

VOTE SUMMARY REPORT

Date range covered : 07/01/2022 to 06/30/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MAWER GBAL

RS Group Plc

Meeting Date: 07/14/2022

Country: United Kingdom

Ticker: RS1

Record Date: 07/12/2022

Meeting Type: Annual

Primary Security ID: G29848101

Shares Voted: 591,511

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 Alex Baldock as Director	Mgmt	For	For
6	Elect Navneet Kapoor as Director	Mgmt	For	For
7	Re-elect Louisa Burdett as Director	Mgmt	For	For
8	Re-elect David Egan as Director	Mgmt	For	For
9	Re-elect Rona Fairhead as Director	Mgmt	For	For
10	Re-elect Bessie Lee as Director	Mgmt	For	For
11	Re-elect Simon Pryce as Director	Mgmt	For	For
12	Re-elect Lindsley Ruth as Director	Mgmt	For	For
13	Re-elect David Sleath as Director	Mgmt	For	For
14	Re-elect Joan Wainwright as Director	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
16	Authorise the Audit 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 Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
23	Approve Long-Term Incentive Plan	Mgmt	For	For

TSURUHA Holdings, Inc.

Meeting Date: 08/10/2022

Country: Japan

Ticker: 3391

Record Date: 05/15/2022

Meeting Type: Annual

Primary Security ID: J9348C105

Shares Voted: 55,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For
2.1	Elect Director Tsuruha, Tatsuru	Mgmt	For	For
2.2	Elect Director Tsuruha, Jun	Mgmt	For	For
2.3	Elect Director Ogawa, Hisaya	Mgmt	For	For
2.4	Elect Director Murakami, Shoichi	Mgmt	For	For
2.5	Elect Director Yahata, Masahiro	Mgmt	For	For
3	Elect Director and Audit Committee Member Fujii, Fumiyo	Mgmt	For	For
4	Approve Stock Option Plan	Mgmt	For	For

Kusuri No Aoki Holdings Co., Ltd.

Meeting Date: 08/18/2022

Country: Japan

Ticker: 3549

Record Date: 05/20/2022

Meeting Type: Annual

Primary Security ID: J37526100

Shares Voted: 100,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For
2.1	Elect Director Aoki, Yasutoshi	Mgmt	For	For
2.2	Elect Director Aoki, Hironori	Mgmt	For	For
2.3	Elect Director Aoki, Takanori	Mgmt	For	For
2.4	Elect Director Yahata, Ryoichi	Mgmt	For	For
2.5	Elect Director Iijima, Hitoshi	Mgmt	For	For
2.6	Elect Director Okada, Motoya	Mgmt	For	For
2.7	Elect Director Yanagida, Naoki	Mgmt	For	For
2.8	Elect Director Koshida, Toshiya	Mgmt	For	For
2.9	Elect Director Inoue, Yoshiko	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Morioka, Shinichi	Mgmt	For	For

Alimentation Couche-Tard Inc.

Meeting Date: 08/31/2022

Country: Canada

Ticker: ATD

Record Date: 07/05/2022

Meeting Type: Annual/Special

Primary Security ID: 01626P304

Shares Voted: 804,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Multiple Voting Shareholders	Mgmt		
1	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
2.1	Elect Director Alain Bouchard	Mgmt	For	For
2.2	Elect Director Louis Vachon	Mgmt	For	For
2.3	Elect Director Jean Bernier	Mgmt	For	For
2.4	Elect Director Karinne Bouchard	Mgmt	For	For
2.5	Elect Director Eric Boyko	Mgmt	For	For
2.6	Elect Director Jacques D'Amours	Mgmt	For	For
2.7	Elect Director Janice L. Fields	Mgmt	For	For
2.8	Elect Director Eric Fortin	Mgmt	For	For
2.9	Elect Director Richard Fortin	Mgmt	For	For
2.10	Elect Director Brian Hannasch	Mgmt	For	For
2.11	Elect Director Melanie Kau	Mgmt	For	For
2.12	Elect Director Marie-Josée Lamothe	Mgmt	For	For
2.13	Elect Director Monique F. Leroux	Mgmt	For	For
2.14	Elect Director Real Plourde	Mgmt	For	For
2.15	Elect Director Daniel Rabinowicz	Mgmt	For	For
2.16	Elect Director Louis Tetu	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	Against
4	Amend Articles Re: Changes in the Classes of Shares of the Corporation	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5	SP 1: Adopt French as the Official Language of the Corporation	SH	Against	Against
6	SP 2: Increase Formal Employee Representation in Highly Strategic Decision-Making	SH	Against	Against
7	SP 3: Report on Representation of Women in Management Positions	SH	Against	Against
8	SP 4: Business Protection	SH	Against	Against

FedEx Corporation

Meeting Date: 09/19/2022

Country: USA

Ticker: FDX

Record Date: 07/25/2022

Meeting Type: Annual

Primary Security ID: 31428X106

Shares Voted: 46,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For
1d	Elect Director Kimberly A. Jabal	Mgmt	For	For
1e	Elect Director Amy B. Lane	Mgmt	For	For
1f	Elect Director R. Brad Martin	Mgmt	For	For
1g	Elect Director Nancy A. Norton	Mgmt	For	For
1h	Elect Director Frederick P. Perpall	Mgmt	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For
1j	Elect Director Susan C. Schwab	Mgmt	For	For
1k	Elect Director Frederick W. Smith	Mgmt	For	For
1l	Elect Director David P. Steiner	Mgmt	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For
1n	Elect Director V. James Vena	Mgmt	For	For
1o	Elect Director Paul S. Walsh	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Against
6	Report on Alignment Between Company Values and Electioneering Contributions	SH	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against
8	Report on Racism in Corporate Culture	SH	Against	Against
9	Report on Climate Lobbying	SH	Against	Against

The Procter & Gamble Company

Meeting Date: 10/11/2022

Country: USA

Ticker: PG

Record Date: 08/12/2022

Meeting Type: Annual

Primary Security ID: 742718109

The Procter & Gamble Company

Shares Voted: 70,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For
1b	Elect Director Angela F. Braly	Mgmt	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For
1d	Elect Director Joseph Jimenez	Mgmt	For	For
1e	Elect Director Christopher Kempczinski	Mgmt	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For
1g	Elect Director Terry J. Lundgren	Mgmt	For	For
1h	Elect Director Christine M. McCarthy	Mgmt	For	For
1i	Elect Director Jon R. Moeller	Mgmt	For	For
1j	Elect Director Rajesh Subramaniam	Mgmt	For	For
1k	Elect Director Patricia A. Woertz	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

Microsoft Corporation

Meeting Date: 12/13/2022

Country: USA

Ticker: MSFT

Record Date: 10/12/2022

Meeting Type: Annual

Primary Security ID: 594918104

Shares Voted: 116,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For
1.4	Elect Director Satya Nadella	Mgmt	For	For
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For
1.9	Elect Director John W. Stanton	Mgmt	For	For
1.10	Elect Director John W. Thompson	Mgmt	For	For
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.12	Elect Director Padmasree Warrior	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against
7	Report on Government Use of Microsoft Technology	SH	Against	Against
8	Report on Development of Products for Military	SH	Against	Against
9	Report on Tax Transparency	SH	Against	Against

Softcat Plc

Meeting Date: 12/13/2022 **Country:** United Kingdom **Ticker:** SCT
Record Date: 12/09/2022 **Meeting Type:** Annual
Primary Security ID: G8251T108

Shares Voted: 460,323

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 Remuneration Policy	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5	Approve Special Dividend	Mgmt	For	For
6	Re-elect Graeme Watt as Director	Mgmt	For	For
7	Re-elect Martin Hellawell as Director	Mgmt	For	For
8	Re-elect Graham Charlton as Director	Mgmt	For	For
9	Re-elect Vin Murria as Director	Mgmt	For	For
10	Re-elect Robyn Perriss as Director	Mgmt	For	For
11	Re-elect Karen Slatford as Director	Mgmt	For	For
12	Elect Lynne Weedall as Director	Mgmt	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For

Softcat Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	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

Diploma Plc

Meeting Date: 01/18/2023

Country: United Kingdom

Ticker: DPLM

Record Date: 01/16/2023

Meeting Type: Annual

Primary Security ID: G27664112

Shares Voted: 302,021

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 David Lowden as Director	Mgmt	For	For
4	Re-elect Johnny Thomson as Director	Mgmt	For	For
5	Elect Chris Davies as Director	Mgmt	For	For
6	Re-elect Andy Smith as Director	Mgmt	For	For
7	Re-elect Anne Thorburn as Director	Mgmt	For	For
8	Re-elect Geraldine Huse as Director	Mgmt	For	For
9	Re-elect Dean Finch as Director	Mgmt	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
12	Approve Remuneration Report	Mgmt	For	For
13	Approve Remuneration Policy	Mgmt	For	For
14	Amend 2020 Performance Share Plan	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For

Diploma Plc

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

Intuit Inc.

Meeting Date: 01/19/2023

Country: USA

Ticker: INTU

Record Date: 11/21/2022

Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 24,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For
1h	Elect Director Thomas Szkutak	Mgmt	For	For
1i	Elect Director Raul Vazquez	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

Visa Inc.

Meeting Date: 01/24/2023

Country: USA

Ticker: V

Record Date: 11/25/2022

Meeting Type: Annual

Primary Security ID: 92826C839

Shares Voted: 51,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For
1f	Elect Director Teri L. List	Mgmt	For	For
1g	Elect Director John F. Lundgren	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
1i	Elect Director Linda J. Rendle	Mgmt	For	For
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	Against

Accenture Plc

Meeting Date: 02/01/2023

Country: Ireland

Ticker: ACN

Record Date: 12/06/2022

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 21,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For
1i	Elect Director Tracey T. Travis	Mgmt	For	For

Accenture Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For

CGI Inc.

Meeting Date: 02/01/2023

Country: Canada

Ticker: GIB.A

Record Date: 12/05/2022

Meeting Type: Annual

Primary Security ID: 12532H104

Shares Voted: 355,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shareholders	Mgmt		
1.1	Elect Director George A. Cope	Mgmt	For	For
1.2	Elect Director Paule Dore	Mgmt	For	For
1.3	Elect Director Julie Godin	Mgmt	For	For
1.4	Elect Director Serge Godin	Mgmt	For	For
1.5	Elect Director Andre Imbeau	Mgmt	For	For
1.6	Elect Director Gilles Labbe	Mgmt	For	For
1.7	Elect Director Michael B. Pedersen	Mgmt	For	For
1.8	Elect Director Stephen S. Poloz	Mgmt	For	For
1.9	Elect Director Mary G. Powell	Mgmt	For	For
1.10	Elect Director Alison C. Reed	Mgmt	For	For
1.11	Elect Director Michael E. Roach	Mgmt	For	For
1.12	Elect Director George D. Schindler	Mgmt	For	For
1.13	Elect Director Kathy N. Waller	Mgmt	For	For
1.14	Elect Director Joakim Westh	Mgmt	For	For
1.15	Elect Director Frank Witter	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	Mgmt	For	For
	Shareholder Proposals	Mgmt		
3	SP 1: Disclose Languages in Which Directors Are Fluent	SH	Against	Against
4	SP 2: Review Mandate to Include Ethical Component Concerning Artificial Intelligence	SH	Against	Against
5	SP 3: Update the Role of the Human Resources Committee to Include Responsibilities Related to Employee Health and Well-being	SH	Against	Against
6	SP 4: Report on Racial Disparities and Equity Issues	SH	Against	Against

Novo Nordisk A/S

Meeting Date: 03/23/2023 **Country:** Denmark **Ticker:** NOVO.B
Record Date: 03/16/2023 **Meeting Type:** Annual
Primary Security ID: K72807132

Shares Voted: 144,908

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 8.15 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
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 Auditor	Mgmt	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.4	Product Pricing Proposal	SH	Against	Against
9	Other Business	Mgmt		

Essity AB

Meeting Date: 03/29/2023 **Country:** Sweden **Ticker:** ESSITY.B
Record Date: 03/21/2023 **Meeting Type:** Annual
Primary Security ID: W3R06F100

Shares Voted: 509,409

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chairman 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.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of SEK 7.25 Per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For
7.c2	Approve Discharge of Par Boman	Mgmt	For	For
7.c3	Approve Discharge of Annemarie Gardshol	Mgmt	For	For
7.c4	Approve Discharge of Bjorn Gulden	Mgmt	For	For
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For
8	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
10.a	Approve Remuneration of Directors in the Amount of SEK 2.62 Million for Chairman and SEK 875,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
10.b	Approve Remuneration of Auditors	Mgmt	For	For
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	For
11.b	Reelect Par Boman as Director	Mgmt	For	Against
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For
11.d	Reelect Magnus Groth as Director	Mgmt	For	For
11.e	Reelect Torbjorn Loof as Director	Mgmt	For	For
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For
11.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For
11.h	Elect Maria Carell as Director	Mgmt	For	For
11.i	Elect Jan Gurander as Director	Mgmt	For	For
12	Reelect Par Boman as Board Chair	Mgmt	For	Against
13	Ratify Ernst & Young as Auditor	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Cash-Based Incentive Program (Program 2023-2025) for Key Employees	Mgmt	For	For
16.a	Authorize Share Repurchase Program	Mgmt	For	For
16.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For

Compania Cervecerias Unidas SA

Meeting Date: 04/12/2023 **Country:** Chile **Ticker:** CCU
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: P24905104

Shares Voted: 337,124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt		
1	Receive Chairman's Report	Mgmt		
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CLP 24.80 per Share	Mgmt	For	For
4	Present Dividend Policy and Distribution Procedures	Mgmt		
5	Elect Directors	Mgmt	For	For
6	Approve Remuneration of Directors	Mgmt	For	For
7	Approve Remuneration and Budget of Directors' Committee	Mgmt	For	For
8	Approve Remuneration and Budget of Audit Committee	Mgmt	For	For
9	Appoint Auditors	Mgmt	For	For
10	Designate Risk Assessment Companies	Mgmt	For	For
11	Receive Directors' Committee Report on Activities	Mgmt		
12	Receive Report Regarding Related-Party Transactions	Mgmt		
13	Transact Other Business (Non-Voting)	Mgmt		

Orkla ASA

Meeting Date: 04/13/2023 **Country:** Norway **Ticker:** ORK
Record Date: 04/03/2023 **Meeting Type:** Annual
Primary Security ID: R67787102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3 Per Share	Mgmt	For	For
3.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For
3.2	Approve Remuneration Statement	Mgmt	For	For
4	Discuss Company's Corporate Governance Statement	Mgmt		
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	Mgmt	For	For
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	Mgmt	For	For
6.1	Reelect Stein Erik Hagen as Director	Mgmt	For	For
6.2	Reelect Liselott Kilaas as Director	Mgmt	For	For
6.3	Reelect Peter Agnefjall as Director	Mgmt	For	For
6.4	Reelect Anna Mossberg as Director	Mgmt	For	For
6.5	Reelect Christina Fagerberg as Director	Mgmt	For	For
6.6	Reelect Rolv Erik Ryssdal as Director	Mgmt	For	For
6.7	Reelect Caroline Hagen Kjos as Director	Mgmt	For	For
7	Reelect Stein Erik Hagen as Board Chairman	Mgmt	For	For
8	Reelect Nils-Henrik Pettersson as Members of Nominating Committee	Mgmt	For	For
9	Approve Remuneration of Directors	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	Mgmt	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For

Brembo SpA

Meeting Date: 04/20/2023

Country: Italy

Ticker: BRE

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: T2204N116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
6	Fix Number of Directors	Mgmt	For	For
7	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate 1 Submitted by Nuova Fourb Srl	SH	None	For
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
	Shareholder Proposal Submitted by Nuova Fourb Srl	Mgmt		
9	Elect Matteo Tiraboschi as Board Chair	SH	None	For
	Management Proposals	Mgmt		
10	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
11.1	Slate 1 Submitted by Nuova Fourb Srl	SH	None	For
11.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
12	Appoint Chairman of Internal Statutory Auditors	SH	None	For
13	Approve Internal Auditors' Remuneration	Mgmt	For	For
14	Approve Remuneration Policy	Mgmt	For	For
15	Approve Second Section of the Remuneration Report	Mgmt	For	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For

Heineken Holding NV

Meeting Date: 04/20/2023

Country: Netherlands

Ticker: HEIO

Record Date: 03/23/2023

Meeting Type: Annual

Primary Security ID: N39338194

Shares Voted: 121,142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Board Report (Non-Voting)	Mgmt		
2	Approve Remuneration Report	Mgmt	For	For
3	Adopt Financial Statements	Mgmt	For	For
4	Announcement of the Appropriation of the Balance of the Income Statement Pursuant to the Provisions in Article 10, Paragraph 6, of the Articles of Association	Mgmt		
5	Approve Discharge of Directors	Mgmt	For	For
6.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
6.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7.a	Reelect C.L. de Carvalho-Heineken as Executive Director	Mgmt	For	For
7.b	Reelect M.R. de Carvalho as Executive Director	Mgmt	For	For
7.c	Reelect C.M. Kwist as Non-Executive Director	Mgmt	For	For
8	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023

Country: France

Ticker: MC

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 17,930

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 12.00 per Share	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Reelect Delphine Arnault as Director	Mgmt	For	For
6	Reelect Antonio Belloni as Director	Mgmt	For	For
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	For
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	For
10	Elect Laurent Mignon as Director	Mgmt	For	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	For
12	Appoint Diego Della Valle as Censor	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	For
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	For
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For

Nestle SA

Meeting Date: 04/20/2023

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 158,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	Mgmt	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For
4.1.g	Reelect Kimberly Ross as Director	Mgmt	For	For
4.1.h	Reelect Dick Boer as Director	Mgmt	For	For
4.1.i	Reelect Dinesh Paliwal as Director	Mgmt	For	For
4.1.j	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For
4.1.k	Reelect Lindiwe Sibanda as Director	Mgmt	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.1.l	Reelect Chris Leong as Director	Mgmt	For	For
4.1.m	Reelect Luca Maestri as Director	Mgmt	For	For
4.2.1	Elect Rainer Blair as Director	Mgmt	For	For
4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For
4.3.1	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For
4.3.3	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For
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 10.5 Million	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 72 Million	Mgmt	For	For
6	Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
7.1	Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For
7.2	Amend Articles of Association	Mgmt	For	For
8	Transact Other Business (Voting)	Mgmt	Against	Against

RELX Plc

Meeting Date: 04/20/2023

Country: United Kingdom

Ticker: REL

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 311,528

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

RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Elect Alistair Cox as Director	Mgmt	For	For
8	Re-elect Paul Walker as Director	Mgmt	For	For
9	Re-elect June Felix as Director	Mgmt	For	For
10	Re-elect Erik Engstrom as Director	Mgmt	For	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For
14	Re-elect Robert MacLeod as Director	Mgmt	For	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For
18	Approve Executive Share Ownership Scheme	Mgmt	For	For
19	Approve Sharesave Plan	Mgmt	For	For
20	Approve Employee Share Purchase Plan	Mgmt	For	For
21	Authorise Issue of Equity	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

De'Longhi SpA

Meeting Date: 04/21/2023

Country: Italy

Ticker: DLG

Record Date: 04/12/2023

Meeting Type: Annual/Special

Primary Security ID: T3508H102

Shares Voted: 312,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		

De'Longhi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
	Shareholder Proposal Submitted by De Longhi Industrial SA	Mgmt		
3	Reduce Number of Directors from 12 to 11	SH	None	For
	Management Proposals	Mgmt		
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Article 5-bis, 7-bis and 13	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For

Recordati SpA

Meeting Date: 04/21/2023

Country: Italy

Ticker: REC

Record Date: 04/12/2023

Meeting Type: Annual

Primary Security ID: T78458139

Shares Voted: 57,457

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
2a.1	Slate 1 Submitted by Rossini Sarl	SH	None	Against
2a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2b	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposals Submitted by Rossini Sarl	Mgmt		

Recordati SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2c	Approve Remuneration of Directors Management Proposals	SH Mgmt	None	For
3a	Approve Remuneration Policy	Mgmt	For	Against
3b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
4	Approve Performance Shares Plan 2023-2025	Mgmt	For	Against
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For

Bunzl Plc

Meeting Date: 04/26/2023 **Country:** United Kingdom **Ticker:** BNZL
Record Date: 04/24/2023 **Meeting Type:** Annual
Primary Security ID: G16968110

Shares Voted: 632,851

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 Vanda Murray as Director	Mgmt	For	For
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For
9	Re-elect Vin Murria as Director	Mgmt	For	For
10	Elect Pam Kirby as Director	Mgmt	For	For
11	Elect Jacky Simmonds as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
14	Approve Remuneration Report	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For

Bunzl Plc

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

Admiral Group Plc

Meeting Date: 04/27/2023 **Country:** United Kingdom **Ticker:** ADM
Record Date: 04/25/2023 **Meeting Type:** Annual
Primary Security ID: G0110T106

Shares Voted: 651,876

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 Mike Rogers as Director	Mgmt	For	For
5	Re-elect Evelyn Bourke as Director	Mgmt	For	For
6	Re-elect Bill Roberts as Director	Mgmt	For	For
7	Re-elect Milena Mondini-de-Focatiis as Director	Mgmt	For	For
8	Re-elect Geraint Jones as Director	Mgmt	For	For
9	Re-elect Justine Roberts as Director	Mgmt	For	For
10	Re-elect Andrew Crossley as Director	Mgmt	For	For
11	Re-elect Michael Brierley as Director	Mgmt	For	For
12	Re-elect Karen Green as Director	Mgmt	For	For
13	Re-elect Jayaprakasa Rangaswami as Director	Mgmt	For	For
14	Reappoint Deloitte 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	Against
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against

Admiral Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against
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

Eurofins Scientific SE

Meeting Date: 04/27/2023 **Country:** Luxembourg **Ticker:** ERF
Record Date: 04/13/2023 **Meeting Type:** Annual
Primary Security ID: L31839134

Shares Voted: 130,648

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
7	Approve Discharge of Directors	Mgmt	For	For
8	Approve Discharge of Auditors	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Reelect Ivo Rauh as Director	Mgmt	For	For
12	Reelect Fereshteh Pouchantchi as Director	Mgmt	For	For
13	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For	For
14	Approve Remuneration of Directors	Mgmt	For	For
15	Acknowledge Information on Repurchase Program	Mgmt	For	For
16	Authorize Filing of Required Documents and Other Formalities	Mgmt	For	For

Johnson & Johnson

Meeting Date: 04/27/2023

Country: USA

Ticker: JNJ

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: 478160104

Shares Voted: 145,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Adopt Mandatory Arbitration Bylaw - Withdrawn	SH		
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Against	For
7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	Against

Bravida Holding AB

Meeting Date: 04/28/2023

Country: Sweden

Ticker: BRAV

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: W2R16Z106

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	Accept Financial Statements and Statutory Reports	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 3.25 Per Common Share	Mgmt	For	For
11.1	Approve Discharge of Fredrik Arp	Mgmt	For	For
11.2	Approve Discharge of Cecilia Daun Wennborg	Mgmt	For	For
11.3	Approve Discharge of Jan Johansson	Mgmt	For	For
11.4	Approve Discharge of Marie Nygren	Mgmt	For	For
11.5	Approve Discharge of Staffan Pahlsson	Mgmt	For	For
11.6	Approve Discharge of Karin Stahlhandske	Mgmt	For	For
11.7	Approve Discharge of Jan Ericson	Mgmt	For	For
11.8	Approve Discharge of Geir Gjestad	Mgmt	For	For
11.9	Approve Discharge of Christoffer Lindal Strand	Mgmt	For	For
11.10	Approve Discharge of Ornulf Thorsen	Mgmt	For	For
11.11	Approve Discharge of Kaj Levisen	Mgmt	For	For
11.12	Approve Discharge of Mattias Johansson	Mgmt	For	For
12.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For
13.a	Approve Remuneration of Directors in the Amount of SEK 1.33 Million to Chairman and SEK 525,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
13.b	Approve Remuneration of Auditors	Mgmt	For	For

Bravida Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14.a	Reelect Fredrik Arp as Director	Mgmt	For	For
14.b	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	For
14.c	Reelect Jan Johansson as Director	Mgmt	For	For
14.d	Reelect Marie Nygren as Director	Mgmt	For	For
14.e	Reelect Staffan Pahlsson as Director	Mgmt	For	For
14.f	Reelect Karin Stahlhandske as Director	Mgmt	For	For
15	Reelect Fredrik Arp as Board Chair	Mgmt	For	For
16	Ratify KPMG as Auditors	Mgmt	For	For
17	Approve Remuneration Report	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For
20.a	Approve Performance Share Matching Plan LTIP 2023 for Key Employees	Mgmt	For	For
20.b1	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	For
20.b2	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For
20.b3	Approve Equity Plan Financing Through Transfer of Own Shares	Mgmt	For	For
20.c	Approve Alternative Equity Plan Financing	Mgmt	For	For
21	Close Meeting	Mgmt		

Fuchs Petrolub SE

Meeting Date: 05/03/2023

Country: Germany

Ticker: FPE3

Record Date: 04/26/2023

Meeting Type: Annual

Primary Security ID: D27462379

Shares Voted: 135,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.06 per Ordinary Share and EUR 1.07 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For

Fuchs Petrolub SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Change Company Name to FUCHS SE	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

Moderna, Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: MRNA

Record Date: 03/08/2023

Meeting Type: Annual

Primary Security ID: 60770K107

Shares Voted: 83,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen Berenson	Mgmt	For	For
1.2	Elect Director Sandra Horning	Mgmt	For	For
1.3	Elect Director Paul Sagan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	SH	Against	Against

S&P Global Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: SPGI

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 27,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director William D. Green	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For
1.8	Elect Director Ian Paul Livingston	Mgmt	For	For
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For
1.10	Elect Director Maria R. Morris	Mgmt	For	For
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For
1.13	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

AMETEK, Inc.

Meeting Date: 05/04/2023 **Country:** USA **Ticker:** AME
Record Date: 03/09/2023 **Meeting Type:** Annual
Primary Security ID: 031100100

Shares Voted: 38,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas A. Amato	Mgmt	For	For
1b	Elect Director Anthony J. Conti	Mgmt	For	For
1c	Elect Director Gretchen W. McClain	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Wolters Kluwer NV

Meeting Date: 05/10/2023 **Country:** Netherlands **Ticker:** WKL
Record Date: 04/12/2023 **Meeting Type:** Annual
Primary Security ID: N9643A197

Shares Voted: 285,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt		
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2.c	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	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Approve Cancellation of Shares	Mgmt	For	For
9	Approve KPMG Accountants N.V as Auditors	Mgmt	For	For
10	Other Business (Non-Voting)	Mgmt		
11	Close Meeting	Mgmt		

Bayerische Motoren Werke AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: BMW

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 248,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	Mgmt	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For
7	Elect Kurt Bock to the Supervisory Board	Mgmt	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

Amphenol Corporation

Meeting Date: 05/18/2023

Country: USA

Ticker: APH

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 032095101

Shares Voted: 235,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For
1.3	Elect Director Edward G. Jepsen	Mgmt	For	For
1.4	Elect Director Rita S. Lane	Mgmt	For	For
1.5	Elect Director Robert A. Livingston	Mgmt	For	For
1.6	Elect Director Martin H. Loeffler	Mgmt	For	For
1.7	Elect Director R. Adam Norwitt	Mgmt	For	For
1.8	Elect Director Prahlad Singh	Mgmt	For	For

Amphenol Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Anne Clarke Wolff	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
5	Report on Political Contributions and Expenditures	SH	Against	For

CDW Corporation

Meeting Date: 05/18/2023 **Country:** USA **Ticker:** CDW
Record Date: 03/22/2023 **Meeting Type:** Annual
Primary Security ID: 12514G108

Shares Voted: 132,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	For	For
1b	Elect Director James A. Bell	Mgmt	For	For
1c	Elect Director Lynda M. Clarizio	Mgmt	For	For
1d	Elect Director Anthony R. Foxx	Mgmt	For	For
1e	Elect Director Marc E. Jones	Mgmt	For	For
1f	Elect Director Christine A. Leahy	Mgmt	For	Against
1g	Elect Director Sanjay Mehrotra	Mgmt	For	For
1h	Elect Director David W. Nelms	Mgmt	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For
1j	Elect Director Donna F. Zarcone	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Provide Right to Call Special Meeting	Mgmt	For	For
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/18/2023

Country: USA

Ticker: MMC

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 571748102

Shares Voted: 264,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For
1c	Elect Director Hafize Gaye Erkan	Mgmt	For	For
1d	Elect Director Oscar Fanjul	Mgmt	For	For
1e	Elect Director H. Edward Hanway	Mgmt	For	For
1f	Elect Director Judith Hartmann	Mgmt	For	For
1g	Elect Director Deborah C. Hopkins	Mgmt	For	For
1h	Elect Director Tamara Ingram	Mgmt	For	For
1i	Elect Director Jane H. Lute	Mgmt	For	For
1j	Elect Director Steven A. Mills	Mgmt	For	For
1k	Elect Director Bruce P. Nolop	Mgmt	For	For
1l	Elect Director Morton O. Schapiro	Mgmt	For	For
1m	Elect Director Lloyd M. Yates	Mgmt	For	For
1n	Elect Director Ray G. Young	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/19/2023

Country: USA

Ticker: ICE

Record Date: 03/21/2023

Meeting Type: Annual

Primary Security ID: 45866F104

Shares Voted: 161,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Mark F. Mulhern	Mgmt	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against

Insperty, Inc.

Meeting Date: 05/22/2023 **Country:** USA **Ticker:** NSP
Record Date: 04/04/2023 **Meeting Type:** Annual
Primary Security ID: 45778Q107

Shares Voted: 156,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy T. Clifford	Mgmt	For	For
1.2	Elect Director Ellen H. Masterson	Mgmt	For	For
1.3	Elect Director Latha Ramchand	Mgmt	For	For
2	Amend Omnibus Stock Plan	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
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

Amazon.com, Inc.

Meeting Date: 05/24/2023 **Country:** USA **Ticker:** AMZN
Record Date: 03/30/2023 **Meeting Type:** Annual
Primary Security ID: 023135106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For
1g	Elect Director Judith A. McGrath	Mgmt	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For
2	Ratify Ratification of Ernst & Young 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
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	Against
7	Report on Customer Due Diligence	SH	Against	Against
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	Against
9	Report on Government Take Down Requests	SH	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	Against
11	Publish a Tax Transparency Report	SH	Against	Against
12	Report on Climate Lobbying	SH	Against	Against
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	Against
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	Against
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against
18	Report on Animal Welfare Standards	SH	Against	Against
19	Establish a Public Policy Committee	SH	Against	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against
21	Commission a Third Party Audit on Working Conditions	SH	Against	Against
22	Report on Efforts to Reduce Plastic Use	SH	Against	Against
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	Against

Intertek Group Plc

Meeting Date: 05/24/2023

Country: United Kingdom

Ticker: ITRK

Record Date: 05/22/2023

Meeting Type: Annual

Primary Security ID: G4911B108

Shares Voted: 191,111

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 Colm Deasy as Director	Mgmt	For	For
5	Elect Jez Maiden as Director	Mgmt	For	For
6	Elect Kawal Preet as Director	Mgmt	For	For
7	Re-elect Andrew Martin as Director	Mgmt	For	Against
8	Re-elect Andre Lacroix 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 Gill Rider as Director	Mgmt	For	Against
14	Re-elect Jean-Michel Valette as Director	Mgmt	For	Against

Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	Against
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against
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

JDE Peet's NV

Meeting Date: 05/25/2023

Country: Netherlands

Ticker: JDEP

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: N44664105

Shares Voted: 718,445

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	Approve Remuneration Report	Mgmt	For	For
2.c	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	Elect Patricia Capel as Non-Executive Director	Mgmt	For	For
5.b	Elect Jeroen Katgert as Non-Executive Director	Mgmt	For	For
6	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For

JDE Peet's NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 and Exclude Pre-emptive Rights	Mgmt	For	For
7.c	Grant Board Authority to Issue Shares Up To 40 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For
8	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For
9	Other Business (Non-Voting)	Mgmt		
10	Discuss Voting Results	Mgmt		
11	Close Meeting	Mgmt		

TriNet Group, Inc.

Meeting Date: 05/25/2023 **Country:** USA **Ticker:** TNET
Record Date: 03/28/2023 **Meeting Type:** Annual
Primary Security ID: 896288107

Shares Voted: 139,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For
1.2	Elect Director Burton M. Goldfield	Mgmt	For	For
1.3	Elect Director David C. Hodgson	Mgmt	For	For
1.4	Elect Director Jacqueline Kosecoff	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For

Publicis Groupe SA

Meeting Date: 05/31/2023 **Country:** France **Ticker:** PUB
Record Date: 05/29/2023 **Meeting Type:** Annual/Special
Primary Security ID: F7607Z165

Shares Voted: 244,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 2.90 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Reelect Suzan LeVine as Supervisory Board Member	Mgmt	For	For
6	Reelect Antonella Mei-Pochtler as Supervisory Board Member	Mgmt	For	For
7	Appoint KPMG S.A. as Auditor	Mgmt	For	For
8	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For
11	Approve Remuneration Policy of Management Board Members	Mgmt	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For
13	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For
14	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For
15	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For
16	Approve Compensation of Steve King, Management Board Member until September 14, 2022	Mgmt	For	For
17	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	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
	Ordinary Business	Mgmt		

Publicis Groupe SA

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

UnitedHealth Group Incorporated

Meeting Date: 06/05/2023 **Country:** USA **Ticker:** UNH
Record Date: 04/10/2023 **Meeting Type:** Annual
Primary Security ID: 91324P102

Shares Voted: 32,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy Flynn	Mgmt	For	For
1b	Elect Director Paul Garcia	Mgmt	For	For
1c	Elect Director Kristen Gil	Mgmt	For	For
1d	Elect Director Stephen Hemsley	Mgmt	For	For
1e	Elect Director Michele Hooper	Mgmt	For	For
1f	Elect Director F. William McNabb, III	Mgmt	For	For
1g	Elect Director Valerie Montgomery Rice	Mgmt	For	For
1h	Elect Director John Noseworthy	Mgmt	For	For
1i	Elect Director Andrew Witty	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Third-Party Racial Equity Audit	SH	Against	Against
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For

Booking Holdings Inc.

Meeting Date: 06/06/2023 **Country:** USA **Ticker:** BKNG
Record Date: 04/11/2023 **Meeting Type:** Annual
Primary Security ID: 09857L108

Booking Holdings Inc.

Shares Voted: 6,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For
1.3	Elect Director Wei Hopeman	Mgmt	For	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For
1.5	Elect Director Charles H. Noski	Mgmt	For	For
1.6	Elect Director Larry Quinlan	Mgmt	For	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For
1.9	Elect Director Sumit Singh	Mgmt	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Organon & Co.

Meeting Date: 06/06/2023

Country: USA

Ticker: OGN

Record Date: 04/10/2023

Meeting Type: Annual

Primary Security ID: 68622V106

Shares Voted: 477,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carrie S. Cox	Mgmt	For	For
1b	Elect Director Alan Ezekowitz	Mgmt	For	For
1c	Elect Director Helene Gayle	Mgmt	For	For
1d	Elect Director Deborah Leone	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

FTI Consulting, Inc.

Meeting Date: 06/07/2023

Country: USA

Ticker: FCN

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 302941109

Shares Voted: 148,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brenda J. Bacon	Mgmt	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For
1c	Elect Director Ely Boglioli	Mgmt	For	For
1d	Elect Director Claudio Costamagna	Mgmt	For	For
1e	Elect Director Nicholas C. Fanandakis	Mgmt	For	For
1f	Elect Director Steven H. Gunby	Mgmt	For	For
1g	Elect Director Gerard E. Holthaus	Mgmt	For	For
1h	Elect Director Stephen C. Robinson	Mgmt	For	For
1i	Elect Director Laureen E. Seeger	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

FLEETCOR Technologies, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: FLT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 339041105

Shares Voted: 49,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven T. Stull	Mgmt	For	Against
1b	Elect Director Annabelle Bexiga	Mgmt	For	For
1c	Elect Director Michael Buckman	Mgmt	For	For
1d	Elect Director Ronald F. Clarke	Mgmt	For	For
1e	Elect Director Joseph W. Farrelly	Mgmt	For	Against
1f	Elect Director Rahul Gupta	Mgmt	For	For
1g	Elect Director Thomas M. Hagerly	Mgmt	For	Against
1h	Elect Director Archie L. Jones, Jr.	Mgmt	For	For
1i	Elect Director Hala G. Modellmog	Mgmt	For	Against
1j	Elect Director Richard Macchia	Mgmt	For	For

FLEETCOR Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Jeffrey S. Sloan	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

Sonova Holding AG

Meeting Date: 06/12/2023

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 28,276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For
4	Amend Articles Re: Composition of Compensation Committee	Mgmt	For	For
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	For	For
5.1.2	Reelect Stacy Seng as Director	Mgmt	For	For
5.1.3	Reelect Gregory Behar as Director	Mgmt	For	For
5.1.4	Reelect Lynn Bleil as Director	Mgmt	For	For
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	For	For
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	For	For
5.1.7	Reelect Julie Tay as Director	Mgmt	For	For
5.1.8	Reelect Ronald van der Vis as Director	Mgmt	For	For
5.1.9	Reelect Adrian Widmer as Director	Mgmt	For	For
5.2.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.2.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	For	For

Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.3	Appoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For
5.5	Designate Keller AG as Independent Proxy	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For
7	Approve CHF 76,645.50 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For
8.1	Amend Corporate Purpose	Mgmt	For	For
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For
8.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For
8.4	Amend Articles of Association	Mgmt	For	For
8.5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For
9	Transact Other Business (Voting)	Mgmt	For	For

Dun & Bradstreet Holdings, Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: DNB

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 26484T106

Shares Voted: 578,390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ellen R. Alemany	Mgmt	For	For
1.2	Elect Director Douglas K. Ammerman	Mgmt	For	For
1.3	Elect Director Chinh E. Chu	Mgmt	For	For
1.4	Elect Director William P. Foley, II	Mgmt	For	For
1.5	Elect Director Thomas M. Hagerty	Mgmt	For	For

Dun & Bradstreet Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Anthony M. Jabbour	Mgmt	For	For
1.7	Elect Director Keith J. Jackson	Mgmt	For	For
1.8	Elect Director Richard N. Massey	Mgmt	For	For
1.9	Elect Director James A. Quella	Mgmt	For	For
1.10	Elect Director Ganesh B. Rao	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For

Aon plc

Meeting Date: 06/16/2023

Country: Ireland

Ticker: AON

Record Date: 04/14/2023

Meeting Type: Annual

Primary Security ID: G0403H108

Shares Voted: 107,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For
1.3	Elect Director Jin-Yong Cai	Mgmt	For	For
1.4	Elect Director Jeffrey C. Campbell	Mgmt	For	For
1.5	Elect Director Fulvio Conti	Mgmt	For	For
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For
1.7	Elect Director Adriana Karaboutis	Mgmt	For	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	For
1.9	Elect Director Gloria Santona	Mgmt	For	For
1.10	Elect Director Sarah E. Smith	Mgmt	For	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	For
1.12	Elect Director Carolyn Y. Woo	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Amend Omnibus Plan	Mgmt	For	Against

Meeting Date: 06/21/2023

Country: Japan

Ticker: 9433

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J31843105

Shares Voted: 962,500

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	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Tanaka, Takashi	Mgmt	For	For
3.2	Elect Director Takahashi, Makoto	Mgmt	For	For
3.3	Elect Director Amamiya, Toshitake	Mgmt	For	For
3.4	Elect Director Yoshimura, Kazuyuki	Mgmt	For	For
3.5	Elect Director Kuwahara, Yasuaki	Mgmt	For	For
3.6	Elect Director Matsuda, Hiromichi	Mgmt	For	For
3.7	Elect Director Yamaguchi, Goro	Mgmt	For	For
3.8	Elect Director Yamamoto, Keiji	Mgmt	For	For
3.9	Elect Director Goto, Shigeki	Mgmt	For	For
3.10	Elect Director Tannowa, Tsutomu	Mgmt	For	For
3.11	Elect Director Okawa, Junko	Mgmt	For	For
3.12	Elect Director Okumiya, Kyoko	Mgmt	For	For