17.5 of Bylaws Re: Virtual Participation	Mgmt	For	For
	Ordinary Business	Mgmt		
3	Approve Financial Statements and Discharge Directors	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For
6	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 640,000	Mgmt	For	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
8	Approve Compensation of Chairman of the Board	Mgmt	For	Against
9	Approve Compensation of CEO	Mgmt	For	Against
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against
11	Approve Remuneration Policy of CEO	Mgmt	For	Against
12	Reelect Joachim Kreuzburg as Director	Mgmt	For	Against
13	Reelect Rene Faber as Director	Mgmt	For	Against
14	Reelect Pascale Boissel as Director	Mgmt	For	Against
15	Reelect Lothar Kappich as Director	Mgmt	For	Against
16	Elect Christopher Nowers as Director	Mgmt	For	Abstain
17	Elect Cecile Dussart as Director	Mgmt	For	Abstain
18	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	Mgmt	For	Against
	Extraordinary Business	Mgmt		

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 163,464.4	Mgmt	For	Against
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
24	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
25	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	Against
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against
27	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	Against

Sika AG

Meeting Date: 03/25/2025	Country: Switzerland	Ticker: SIKA
Record Date:	Meeting Type: Annual	
Primary Security ID: H7631K273		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	For
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4.1.1	Reelect Thierry Vanlancker as Director	Mgmt	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For	For
4.2	Elect Kwok Wang Ng as Director	Mgmt	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For
5	Approve Sustainability Report	Mgmt	For	For
6.1	Approve Remuneration Report	Mgmt	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	For	For
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against

Svenska Handelsbanken AB

Meeting Date: 03/26/2025	Country: Sweden	Ticker: SHB.A
Record Date: 03/18/2025	Meeting Type: Annual	
Primary Security ID: W9112U104		

Shares Voted: 109,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Elect Chair of Meeting	Mgmt	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For
4	Approve Agenda of Meeting	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt		
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt		
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 15 Per Share	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11.1	Approve Discharge of Par Boman	Mgmt	For	For
11.2	Approve Discharge of Fredrik Lundberg	Mgmt	For	For
11.3	Approve Discharge of Mikael Almvret	Mgmt	For	For
11.4	Approve Discharge of Jon Fredrik Baksaa	Mgmt	For	For
11.5	Approve Discharge of Helene Barnekow	Mgmt	For	For
11.6	Approve Discharge of Stina Bergfors	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.7	Approve Discharge of Hans Biorck	Mgmt	For	For
11.8	Approve Discharge of Stefan Henricson	Mgmt	For	For
11.9	Approve Discharge of Kerstin Hessius	Mgmt	For	For
11.10	Approve Discharge of Anna Hjelmberg	Mgmt	For	For
11.11	Approve Discharge of Louise Lindh	Mgmt	For	For
11.12	Approve Discharge of Lena Renstrom	Mgmt	For	For
11.13	Approve Discharge of Ulf Riese	Mgmt	For	For
11.14	Approve Discharge of Arja Taaveniku	Mgmt	For	For
11.15	Approve Discharge of CEO Michael Green	Mgmt	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For
15	Determine Number of Directors (9)	Mgmt	For	For
16	Determine Number of Auditors (2)	Mgmt	For	For
17	Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
18.1	Reelect Helene Barnekow as Director	Mgmt	For	For
18.2	Reelect Stina Bergfors as Director	Mgmt	For	For
18.3	Reelect Hans Biorck as Director	Mgmt	For	For
18.4	Reelect Par Boman as Director	Mgmt	For	Against
18.5	Reelect Kerstin Hessius as Director	Mgmt	For	For
18.6	Elect Anders Jernhall as New Director	Mgmt	For	For

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18.7	Reelect Louise Lindh as Director	Mgmt	For	For
18.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against
18.9	Reelect Ulf Riese as Director	Mgmt	For	Against
19	Elect Par Borman as Board Chair	Mgmt	For	Against
20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For
21	Ratify KPMG AB as Auditors In Foundations with Associated Management	Mgmt	For	For
22	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt		
	Approve Proposal Regarding Improving Procedures for Issuing BankID	SH	Against	Against
23	Approve Proposal Regarding Improving the BankID Security	SH	Against	Against
24	Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson	Mgmt		
	Change Dividend Policy	SH	Against	Against
25	Close Meeting	Mgmt		

Chugai Pharmaceutical Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4519
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J06930101		

Shares Voted: 31,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For
2.1	Elect Director Okuda, Osamu	Mgmt	For	For
2.2	Elect Director Taniguchi, Iwaaki	Mgmt	For	For
2.3	Elect Director Iikura, Hitoshi	Mgmt	For	For
2.4	Elect Director Momoi, Mariko	Mgmt	For	For
2.5	Elect Director Tateishi, Fumio	Mgmt	For	For
2.6	Elect Director Teramoto, Hideo	Mgmt	For	For
2.7	Elect Director Thomas Schinecker	Mgmt	For	For

Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Teresa A. Graham	Mgmt	For	For
2.9	Elect Director Boris L. Zaitra	Mgmt	For	For
3	Appoint Statutory Auditor Higuchi, Masayoshi	Mgmt	For	For

Essity AB

Meeting Date: 03/27/2025

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/19/2025

Meeting Type: Annual

Primary Security ID: W3R06F100

Shares Voted: 30,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For
5	Approve Agenda of Meeting	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Receive President, Chair and Auditor Review	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	Mgmt	For	For
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
8.c6	Approve Discharge of Jan Gurander	Mgmt	For	For
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For
8.c11	Approve Discharge of Sofia Lafqvist	Mgmt	For	For
8.c12	Approve Discharge of Andeas Larsson	Mgmt	For	For
8.c13	Approve Discharge of Suasanna Lind	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth (President)	Mgmt	For	For
9	Determine Number of Directors (10) and Deputy Members (0) of Board	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For
12.a	Reelect Maria Carell as Director	Mgmt	For	For
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	For
12.c	Reelect Magnus Groth as Director	Mgmt	For	For
12.d	Reelect Jan Gurander as Director	Mgmt	For	For
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	For
12.f	Reelect Bert Nordberg as Director	Mgmt	For	For
12.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For
12.h	Reelect Karl Aberg as Director	Mgmt	For	For
12.i	Elect Alexander Lacik as New Director	Mgmt	For	For
12.j	Elect Katarina Martinson as New Director	Mgmt	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Jan Gurander as Board Chair	Mgmt	For	For
14	Ratify Ernst & Young as Auditor	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	Mgmt	For	For
18.a	Authorize Share Repurchase Program	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

Novo Nordisk A/S

Meeting Date: 03/27/2025

Record Date: 03/20/2025

Primary Security ID: K72807140

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 15,148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	For
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For
8.2	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
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against
	Management Proposals	Mgmt		
9	Other Business	Mgmt		

DBS Group Holdings Ltd.

Meeting Date: 03/28/2025

Country: Singapore

Ticker: D05

Record Date:

Meeting Type: Annual

Primary Security ID: Y20246107

Shares Voted: 76,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Directors' Remuneration	Mgmt	For	For

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Elect Olivier Lim Tse Ghow as Director	Mgmt	For	For
6	Elect Bonghan Cho as Director	Mgmt	For	For
7	Elect Tham Sai Choy as Director	Mgmt	For	For
8	Elect Tan Su Shan as Director	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For