

VOTE SUMMARY REPORT

Date range covered : 05/01/2024 to 05/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

Coterra Energy Inc.

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

Shares Voted: 55,342

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

Essential Utilities, Inc.

Meeting Date: 05/01/2024 **Country:** USA **Ticker:** WTRG
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 29670G102

Shares Voted: 169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth B. Amato	Mgmt	For	For	For
1.2	Elect Director Christopher L. Bruner	Mgmt	For	For	For
1.3	Elect Director David A. Ciesinski	Mgmt	For	For	For
1.4	Elect Director Christopher H. Franklin	Mgmt	For	For	For

Essential Utilities, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Daniel J. Hilferty	Mgmt	For	For	For
1.6	Elect Director Edwina Kelly	Mgmt	For	For	For
1.7	Elect Director W. Bryan Lewis	Mgmt	For	For	For
1.8	Elect Director Tamara L. Linde	Mgmt	For	For	For
1.9	Elect Director Roderick K. West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Bylaws to Implement Universal Proxy Rules Governing Contested Elections of Directors	Mgmt	For	For	For

Eversource Energy

Meeting Date: 05/01/2024 **Country:** USA **Ticker:** ES
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 30040W108

Shares Voted: 55,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	For	For	For
1.2	Elect Director Linda Dorcena Forry	Mgmt	For	For	For
1.3	Elect Director Gregory M. Jones	Mgmt	For	For	For
1.4	Elect Director Loretta D. Keane	Mgmt	For	For	For
1.5	Elect Director John Y. Kim	Mgmt	For	For	For
1.6	Elect Director David H. Long	Mgmt	For	For	For
1.7	Elect Director Joseph R. Nolan, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel J. Nova	Mgmt	For	For	For
1.9	Elect Director Frederica M. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

First Citizens BancShares, Inc.

Meeting Date: 05/01/2024 **Country:** USA **Ticker:** FCNCA
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 31946M103

First Citizens BancShares, Inc.

Shares Voted: 5

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ellen R. Alemany	Mgmt	For	For	For
1.2	Elect Director John M. Alexander, Jr.	Mgmt	For	For	For
1.3	Elect Director Victor E. Bell, III	Mgmt	For	Withhold	Withhold
1.4	Elect Director Peter M. Bristow	Mgmt	For	For	For
1.5	Elect Director Hope H. Bryant	Mgmt	For	For	For
1.6	Elect Director Michael A. Carpenter	Mgmt	For	For	For
1.7	Elect Director H. Lee Durham, Jr.	Mgmt	For	Withhold	Withhold
1.8	Elect Director Eugene Flood, Jr.	Mgmt	For	For	For
1.9	Elect Director Frank B. Holding, Jr.	Mgmt	For	For	For
1.10	Elect Director Robert R. Hoppe	Mgmt	For	For	For
1.11	Elect Director David G. Leitch	Mgmt	For	For	For
1.12	Elect Director Robert E. Mason, IV	Mgmt	For	Withhold	Withhold
1.13	Elect Director Robert T. Newcomb	Mgmt	For	Withhold	Withhold
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against

International Flavors & Fragrances Inc.

Meeting Date: 05/01/2024

Country: USA

Ticker: IFF

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 459506101

Shares Voted: 1,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	For
1b	Elect Director Mark J. Costa	Mgmt	For	For	For
1c	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
1d	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1e	Elect Director John F. Ferraro	Mgmt	For	For	For
1f	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1g	Elect Director Christina Gold	Mgmt	For	For	For

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Gary Hu	Mgmt	For	For	For
1i	Elect Director Kevin O'Byrne	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For

MGM Resorts International

Meeting Date: 05/01/2024

Country: USA

Ticker: MGM

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 552953101

Shares Voted: 5,749

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Barry Diller	Mgmt	For	For	For
1b	Elect Director Alexis M. Herman	Mgmt	For	For	For
1c	Elect Director William J. Hornbuckle	Mgmt	For	For	For
1d	Elect Director Mary Chris Jammet	Mgmt	For	For	For
1e	Elect Director Joey Levin	Mgmt	For	For	For
1f	Elect Director Rose McKinney-James	Mgmt	For	For	For
1g	Elect Director Keith A. Meister	Mgmt	For	For	For
1h	Elect Director Paul Salem	Mgmt	For	For	For
1i	Elect Director Jan G. Swartz	Mgmt	For	For	For
1j	Elect Director Daniel J. Taylor	Mgmt	For	For	For
1k	Elect Director Ben Winston	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Meeting Date: 05/01/2024

Country: USA

Ticker: PEP

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 713448108

Shares Voted: 31,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
6	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
7	Amend Bylaws to Adopt a Director Election Resignation	SH	Against	Against	Against
8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For	For
9	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	For	For
10	Report on Third-Party Racial Equity Audit	SH	Against	For	For
11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
12	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For

Pool Corporation

Meeting Date: 05/01/2024

Country: USA

Ticker: POOL

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 73278L105

Shares Voted: 453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	For	For	For
1b	Elect Director Martha "Marty" S. Gervasi	Mgmt	For	For	For
1c	Elect Director James "Jim" D. Hope	Mgmt	For	Against	Against
1d	Elect Director Debra S. Oler	Mgmt	For	For	For
1e	Elect Director Manuel J. Perez de la Mesa	Mgmt	For	For	For
1f	Elect Director Carlos A. Sabater	Mgmt	For	For	For
1g	Elect Director John E. Stokely	Mgmt	For	For	For
1h	Elect Director David G. Whalen	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Regency Centers Corporation

Meeting Date: 05/01/2024

Country: USA

Ticker: REG

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 758849103

Shares Voted: 2,663

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

Regency Centers Corporation

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

S&P Global Inc.

Meeting Date: 05/01/2024 **Country:** USA **Ticker:** SPGI
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 78409V104

Shares Voted: 5,307

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

Unilever Plc

Meeting Date: 05/01/2024 **Country:** United Kingdom **Ticker:** ULVR
Record Date: 04/29/2024 **Meeting Type:** Annual
Primary Security ID: G92087165

Shares Voted: 50,781

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

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Climate Transition Action Plan	Mgmt	For	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
10	Elect Ian Meakins as Director	Mgmt	For	For	For
11	Elect Judith McKenna as Director	Mgmt	For	For	For
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

AIB Group plc

Meeting Date: 05/02/2024

Country: Ireland

Ticker: A5G

Record Date: 04/28/2024

Meeting Type: Annual

Primary Security ID: G0R4HJ106

Shares Voted: 106,520

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
5a	Re-elect Anik Chaumartin as Director	Mgmt	For	For	For
5b	Re-elect Donal Galvin as Director	Mgmt	For	For	For
5c	Re-elect Basil Geoghegan as Director	Mgmt	For	For	For
5d	Re-elect Tanya Horgan as Director	Mgmt	For	For	For
5e	Re-elect Colin Hunt as Director	Mgmt	For	For	For
5f	Re-elect Sandy Kinney Pritchard as Director	Mgmt	For	For	For
5g	Re-elect Elaine MacLean as Director	Mgmt	For	For	For
5h	Re-elect Andrew Maguire as Director	Mgmt	For	For	For
5i	Re-elect Brendan McDonagh as Director	Mgmt	For	For	For
5j	Re-elect Helen Normoyle as Director	Mgmt	For	For	For
5k	Re-elect Ann O'Brien as Director	Mgmt	For	For	For
5l	Re-elect Fergal O'Dwyer as Director	Mgmt	For	For	For
5m	Re-elect James Pettigrew as Director	Mgmt	For	For	For
5n	Re-elect Jan Sijbrand as Director	Mgmt	For	For	For
5o	Re-elect Ranjit Singh as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
13	Approve the Directed Buyback Contract with the Minister for Finance	Mgmt	For	For	For
14	Amend Articles of Association Re: Odd-Lot Offer	Mgmt	For	For	For
15	Authorise Implementation of the Odd-lot Offer	Mgmt	For	For	For

AIB Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Off-Market Purchase of Shares	Mgmt	For	For	For

AIB Group plc

Meeting Date: 05/02/2024 **Country:** Ireland **Ticker:** ASG
Record Date: 04/28/2024 **Meeting Type:** Special
Primary Security ID: G0R4HJ106

Shares Voted: 106,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Buyback Contract with the Minister for Finance	Mgmt	For	For	For
2	Approve Related Party Transaction	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** BSX
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 101137107

Shares Voted: 29,890

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1b	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For	For
1g	Elect Director John E. Sununu	Mgmt	For	For	For
1h	Elect Director David S. Wichmann	Mgmt	For	For	For
1i	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Advance Notice Provisions	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Capital One Financial Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: COF

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 14040H105

Shares Voted: 10,504

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

Ecolab Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: ECL

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 278865100

Shares Voted: 17,012

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	For	For
1b	Elect Director Shari L. Ballard	Mgmt	For	For	For

Ecolab Inc.

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

Equifax Inc.

Meeting Date: 05/02/2024

Country: USA

Ticker: EFX

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 294429105

Shares Voted: 163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For	For
1b	Elect Director Mark L. Feidler	Mgmt	For	For	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	For	For
1d	Elect Director G. Thomas Hough	Mgmt	For	For	For
1e	Elect Director Robert D. Marcus	Mgmt	For	For	For
1f	Elect Director Scott A. McGregor	Mgmt	For	For	For
1g	Elect Director John A. McKinley	Mgmt	For	For	For
1h	Elect Director Melissa D. Smith	Mgmt	For	For	For
1i	Elect Director Audrey Boone Tillman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Fortis Inc.

Meeting Date: 05/02/2024

Country: Canada

Ticker: FTS

Record Date: 03/15/2024

Meeting Type: Annual/Special

Primary Security ID: 349553107

Shares Voted: 4,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tracey C. Ball	Mgmt	For	For	For
1.2	Elect Director Pierre J. Blouin	Mgmt	For	For	For
1.3	Elect Director Lawrence T. Borgard	Mgmt	For	For	For
1.4	Elect Director Maura J. Clark	Mgmt	For	For	For
1.5	Elect Director Lisa Crutchfield	Mgmt	For	For	For
1.6	Elect Director Margarita K. Dilley	Mgmt	For	For	For
1.7	Elect Director Julie A. Dobson	Mgmt	For	For	For
1.8	Elect Director Lisa L. Durocher	Mgmt	For	For	For
1.9	Elect Director David G. Hutchens	Mgmt	For	For	For
1.10	Elect Director Gianna M. Manes	Mgmt	For	For	For
1.11	Elect Director Donald R. Marchand	Mgmt	For	For	For
1.12	Elect Director Jo Mark Zurel	Mgmt	For	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Omnibus Equity Plan	Mgmt	For	For	For

Great-West Lifeco Inc.

Meeting Date: 05/02/2024

Country: Canada

Ticker: GWO

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: 39138C106

Shares Voted: 8,521

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael R. Amend	Mgmt	For	For	For
1.2	Elect Director Deborah J. Barrett	Mgmt	For	For	For
1.3	Elect Director Robin A. Bienfait	Mgmt	For	For	For
1.4	Elect Director Heather E. Conway	Mgmt	For	For	For
1.5	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.6	Elect Director Andre Desmarais	Mgmt	For	For	For

Great-West Lifeco Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Paul Desmarais, Jr.	Mgmt	For	For	For
1.8	Elect Director Gary A. Doer	Mgmt	For	For	For
1.9	Elect Director Claude Genereux	Mgmt	For	For	For
1.10	Elect Director Jake P. Lawrence	Mgmt	For	For	For
1.11	Elect Director Paula B. Madoff	Mgmt	For	For	For
1.12	Elect Director Paul A. Mahon	Mgmt	For	For	For
1.13	Elect Director Susan J. McArthur	Mgmt	For	For	For
1.14	Elect Director R. Jeffrey Orr	Mgmt	For	For	For
1.15	Elect Director James P. O'Sullivan	Mgmt	For	For	For
1.16	Elect Director T. Timothy Ryan	Mgmt	For	For	For
1.17	Elect Director Dhvani D. Shah	Mgmt	For	For	For
1.18	Elect Director Siim A. Vanaselja	Mgmt	For	For	For
1.19	Elect Director Brian E. Walsh	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

KBC Group SA/NV

Meeting Date: 05/02/2024

Country: Belgium

Ticker: KBC

Record Date: 04/18/2024

Meeting Type: Annual

Primary Security ID: B5337G162

Shares Voted: 269

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.15 per Share	Mgmt	For	For	For
5	Approve Increase in Fixed Remuneration of the Members of the Audit Committee and the Risk and Compliance Committee	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Discharge of Directors	Mgmt	For	For	For
9	Approve Discharge of Auditors	Mgmt	For	For	For
10	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	For	For	For
12.1	Reelect Johan Thijs as Director	Mgmt	For	For	For
12.2	Reelect Sonja De Becker as Director	Mgmt	For	Against	Against
12.3	Reelect Liesbet Okkerse as Director	Mgmt	For	Against	Against
12.4	Reelect Erik Clinck as Director	Mgmt	For	Against	Against
12.5	Reelect Theodoros Roussis as Director	Mgmt	For	Against	Against
12.6	Elect Diana Radl Rogerova as Independent Director	Mgmt	For	For	For
13	Transact Other Business	Mgmt			

Loblaw Companies Limited

Meeting Date: 05/02/2024

Country: Canada

Ticker: L

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 539481101

Shares Voted: 191

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

Loblaw Companies Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For

Lockheed Martin Corporation

Meeting Date: 05/02/2024

Country: USA

Ticker: LMT

Record Date: 02/26/2024

Meeting Type: Annual

Primary Security ID: 539830109

Shares Voted: 8,369

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

Reckitt Benckiser Group Plc

Meeting Date: 05/02/2024

Country: United Kingdom

Ticker: RKT

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: G74079107

Shares Voted: 14,919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
11	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
12	Elect Kris Licht as Director	Mgmt	For	For	For
13	Elect Shannon Eisenhardt as Director	Mgmt	For	For	For
14	Elect Marybeth Hays as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Kraft Heinz Company

Meeting Date: 05/02/2024

Country: USA

Ticker: KHC

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 500754106

Shares Voted: 194,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos Abrams-Rivera	Mgmt	For	For	For
1b	Elect Director Humberto P. Alfonso	Mgmt	For	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For	For
1d	Elect Director Lori Dickerson Fouche	Mgmt	For	For	For
1e	Elect Director Diane Gherson	Mgmt	For	For	For
1f	Elect Director Timothy Kenesey	Mgmt	For	For	For
1g	Elect Director Alicia Knapp	Mgmt	For	For	For
1h	Elect Director Elio Leoni Sceti	Mgmt	For	For	For
1i	Elect Director James Park	Mgmt	For	For	For
1j	Elect Director Miguel Patricio	Mgmt	For	For	For
1k	Elect Director John C. Pope	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Recyclability Claims	SH	Against	For	For
5	Phase out Purchasing of Pork from Suppliers Using Gestation Stalls	SH	Against	For	For
6	Report on Risks Arising From Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

TransUnion

Meeting Date: 05/02/2024

Country: USA

Ticker: TRU

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: 89400J107

Shares Voted: 14,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George M. Awad	Mgmt	For	For	For
1b	Elect Director William P. (Billy) Bosworth	Mgmt	For	For	For
1c	Elect Director Christopher A. Cartwright	Mgmt	For	For	For
1d	Elect Director Suzanne P. Clark	Mgmt	For	For	For

TransUnion

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Hamidou Dia	Mgmt	For	For	For
1f	Elect Director Russell P. Fradin	Mgmt	For	For	For
1g	Elect Director Charles E. Gottdiener	Mgmt	For	For	For
1h	Elect Director Pamela A. Joseph	Mgmt	For	For	For
1i	Elect Director Thomas L. Monahan, III	Mgmt	For	For	For
1j	Elect Director Ravi Kumar Singiseti	Mgmt	For	For	For
1k	Elect Director Linda K. Zukauckas	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

United Parcel Service, Inc.

Meeting Date: 05/02/2024 **Country:** USA **Ticker:** UPS
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 911312106

Shares Voted: 17,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For	For
1b	Elect Director Rodney Adkins	Mgmt	For	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For	For
1d	Elect Director Michael Burns	Mgmt	For	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate Johnson	Mgmt	For	Against	Against
1h	Elect Director William Johnson	Mgmt	For	Against	Against
1i	Elect Director Franck Moison	Mgmt	For	Against	Against
1j	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1k	Elect Director Russell Stokes	Mgmt	For	Against	Against
1l	Elect Director Kevin Warsh	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

Wynn Resorts, Limited

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

Shares Voted: 8,692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Betsy S. Atkins	Mgmt	For	For	For
1.2	Elect Director Paul Liu	Mgmt	For	For	For
1.3	Elect Director Darnell O. Strom	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

AbbVie Inc.

Meeting Date: 05/03/2024 **Country:** USA **Ticker:** ABBV
Record Date: 03/04/2024 **Meeting Type:** Annual
Primary Security ID: 00287Y109

Shares Voted: 38,844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	For	For	For
1b	Elect Director Richard A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Susan E. Quaggin	Mgmt	For	For	For
1d	Elect Director Rebecca B. Roberts	Mgmt	For	For	For
1e	Elect Director Glenn F. Tilton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For

CMS Energy Corporation

Meeting Date: 05/03/2024 **Country:** USA **Ticker:** CMS
Record Date: 03/05/2024 **Meeting Type:** Annual
Primary Security ID: 125896100

Shares Voted: 2,113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Barfield	Mgmt	For	For	For
1b	Elect Director Deborah H. Butler	Mgmt	For	For	For
1c	Elect Director Kurt L. Darrow	Mgmt	For	For	For
1d	Elect Director Ralph Izzo	Mgmt	For	For	For
1e	Elect Director Garrick J. Rochow	Mgmt	For	For	For
1f	Elect Director John G. Russell	Mgmt	For	For	For
1g	Elect Director Suzanne F. Shank	Mgmt	For	For	For
1h	Elect Director Myrna M. Soto	Mgmt	For	For	For
1i	Elect Director John G. Szniewajs	Mgmt	For	For	For
1j	Elect Director Ronald J. Tanski	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

CNH Industrial NV

Meeting Date: 05/03/2024 **Country:** Netherlands **Ticker:** CNHI
Record Date: 04/05/2024 **Meeting Type:** Annual
Primary Security ID: N20944109

Shares Voted: 752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	Against
1.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For	For
1.c	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	For	For	For
1.d	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	For
1.e	Elect Richard J. Kramer as Non-Executive Director	Mgmt	For	For	For
1.f	Reelect Karen Linehan as Non-Executive Director	Mgmt	For	For	For
1.g	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	Against	Against
1.h	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	Against	Against
1.i	Reelect Asa Tamsons as Non-Executive Director	Mgmt	For	For	For
2.a	Approve Remuneration Policy	Mgmt	For	Against	Against
2.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Non-Executive Directors under Equity Incentive Plans	Mgmt	For	For	For
3.a	Adopt Financial Statements	Mgmt	For	For	For
3.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
3.d	Approve Discharge of Directors	Mgmt	For	For	For
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6.c	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For	For

Deutsche Post AG

Meeting Date: 05/03/2024

Country: Germany

Ticker: DHL

Record Date: 04/26/2024

Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 21,567

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	For	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Dover Corporation

Meeting Date: 05/03/2024

Country: USA

Ticker: DOV

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 260003108

Shares Voted: 1,781

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

Dover Corporation

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

H&M Hennes & Mauritz AB

Meeting Date: 05/03/2024

Country: Sweden

Ticker: HM.B

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: W41422101

Shares Voted: 38,069

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Comments by Auditor, Chair of The Board and CEO; Questions from Shareholders to The Board and Management	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9b.1	Approve Allocation of Income and Dividends of SEK 6.50	Mgmt	For	For	For
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b2	Mgmt			
9b2.1	Approve May 7, 2024 and November 8, 2024 as Record Dates for Dividend Payments	Mgmt	For	For	For
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt			
9b2.2	Approve May 7, 2024 as Record Date for Dividend Payment	SH	None	Against	Against
	Management Proposals	Mgmt			
9.c1	Approve Discharge of Board Member Karl-Johan Persson	Mgmt	For	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c2	Approve Discharge of Board Member Stina Bergfors	Mgmt	For	For	For
9.c3	Approve Discharge of Board Member Anders Dahlvig	Mgmt	For	For	For
9.c4	Approve Discharge of Board Member Danica Kragic Jensfelt	Mgmt	For	For	For
9.c5	Approve Discharge of Board Member Lena Patriksson Keller	Mgmt	For	For	For
9.c6	Approve Discharge of Board Member Christian Sievert	Mgmt	For	For	For
9.c7	Approve Discharge of Board Member Christina Synnergren	Mgmt	For	For	For
9.c8	Approve Discharge of Board Member Erica Wiking Hager	Mgmt	For	For	For
9.c9	Approve Discharge of Board Member Niklas Zennstrom	Mgmt	For	For	For
9.c10	Approve Discharge of Employee Representative Ingrid Godin	Mgmt	For	For	For
9.c11	Approve Discharge of Employee Representative Tim Gahnstrom	Mgmt	For	For	For
9.c12	Approve Discharge of Employee Representative Louise Wikholm	Mgmt	For	For	For
9.c13	Approve Discharge of Employee Representative Margareta Welinder	Mgmt	For	For	For
9.c14	Approve Discharge of Employee Representative Hampus Glanzelius	Mgmt	For	For	For
9.c15	Approve Discharge of Employee Representative Agneta Gustafsson	Mgmt	For	For	For
9.c16	Approve Discharge of Employee Representative Ramon Horvath	Mgmt	For	For	For
9.c17	Approve Discharge of Helena Helmersson (CEO)	Mgmt	For	For	For
10.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million for Chairman and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Stina Bergfors as Director	Mgmt	For	For	For
12.2	Reelect Anders Dahlvig as Director	Mgmt	For	Against	Against
12.3	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
12.4	Reelect Lena Patriksson Keller as Director	Mgmt	For	For	For
12.5	Reelect Karl-Johan Persson as Director	Mgmt	For	Against	Against

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.6	Reelect Christian Sievert as Director	Mgmt	For	Against	Against
12.7	Reelect Christina Synnergren as Director	Mgmt	For	For	For
12.8	Reelect Helena Saxon as Director	Mgmt	For	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	Mgmt	For	Against	Against
13	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15	Approve SEK 2.4 Billion Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 2.4 Billion for a Bonus Issue	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
	Shareholder Proposals Submitted by Andreas Nilsson, Karin Sanden, Stina Skold, Susanne Halling and My Ericson	Mgmt			
17	Approve Zero Tolerance of Clothes as Waste in 2025	SH	None	For	For
	Shareholder Proposals Submitted by Janitha Palli	Mgmt			
18	Instruct Board to Assess the Impact of Sales of Clothing Containing Down on H&M's Reputation and Sales Losses	SH	None	For	For
19	Close Meeting	Mgmt			

HSBC Holdings Plc

Meeting Date: 05/03/2024

Country: United Kingdom

Ticker: HSBA

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: G4634U169

Shares Voted: 578,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
4a	Elect Ann Godbehere as Director	Mgmt	For	For	For
4b	Elect Brendan Nelson as Director	Mgmt	For	For	For
4c	Elect Swee Lian Teo as Director	Mgmt	For	For	For
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4e	Re-elect Rachel Duan as Director	Mgmt	For	For	For
4f	Re-elect Georges Elhedery as Director	Mgmt	For	For	For
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
4h	Re-elect James Forese as Director	Mgmt	For	For	For
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
4k	Re-elect Kalpana Morparia as Director	Mgmt	For	For	For
4l	Re-elect Eileen Murray as Director	Mgmt	For	For	For
4m	Re-elect Noel Quinn as Director	Mgmt	For	For	For
4n	Re-elect Mark Tucker as Director	Mgmt	For	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
17	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against	Against	Against

IGM Financial Inc.

Meeting Date: 05/03/2024

Country: Canada

Ticker: IGM

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 449586106

Shares Voted: 463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marc A. Bibeau	Mgmt	For	For	For
1.2	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.3	Elect Director Andre Desmarais	Mgmt	For	For	For
1.4	Elect Director Paul Desmarais, Jr.	Mgmt	For	For	For
1.5	Elect Director Gary Doer	Mgmt	For	For	For
1.6	Elect Director Susan Doniz	Mgmt	For	For	For
1.7	Elect Director Claude Genereux	Mgmt	For	For	For
1.8	Elect Director Sharon Hodgson	Mgmt	For	For	For
1.9	Elect Director Jake Lawrence	Mgmt	For	For	For
1.10	Elect Director Sharon MacLeod	Mgmt	For	For	For
1.11	Elect Director Susan J. McArthur	Mgmt	For	For	For
1.12	Elect Director John McCallum	Mgmt	For	For	For
1.13	Elect Director R. Jeffrey Orr	Mgmt	For	Against	Against
1.14	Elect Director James O'Sullivan	Mgmt	For	For	For
1.15	Elect Director Beth Wilson	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Berkshire Hathaway Inc.

Meeting Date: 05/04/2024

Country: USA

Ticker: BRK.B

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 084670702

Shares Voted: 18,187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	Withhold	Withhold
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	Withhold
1.12	Elect Director Ronald L. Olson	Mgmt	For	For	For
1.13	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.14	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Against	For	For
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
5	Establish a Railroad Safety Committee	SH	Against	Against	Against
6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Against	Against	Against
7	Report on Risks Related to Operations in China	SH	Against	Against	Against

Cincinnati Financial Corporation

Meeting Date: 05/04/2024

Country: USA

Ticker: CINF

Record Date: 03/06/2024

Meeting Type: Annual

Primary Security ID: 172062101

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Aaron	Mgmt	For	For	For
1.2	Elect Director Nancy C. Benacci	Mgmt	For	For	For
1.3	Elect Director Linda W. Clement-Holmes	Mgmt	For	For	For
1.4	Elect Director Dirk J. Debbink	Mgmt	For	For	For
1.5	Elect Director Steven J. Johnston	Mgmt	For	For	For
1.6	Elect Director Jill P. Meyer	Mgmt	For	For	For
1.7	Elect Director David P. Osborn	Mgmt	For	For	For
1.8	Elect Director Gretchen W. Schar	Mgmt	For	For	For

Cincinnati Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Charles O. Schiff	Mgmt	For	For	For
1.10	Elect Director Douglas S. Skidmore	Mgmt	For	For	For
1.11	Elect Director Stephen M. Spray	Mgmt	For	For	For
1.12	Elect Director John F. Steele, Jr.	Mgmt	For	For	For
1.13	Elect Director Larry R. Webb	Mgmt	For	For	For
1.14	Elect Director Cheng-sheng Peter Wu	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Aflac Incorporated

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** AFL
Record Date: 02/27/2024 **Meeting Type:** Annual
Primary Security ID: 001055102

Shares Voted: 27,423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	For	For	For
1b	Elect Director W. Paul Bowers	Mgmt	For	For	For
1c	Elect Director Arthur R. Collins	Mgmt	For	For	For
1d	Elect Director Miwako Hosoda	Mgmt	For	For	For
1e	Elect Director Thomas J. Kenny	Mgmt	For	For	For
1f	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1g	Elect Director Karole F. Lloyd	Mgmt	For	For	For
1h	Elect Director Nobuchika Mori	Mgmt	For	For	For
1i	Elect Director Joseph L. Moskowitz	Mgmt	For	For	For
1j	Elect Director Katherine T. Rohrer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

American Express Company

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

American Express Company

Shares Voted: 10,754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1b	Elect Director John J. Brennan	Mgmt	For	For	For
1c	Elect Director Walter J. Clayton, III	Mgmt	For	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
6	Report on Climate Lobbying	SH	Against	For	For
7	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against

Eli Lilly and Company

Meeting Date: 05/06/2024

Country: USA

Ticker: LLY

Record Date: 02/28/2024

Meeting Type: Annual

Primary Security ID: 532457108

Shares Voted: 8,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Katherine Baicker	Mgmt	For	For	For
1b	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1c	Elect Director Jamere Jackson	Mgmt	For	For	For
1d	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
6	Report on Lobbying Payments and Policy	SH	Against	For	For
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For	For
9	Adopt a Comprehensive Human Rights Policy	SH	Against	For	For

IDEXX Laboratories, Inc.

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

Shares Voted: 1,614

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Irene Chang Britt	Mgmt	For	For	For
1b	Elect Director Bruce L. Clafin	Mgmt	For	For	For
1c	Elect Director Asha S. Collins	Mgmt	For	For	For
1d	Elect Director Sam Samad	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

The Hershey Company

Meeting Date: 05/06/2024 **Country:** USA **Ticker:** HSY
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 427866108

Shares Voted: 20,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michele G. Buck	Mgmt	For	For	For
1.2	Elect Director Victor L. Crawford	Mgmt	For	For	For

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Robert M. Dutkowsky	Mgmt	For	Withhold	Withhold
1.4	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.5	Elect Director M. Diane Koken	Mgmt	For	Withhold	Withhold
1.6	Elect Director Huong Maria T. Kraus	Mgmt	For	For	For
1.7	Elect Director Robert M. Malcolm	Mgmt	For	Withhold	Withhold
1.8	Elect Director Kevin M. Ozan	Mgmt	For	For	For
1.9	Elect Director Anthony J. Palmer	Mgmt	For	Withhold	Withhold
1.10	Elect Director Juan R. Perez	Mgmt	For	Withhold	Withhold
1.11	Elect Director Cordel Robbin-Coker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Commission Third Party Supply Chain Assessment on Achieving a Living Income for Cocoa Farmers	SH	Against	For	For
5	Report on Support for a Circular Economy for Packaging	SH	Against	For	For

Uber Technologies, Inc.

Meeting Date: 05/06/2024

Country: USA

Ticker: UBER

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 90353T100

Shares Voted: 39,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	For	For
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Turqi Alnowaiser	Mgmt	For	For	For
1d	Elect Director Ursula Burns	Mgmt	For	For	For
1e	Elect Director Robert Eckert	Mgmt	For	For	For
1f	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1g	Elect Director Dara Khosrowshahi	Mgmt	For	For	For
1h	Elect Director Wan Ling Martello	Mgmt	For	For	For
1i	Elect Director John Thain	Mgmt	For	For	For
1j	Elect Director David I. Trujillo	Mgmt	For	Against	Against
1k	Elect Director Alexander Wynaendts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Commission a Third-Party Audit on Driver Health and Safety	SH	Against	For	For

AMETEK, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: AME

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: 031100100

Shares Voted: 3,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tod E. Carpenter	Mgmt	For	For	For
1b	Elect Director Karleen M. Oberton	Mgmt	For	For	For
1c	Elect Director Suzanne L. Stefany	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Arthur J. Gallagher & Co.

Meeting Date: 05/07/2024

Country: USA

Ticker: AJG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 363576109

Shares Voted: 4,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry Barrat	Mgmt	For	For	For
1b	Elect Director Deborah Caplan	Mgmt	For	For	For
1c	Elect Director Teresa Clarke	Mgmt	For	For	For
1d	Elect Director John Coldman	Mgmt	For	For	For
1e	Elect Director Pat Gallagher	Mgmt	For	For	For
1f	Elect Director David Johnson	Mgmt	For	For	For
1g	Elect Director Chris Miskel	Mgmt	For	For	For
1h	Elect Director Ralph Nicoletti	Mgmt	For	For	For
1i	Elect Director Norman Rosenthal	Mgmt	For	For	For

Arthur J. Gallagher & Co.

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

Bristol-Myers Squibb Company

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** BMY
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary Security ID: 110122108

Shares Voted: 216,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Paula A. Price	Mgmt	For	For	For
1G	Elect Director Derica W. Rice	Mgmt	For	For	For
1H	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For	For
1J	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

Danaher Corporation

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** DHR
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 235851102

Danaher Corporation

Shares Voted: 461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Teri List	Mgmt	For	Against	Against
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For

DSM-Firmenich AG

Meeting Date: 05/07/2024

Country: Switzerland

Ticker: DSFIR

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 2,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	Against	Against
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	For	For
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	For	For
4.1.e	Reelect Erica Mann as Director	Mgmt	For	For	For
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	For	For
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	For	For
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	For	For
4.1.i	Reelect John Ramsay as Director	Mgmt	For	For	For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	For	For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	For	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Edenred SA

Meeting Date: 05/07/2024

Country: France

Ticker: EDEN

Record Date: 05/03/2024

Meeting Type: Annual/Special

Primary Security ID: F3192L109

Shares Voted: 3,442

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
4	Reelect Dominique D'Hinnin as Director	Mgmt	For	For	For
5	Ratify Appointment of Nathalie Balla as Director	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1 Million	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	Against	Against
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
12	Renew Appointment of Deloitte & Associates Audit as Auditor	Mgmt	For	For	For
13	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
14	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 164,728,118	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,958,805	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors, up to Aggregate Nominal Amount of EUR 24,958,805	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capitalization of Reserves of Up to EUR 164,728,118 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Edwards Lifesciences Corporation

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

Shares Voted: 11,309

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

Expeditors International of Washington, Inc.

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

Shares Voted: 32,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	Mgmt	For	For	For
1.2	Elect Director Robert "Bob" P. Carlile	Mgmt	For	For	For

Expeditors International of Washington, Inc.

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

Fortune Brands Innovations, Inc.

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** FBIN
Record Date: 03/08/2024 **Meeting Type:** Annual
Primary Security ID: 34964C106

Shares Voted: 365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ameer Chande	Mgmt	For	For	For
1b	Elect Director Ann Fritz Hackett	Mgmt	For	For	For
1c	Elect Director Jeffery S. Perry	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

General Electric Company

Meeting Date: 05/07/2024 **Country:** USA **Ticker:** GE
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 369604301

General Electric Company

Shares Voted: 14,746

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1e	Elect Director Thomas Enders	Mgmt	For	For	For
1f	Elect Director Edward Garden	Mgmt	For	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For	For
1h	Elect Director Thomas W. Horton	Mgmt	For	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For	For
1j	Elect Director Darren McDew	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

George Weston Limited

Meeting Date: 05/07/2024

Country: Canada

Ticker: WN

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 961148509

Shares Voted: 10,781

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.2	Elect Director Nancy H.O. Lockhart	Mgmt	For	For	For
1.3	Elect Director Sarabjit S. Marwah	Mgmt	For	For	For
1.4	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1.5	Elect Director Barbara G. Stymiest	Mgmt	For	For	For
1.6	Elect Director Galen G. Weston	Mgmt	For	For	For
1.7	Elect Director Cornell Wright	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

George Weston Limited

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

IDEX Corporation

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

Shares Voted: 1,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	Mgmt	For	Against	Against
1b	Elect Director Lakecia N. Gunter	Mgmt	For	Against	Against
1c	Elect Director L. Paris Watts-Stanfield	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	SH	Against	For	For

Investor AB

Meeting Date: 05/07/2024 **Country:** Sweden **Ticker:** INVE.B
Record Date: 04/26/2024 **Meeting Type:** Annual
Primary Security ID: W5R777115

Shares Voted: 37,551

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

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
10.A	Approve Discharge of Gunnar Brock	Mgmt	For	For	For
10.B	Approve Discharge of Johan Forssell	Mgmt	For	For	For
10.C	Approve Discharge of Magdalena Gerger	Mgmt	For	For	For
10.D	Approve Discharge of Tom Johnstone	Mgmt	For	For	For
10.E	Approve Discharge of Isabelle Kocher	Mgmt	For	For	For
10.F	Approve Discharge of Sven Nyman	Mgmt	For	For	For
10.G	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	For
10.H	Approve Discharge of Hans Straberg	Mgmt	For	For	For
10.I	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	For
10.J	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	For
10.K	Approve Discharge of Sara Ohrvall	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	For	For	For
12.A	Determine Number of Members (13) and Deputy Members (0) of Board	Mgmt	For	For	For
12.B	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For
13.A	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chairman, SEK 1.9 Million for Vice Chairman and SEK 895,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.B	Approve Remuneration of Auditors	Mgmt	For	For	For
14.A	Reelect Gunnar Brock as Director	Mgmt	For	Against	Against
14.B	Reelect Magdalena Gergeras as Director	Mgmt	For	For	For
14.C	Reelect Tom Johnstone as Director	Mgmt	For	Against	Against
14.D	Reelect Isabelle Kocher as Director	Mgmt	For	For	For
14.E	Reelect Sven Nyman as Director	Mgmt	For	For	For
14.F	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Against
14.G	Reelect Hans Straberg as Director	Mgmt	For	Against	Against
14.H	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Against
14.I	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Against
14.J	Reelect Sara Ohrvall as Director	Mgmt	For	Against	Against

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.K	Elect Katarina Berg as New Director	Mgmt	For	For	For
14.L	Elect Christian Cederholm as New Director	Mgmt	For	For	For
14.M	Elect Mats Rahmstrom as New Director	Mgmt	For	Against	Against
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against	Against
16	Ratify Deloitte AB as Auditor	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	For
18.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For	For
19.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Kimco Realty Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: KIM

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 49446R109

Shares Voted: 815

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

Kimco Realty Corporation

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

Koninklijke Philips NV

Meeting Date: 05/07/2024 **Country:** Netherlands **Ticker:** PHIA
Record Date: 04/09/2024 **Meeting Type:** Annual
Primary Security ID: N7637U112

Shares Voted: 13,496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	President's Speech	Mgmt			
2.a	Discussion on Company's Corporate Governance Structure	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Approve Dividends	Mgmt	For	For	For
2.e	Approve Remuneration Report	Mgmt	For	For	For
2.f	Approve Discharge of Management Board	Mgmt	For	For	For
2.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3	Elect C.M. Hanneman to Management Board	Mgmt	For	For	For
4.a	Reelect F. Sijbesma to Supervisory Board	Mgmt	For	Against	Against
4.b	Reelect P. Loscher to Supervisory Board	Mgmt	For	For	For
4.c	Elect B. Ribadeau-Dumas to Supervisory Board	Mgmt	For	For	For
5.a	Approve Remuneration Policy for the Board of Management	Mgmt	For	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			

LKQ Corporation

Meeting Date: 05/07/2024

Country: USA

Ticker: LKQ

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 501889208

Shares Voted: 58,582

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

Norsk Hydro ASA

Meeting Date: 05/07/2024

Country: Norway

Ticker: NHY

Record Date: 04/29/2024

Meeting Type: Annual

Primary Security ID: R61115102

Shares Voted: 100,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.50 Per Share	Mgmt	For	For	For
6	Approve NOK 35.3 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
7	Authorize Share Repurchase Program	Mgmt	For	For	For

Norsk Hydro ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Discuss Company's Corporate Governance Statement	Mgmt			
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
11	Approve Remuneration Statement	Mgmt	For	Against	Against
12.1	Elect Rune Bjerke as Director	Mgmt	For	For	For
12.2	Elect Kristin Fejerskov Kragseth as Director	Mgmt	For	For	For
12.3	Elect Marianne Wiinholt as Director	Mgmt	For	For	For
12.4	Elect Peter Kukielski as Director	Mgmt	For	For	For
12.5	Elect Philip Graham New as Director	Mgmt	For	For	For
12.6	Elect Jane Toogood as Director	Mgmt	For	For	For
12.7	Elect Espen Gundersen as Director	Mgmt	For	For	For
13.1	Elect Berit Ledel Henriksen (Chair) as Member of Nominating Committee	Mgmt	For	For	For
13.2	Elect Susanne Munch Thore as Member of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Amount of NOK 920,000 for the Chairman, NOK 484,000 for the Vice Chairman and NOK 424,000 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
15	Approve Remuneration of Members of Nomination Committe	Mgmt	For	For	For

Omnicom Group Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: OMC

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 681919106

Shares Voted: 245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Wren	Mgmt	For	For	For
1.2	Elect Director Mary C. Choksi	Mgmt	For	For	For
1.3	Elect Director Leonard S. Coleman, Jr.	Mgmt	For	For	For
1.4	Elect Director Mark D. Gerstein	Mgmt	For	For	For
1.5	Elect Director Ronnie S. Hawkins	Mgmt	For	For	For
1.6	Elect Director Deborah J. Kissire	Mgmt	For	For	For

Omnicom Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Gracia C. Martore	Mgmt	For	For	For
1.8	Elect Director Patricia Salas Pineda	Mgmt	For	For	For
1.9	Elect Director Linda Johnson Rice	Mgmt	For	For	For
1.10	Elect Director Cassandra Santos	Mgmt	For	For	For
1.11	Elect Director Valerie M. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Public Storage

Meeting Date: 05/07/2024

Country: USA

Ticker: PSA

Record Date: 03/05/2024

Meeting Type: Annual

Primary Security ID: 74460D109

Shares Voted: 115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For
1c	Elect Director Shankh S. Mitra	Mgmt	For	For	For
1d	Elect Director Rebecca Owen	Mgmt	For	For	For
1e	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1f	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1g	Elect Director John Reyes	Mgmt	For	For	For
1h	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1i	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1j	Elect Director Ronald P. Spogli	Mgmt	For	For	For
1k	Elect Director Paul S. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

SNAM SpA

Meeting Date: 05/07/2024

Country: Italy

Ticker: SRG

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: T8578N103

SNAM SpA

Shares Voted: 16,668

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4.1	Approve Remuneration Policy	Mgmt	For	For	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

Swire Properties Limited

Meeting Date: 05/07/2024

Country: Hong Kong

Ticker: 1972

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: Y83191109

Shares Voted: 239,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Lung, Ngan Yee Fanny as Director	Mgmt	For	For	For
1b	Elect Murray, Martin James as Director	Mgmt	For	For	For
1c	Elect Sell, Richard Lawrence as Director	Mgmt	For	For	For
1d	Elect Zhu, Changlai Angela Director	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against

T. Rowe Price Group, Inc.

Meeting Date: 05/07/2024

Country: USA

Ticker: TROW

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 74144T108

T. Rowe Price Group, Inc.

Shares Voted: 340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	Mgmt	For	For	For
1b	Elect Director Mark S. Bartlett	Mgmt	For	For	For
1c	Elect Director William P. Donnelly	Mgmt	For	For	For
1d	Elect Director Dina Dublon	Mgmt	For	For	For
1e	Elect Director Robert F. MacLellan	Mgmt	For	For	For
1f	Elect Director Eileen P. Rominger	Mgmt	For	For	For
1g	Elect Director Robert W. Sharps	Mgmt	For	For	For
1h	Elect Director Cynthia F. Smith	Mgmt	For	For	For
1i	Elect Director Robert J. Stevens	Mgmt	For	For	For
1j	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
1k	Elect Director Alan D. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: AMD

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 007903107

Shares Voted: 84,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Mark Durcan	Mgmt	For	For	For
1c	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1d	Elect Director Joseph A. Householder	Mgmt	For	For	For
1e	Elect Director John W. Marren	Mgmt	For	For	For
1f	Elect Director Jon A. Olson	Mgmt	For	For	For
1g	Elect Director Lisa T. Su	Mgmt	For	For	For
1h	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Advanced Micro Devices, Inc.

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

Allianz SE

Meeting Date: 05/08/2024 **Country:** Germany **Ticker:** ALV
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: D03080112

Shares Voted: 5,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Antofagasta Plc

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: ANTO

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G0398N128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Jean-Paul Luksic as Director	Mgmt	For	For	For
5	Re-elect Francisca Castro as Director	Mgmt	For	For	For
6	Re-elect Ramon Jara as Director	Mgmt	For	For	For
7	Re-elect Juan Claro as Director	Mgmt	For	For	For
8	Re-elect Andronico Luksic as Director	Mgmt	For	For	For
9	Re-elect Vivianne Blanlot as Director	Mgmt	For	For	For
10	Re-elect Michael Anglin as Director	Mgmt	For	For	For
11	Re-elect Tony Jensen as Director	Mgmt	For	For	For
12	Re-elect Eugenia Parot as Director	Mgmt	For	For	For
13	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
14	Elect Tracey Kerr as Director	Mgmt	For	For	For
15	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Brown & Brown, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: BRO

Record Date: 03/04/2024

Meeting Type: Annual

Primary Security ID: 115236101

Brown & Brown, Inc.

Shares Voted: 2,923

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	Mgmt	For	For	For
1.2	Elect Director J. Powell Brown	Mgmt	For	For	For
1.3	Elect Director Lawrence L. Gellerstedt, III	Mgmt	For	For	For
1.4	Elect Director James C. Hays	Mgmt	For	For	For
1.5	Elect Director Theodore J. Hoepner	Mgmt	For	For	For
1.6	Elect Director James S. Hunt	Mgmt	For	For	For
1.7	Elect Director Toni Jennings	Mgmt	For	For	For
1.8	Elect Director Paul J. Krump	Mgmt	For	For	For
1.9	Elect Director Timothy R.M. Main	Mgmt	For	For	For
1.10	Elect Director Bronislaw E. Masojada	Mgmt	For	For	For
1.11	Elect Director Jaymin B. Patel	Mgmt	For	For	For
1.12	Elect Director H. Palmer Proctor, Jr.	Mgmt	For	For	For
1.13	Elect Director Wendell S. Reilly	Mgmt	For	For	For
1.14	Elect Director Kathleen A. Savio	Mgmt	For	For	For
1.15	Elect Director Chilton D. Varner	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Charles River Laboratories International, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: CRL

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 159864107

Shares Voted: 3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James C. Foster	Mgmt	For	For	For
1.2	Elect Director Nancy C. Andrews	Mgmt	For	For	For
1.3	Elect Director Robert Bertolini	Mgmt	For	For	For
1.4	Elect Director Reshema Kemps-Polanco	Mgmt	For	For	For
1.5	Elect Director Deborah T. Kochevar	Mgmt	For	For	For
1.6	Elect Director George Llado, Sr.	Mgmt	For	For	For

Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Martin W. Mackay	Mgmt	For	For	For
1.8	Elect Director George E. Massaro	Mgmt	For	For	For
1.9	Elect Director Craig B. Thompson	Mgmt	For	For	For
1.10	Elect Director Richard F. Wallman	Mgmt	For	For	For
1.11	Elect Director Virginia M. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLC as Auditors	Mgmt	For	For	For
4	Report on Imported Nonhuman Primates	SH	Against	For	For

Enbridge Inc.

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

Shares Voted: 108,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mayank (Mike) M. Ashar	Mgmt	For	For	For
1.2	Elect Director Gaurdie E. Banister	Mgmt	For	For	For
1.3	Elect Director Pamela L. Carter	Mgmt	For	Against	Against
1.4	Elect Director Susan M. Cunningham	Mgmt	For	For	For
1.5	Elect Director Gregory L. Ebel	Mgmt	For	For	For
1.6	Elect Director Jason B. Few	Mgmt	For	For	For
1.7	Elect Director Theresa B.Y. Jang	Mgmt	For	For	For
1.8	Elect Director Teresa S. Madden	Mgmt	For	For	For
1.9	Elect Director Manjit Minhas	Mgmt	For	For	For
1.10	Elect Director Stephen S. Poloz	Mgmt	For	For	For
1.11	Elect Director S. Jane Rowe	Mgmt	For	For	For
1.12	Elect Director Steven W. Williams	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			

Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	SP 1: Report on Governance Systems in Light of Climate and Environmental Misrepresentations	SH	Against	Against	Against
5	SP 2: Disclose the Company's Scope 3 Emissions	SH	Against	For	For

Gilead Sciences, Inc.

Meeting Date: 05/08/2024 **Country:** USA **Ticker:** GILD
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 375558103

Shares Voted: 56,218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Welters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against
6	Report on Risks of Supporting Abortion	SH	Against	Against	Against
7	Adopt Share Retention Policy For Senior Executives	SH	Against	For	For

GSK Plc

Meeting Date: 05/08/2024 **Country:** United Kingdom **Ticker:** GSK
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: G3910J179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Wendy Becker as Director	Mgmt	For	For	For
4	Elect Jeannie Lee as Director	Mgmt	For	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For	For
12	Re-elect Harry Dietz as Director	Mgmt	For	For	For
13	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
14	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/08/2024

Country: United Kingdom

Ticker: HLN

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: G4232K100

Shares Voted: 86,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Sir Dave Lewis as Director	Mgmt	For	For	For
5	Re-elect Brian McNamara as Director	Mgmt	For	For	For
6	Re-elect Tobias Hestler as Director	Mgmt	For	For	For
7	Re-elect Vindi Banga as Director	Mgmt	For	For	For
8	Re-elect Marie-Anne Aymerich as Director	Mgmt	For	For	For
9	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
10	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For	For
11	Re-elect Asmita Dubey as Director	Mgmt	For	For	For
12	Re-elect Deirdre Mahlan as Director	Mgmt	For	For	For
13	Re-elect David Denton as Director	Mgmt	For	For	For
14	Re-elect Bryan Supran as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Off-Market Purchase of Ordinary Shares from Pfizer	Mgmt	For	For	For

Hang Seng Bank Limited

Meeting Date: 05/08/2024

Country: Hong Kong

Ticker: 11

Record Date: 04/30/2024

Meeting Type: Annual

Primary Security ID: Y30327103

Shares Voted: 62,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Irene Y L Lee as Director	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Hongkong Land Holdings Ltd.

Meeting Date: 05/08/2024

Country: Bermuda

Ticker: H78

Record Date:

Meeting Type: Annual

Primary Security ID: G4587L109

Shares Voted: 29,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Craig Beattie as Director	Mgmt	For	For	For
4	Re-elect Adam Keswick as Director	Mgmt	For	Against	Against
5	Elect Michael Smith as Director	Mgmt	For	For	For
6	Ratify Auditors and Authorise Their Remuneration	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For

Intact Financial Corporation

Meeting Date: 05/08/2024

Country: Canada

Ticker: IFC

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 45823T106

Intact Financial Corporation

Shares Voted: 1,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles Brindamour	Mgmt	For	For	For
1.2	Elect Director Emmanuel Clarke	Mgmt	For	For	For
1.3	Elect Director Janet De Silva	Mgmt	For	For	For
1.4	Elect Director Michael Katchen	Mgmt	For	For	For
1.5	Elect Director Stephani Kingsmill	Mgmt	For	For	For
1.6	Elect Director Jane E. Kinney	Mgmt	For	For	For
1.7	Elect Director Robert G. Leary	Mgmt	For	For	For
1.8	Elect Director Sylvie Paquette	Mgmt	For	For	For
1.9	Elect Director Stuart J. Russell	Mgmt	For	For	For
1.10	Elect Director Indira V. Samarasekera	Mgmt	For	For	For
1.11	Elect Director Frederick Singer	Mgmt	For	For	For
1.12	Elect Director Carolyn A. Wilkins	Mgmt	For	For	For
1.13	Elect Director William L. Young	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Re-approve Stock Option Plan	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Kinder Morgan, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: KMI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 49456B101

Shares Voted: 236,761

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	For	For	For
1.2	Elect Director Kimberly A. Dang	Mgmt	For	For	For
1.3	Elect Director Amy W. Chronis	Mgmt	For	For	For
1.4	Elect Director Ted A. Gardner	Mgmt	For	For	For
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	For	For	For
1.6	Elect Director Steven J. Kean	Mgmt	For	For	For
1.7	Elect Director Deborah A. Macdonald	Mgmt	For	For	For
1.8	Elect Director Michael C. Morgan	Mgmt	For	For	For
1.9	Elect Director Arthur C. Reichstetter	Mgmt	For	For	For

Kinder Morgan, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director C. Park Shaper	Mgmt	For	For	For
1.11	Elect Director William A. Smith	Mgmt	For	For	For
1.12	Elect Director Joel V. Staff	Mgmt	For	For	For
1.13	Elect Director Robert F. Vagt	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Disclose GHG Emissions Reductions Targets	SH	Against	For	For

Kuehne + Nagel International AG

Meeting Date: 05/08/2024

Country: Switzerland

Ticker: KNIN

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: H4673L145

Shares Voted: 11,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Dominik Buergy as Director	Mgmt	For	For	For
4.1.2	Reelect Karl Gernandt as Director	Mgmt	For	Against	Against
4.1.3	Reelect Klaus-Michael Kuehne as Director	Mgmt	For	For	For
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	For	For	For
4.1.5	Reelect Hauke Stars as Director	Mgmt	For	For	For
4.1.6	Reelect Martin Wittig as Director	Mgmt	For	For	For
4.1.7	Reelect Joerg Wolle as Director	Mgmt	For	For	For
4.2.1	Elect Anne-Catherine Berner as Director	Mgmt	For	For	For
4.2.2	Elect Dominik de Daniel as Director	Mgmt	For	For	For
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	For	Against	Against

Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	For	Against	Against
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	For	For	For
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	For	For	For
4.6	Ratify KPMG AG as Auditors	Mgmt	For	Against	Against
5	Approve Sustainability Report	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	For	Against	Against
8	Approve Creation of Capital Band within the Upper Limit of CHF 150.9 Million and the Lower Limit of CHF 108.7 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	Mgmt	For	For	For
9.3	Amend Articles of Association	Mgmt	For	For	For
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Mercedes-Benz Group AG

Meeting Date: 05/08/2024

Country: Germany

Ticker: MBG

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: D1668R123

Shares Voted: 56,329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2025 Interim Financial Statements until the 2025 AGM	Mgmt	For	For	For
6.1	Elect Doris Hoepke to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Martin Brudermueller to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Nutrien Ltd.

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

Shares Voted: 19,436

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

Rational AG

Meeting Date: 05/08/2024 **Country:** Germany **Ticker:** RAA
Record Date: 04/16/2024 **Meeting Type:** Annual
Primary Security ID: D6349P107

Rational AG

Shares Voted: 1,093

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8.1	Elect Erich Baumgaertner to the Supervisory Board	Mgmt	For	Against	Against
8.2	Elect Johannes Wuerbser to the Supervisory Board	Mgmt	For	Against	Against
8.3	Elect Werner Schwind to the Supervisory Board	Mgmt	For	Against	Against
8.4	Elect Clarissa Kaefer to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Christoph Lintz to the Supervisory Board	Mgmt	For	Against	Against

Simon Property Group, Inc.

Meeting Date: 05/08/2024

Country: USA

Ticker: SPG

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 828806109

Shares Voted: 6,021

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

Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1I	Elect Director Stefan M. Selig	Mgmt	For	For	For
1J	Elect Director Daniel C. Smith	Mgmt	For	For	For
1K	Elect Director Marta R. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 05/08/2024

Country: Netherlands

Ticker: WKL

Record Date: 04/10/2024

Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 4,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Receive Report of Supervisory Board	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Elect David Sides to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Jack de Kreij to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Sophie Vandebroek to Supervisory Board	Mgmt	For	For	For
6.a	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
6.b	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For
10	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
11	Other Business	Mgmt			
12	Close Meeting	Mgmt			

WPP Plc

Meeting Date: 05/08/2024 **Country:** Jersey **Ticker:** WPP
Record Date: 05/06/2024 **Meeting Type:** Annual
Primary Security ID: G9788D103

Shares Voted: 202,274

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Compensation Committee Report	Mgmt	For	For	For
4	Elect Andrew Scott as Director	Mgmt	For	For	For
5	Re-elect Angela Ahrendts as Director	Mgmt	For	For	For
6	Re-elect Simon Dingemans as Director	Mgmt	For	For	For
7	Re-elect Sandrine Dufour as Director	Mgmt	For	For	For
8	Re-elect Tom Ilube as Director	Mgmt	For	For	For
9	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
10	Re-elect Mark Read as Director	Mgmt	For	For	For
11	Re-elect Cindy Rose as Director	Mgmt	For	For	For
12	Re-elect Keith Weed as Director	Mgmt	For	For	For
13	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
14	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
15	Re-elect Ya-Qin Zhang as Director	Mgmt	For	For	For
16	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

WPP Plc

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

Ampol Limited

Meeting Date: 05/09/2024 **Country:** Australia **Ticker:** ALD
Record Date: 05/07/2024 **Meeting Type:** Annual
Primary Security ID: Q03608124

Shares Voted: 32,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3a	Elect Michael Ihlein as Director	Mgmt	For	For	For
3b	Elect Gary Smith as Director	Mgmt	For	For	For
4	Approve Grant of 2024 Performance Rights to Matthew Halliday	Mgmt	For	For	For
5	Approve Non-Executive Directors' Fee Pool Increase	Mgmt	None	For	For

Arch Capital Group Ltd.

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

Shares Voted: 3,897

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Laurie S. Goodman	Mgmt	For	For	For
1b	Elect Director John M. Pasquesi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

Arch Capital Group Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4i	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4j	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4k	Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4l	Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For
4m	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	Mgmt	For	For	For

Avantor, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: AVTR

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 05352A100

Shares Voted: 49,867

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Juan Andres	Mgmt	For	For	For
1b	Elect Director John Carethers	Mgmt	For	For	For
1c	Elect Director Lan Kang	Mgmt	For	For	For
1d	Elect Director Joseph Massaro	Mgmt	For	For	For
1e	Elect Director Mala Murthy	Mgmt	For	For	For
1f	Elect Director Jonathan Peacock	Mgmt	For	For	For

Avantor, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael Severino	Mgmt	For	For	For
1h	Elect Director Michael Stubblefield	Mgmt	For	For	For
1i	Elect Director Gregory Summe	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Barclays PLC

Meeting Date: 05/09/2024 **Country:** United Kingdom **Ticker:** BARC
Record Date: 05/07/2024 **Meeting Type:** Annual
Primary Security ID: G08036124

Shares Voted: 321,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Sir John Kingman as Director	Mgmt	For	For	For
4	Re-elect Robert Berry as Director	Mgmt	For	For	For
5	Re-elect Tim Breedon as Director	Mgmt	For	For	For
6	Re-elect Anna Cross as Director	Mgmt	For	For	For
7	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For	For
8	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	For
9	Re-elect Mary Francis as Director	Mgmt	For	For	For
10	Re-elect Brian Gilvary as Director	Mgmt	For	For	For
11	Re-elect Nigel Higgins as Director	Mgmt	For	For	For
12	Re-elect Marc Moses as Director	Mgmt	For	For	For
13	Re-elect Diane Schueneman as Director	Mgmt	For	For	For
14	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For	For
15	Re-elect Julia Wilson as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
27	Adopt New Articles of Association	Mgmt	For	For	For

Cameco Corporation

Meeting Date: 05/09/2024

Country: Canada

Ticker: CCO

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 13321L108

Shares Voted: 42,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director Catherine Gignac	Mgmt	For	For	For
A2	Elect Director Daniel Camus	Mgmt	For	For	For
A3	Elect Director Tammy Cook-Searson	Mgmt	For	For	For
A4	Elect Director Tim Gitzel	Mgmt	For	For	For
A5	Elect Director Kathryn (Kate) Jackson	Mgmt	For	For	For
A6	Elect Director Don Kayne	Mgmt	For	For	For
A7	Elect Director Dominique Miniere	Mgmt	For	For	For
A8	Elect Director Leontine van Leeuwen-Atkins	Mgmt	For	For	For
B	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Cameco Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
C	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
D	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote AGAINST will be treated as not voted.	Mgmt	None	Refer	Abstain

Canadian Tire Corporation, Limited

Meeting Date: 05/09/2024 **Country:** Canada **Ticker:** CTC.A
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 136681202

Shares Voted: 100

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

Discover Financial Services

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** DFS
Record Date: 03/11/2024 **Meeting Type:** Annual
Primary Security ID: 254709108

Shares Voted: 4,916

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Candace H. Duncan	Mgmt	For	For	For
1.2	Elect Director Joseph F. Eazor	Mgmt	For	For	For
1.3	Elect Director Kathy L. Lonowski	Mgmt	For	For	For
1.4	Elect Director Thomas G. Maheras	Mgmt	For	For	For
1.5	Elect Director Daniela O'Leary-Gill	Mgmt	For	For	For
1.6	Elect Director John B. Owen	Mgmt	For	For	For
1.7	Elect Director David L. Rawlinson, II	Mgmt	For	For	For
1.8	Elect Director Michael G. Rhodes *Withdrawn Resolution*	Mgmt			
1.9	Elect Director J. Michael Shepherd	Mgmt	For	For	For
1.10	Elect Director Beverley A. Sibblies	Mgmt	For	For	For
1.11	Elect Director Jennifer L. Wong	Mgmt	For	For	For

Discover Financial Services

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

KeyCorp

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

Shares Voted: 5,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1.2	Elect Director H. James Dallas	Mgmt	For	For	For
1.3	Elect Director Elizabeth R. Gile	Mgmt	For	For	For
1.4	Elect Director Ruth Ann M. Gillis	Mgmt	For	For	For
1.5	Elect Director Christopher M. Gorman	Mgmt	For	For	For
1.6	Elect Director Robin N. Hayes	Mgmt	For	For	For
1.7	Elect Director Carlton L. Highsmith	Mgmt	For	For	For
1.8	Elect Director Richard J. Hipple	Mgmt	For	For	For
1.9	Elect Director Devina A. Rankin	Mgmt	For	For	For
1.10	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1.11	Elect Director Richard J. Tobin	Mgmt	For	For	For
1.12	Elect Director Todd J. Vasos	Mgmt	For	For	For
1.13	Elect Director David K. Wilson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Manulife Financial Corp.

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

Manulife Financial Corp.

Shares Voted: 129,485

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

Mettler-Toledo International Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: MTD

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 592688105

Shares Voted: 315

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

Mettler-Toledo International Inc.

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

Nucor Corporation

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

Shares Voted: 19,358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	Mgmt	For	For	For
1.2	Elect Director Patrick J. Dempsey	Mgmt	For	For	For
1.3	Elect Director Nicholas C. Gangestad	Mgmt	For	For	For
1.4	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1.5	Elect Director Laurette T. Koellner	Mgmt	For	For	For
1.6	Elect Director Michael W. Lamach	Mgmt	For	For	For
1.7	Elect Director Leon J. Topalian	Mgmt	For	For	For
1.8	Elect Director Nadja Y. West	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Power Corporation of Canada

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

Shares Voted: 10,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Participating Preferred and Subordinate Voting Shares	Mgmt			
1.1	Elect Director Pierre Beaudoin	Mgmt	For	For	For
1.2	Elect Director Marcel R. Coutu	Mgmt	For	For	For
1.3	Elect Director Andre Desmarais	Mgmt	For	Against	Against

Power Corporation of Canada

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

Prologis, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: PLD

Record Date: 03/12/2024

Meeting Type: Annual

Primary Security ID: 74340W103

Shares Voted: 22,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
1c	Elect Director James B. Connor	Mgmt	For	For	For
1d	Elect Director George L. Fotiades	Mgmt	For	For	For

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1f	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1g	Elect Director Guy A. Metcalfe	Mgmt	For	For	For
1h	Elect Director Avid Modjtabei	Mgmt	For	For	For
1i	Elect Director David P. O'Connor	Mgmt	For	For	For
1j	Elect Director Olivier Piani	Mgmt	For	For	For
1k	Elect Director Carl B. Webb	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement to Amend Charter	Mgmt	For	For	For
5	Reduce Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For

Repsol SA

Meeting Date: 05/09/2024

Country: Spain

Ticker: REP

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: E8471S130

Shares Voted: 10,367

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

Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Stantec Inc.

Meeting Date: 05/09/2024 **Country:** Canada **Ticker:** STN
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 85472N109

Shares Voted: 24,380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas K. Ammerman	Mgmt	For	For	For
1.2	Elect Director Martin A. a Porta	Mgmt	For	For	For
1.3	Elect Director Shelley A. M. Brown	Mgmt	For	For	For
1.4	Elect Director Angeline G. Chen	Mgmt	For	For	For
1.5	Elect Director Patricia D. Galloway	Mgmt	For	For	For
1.6	Elect Director Gordon (Gord) A. Johnston	Mgmt	For	For	For
1.7	Elect Director Donald (Don) J. Lowry	Mgmt	For	For	For
1.8	Elect Director Marie-Lucie Morin	Mgmt	For	For	For
1.9	Elect Director Celina J. Wang Doka	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Steel Dynamics, Inc.

Meeting Date: 05/09/2024 **Country:** USA **Ticker:** STLD
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 858119100

Shares Voted: 10,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Mark D. Millett	Mgmt	For	For	For
1B	Elect Director Sheree L. Bargabos	Mgmt	For	For	For
1C	Elect Director Kenneth W. Cornew	Mgmt	For	For	For
1D	Elect Director Traci M. Dolan	Mgmt	For	For	For
1E	Elect Director Jennifer L. Hamann	Mgmt	For	For	For

Steel Dynamics, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1F	Elect Director James C. Marcuccilli	Mgmt	For	For	For
1G	Elect Director Bradley S. Seaman	Mgmt	For	For	For
1H	Elect Director Gabriel L. Shaheen	Mgmt	For	For	For
1I	Elect Director Luis M. Sierra	Mgmt	For	For	For
1J	Elect Director Richard P. Teets, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting	SH	Against	For	For

Stryker Corporation

Meeting Date: 05/09/2024

Country: USA

Ticker: SYK

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 863667101

Shares Voted: 7,098

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

Sun Life Financial Inc.

Meeting Date: 05/09/2024

Country: Canada

Ticker: SLF

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 866796105

Shares Voted: 19,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Deepak Chopra	Mgmt	For	For	For
1.2	Elect Director Stephanie L. Coyles	Mgmt	For	For	For
1.3	Elect Director Ashok K. Gupta	Mgmt	For	For	For
1.4	Elect Director M. Marianne Harris	Mgmt	For	For	For
1.5	Elect Director David H. Y. Ho	Mgmt	For	For	For
1.6	Elect Director Laurie G. Hylton	Mgmt	For	For	For
1.7	Elect Director Helen M. Mallovy Hicks	Mgmt	For	For	For
1.8	Elect Director Marie-Lucie Morin	Mgmt	For	For	For
1.9	Elect Director Joseph M. Natale	Mgmt	For	For	For
1.10	Elect Director Scott F. Powers	Mgmt	For	For	For
1.11	Elect Director Kevin D. Strain	Mgmt	For	For	For
2	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Teradyne, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: TER

Record Date: 03/14/2024

Meeting Type: Annual

Primary Security ID: 880770102

Shares Voted: 2,538

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

Teradyne, Inc.

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

The Wharf (Holdings) Limited

Meeting Date: 05/09/2024 **Country:** Hong Kong **Ticker:** 4
Record Date: 05/03/2024 **Meeting Type:** Annual
Primary Security ID: Y8800U127

Shares Voted: 19,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Yen Thean Leng as Director	Mgmt	For	For	For
2b	Elect Edward Kwan Yiu Chen as Director	Mgmt	For	For	For
2c	Elect Richard Yat Sun Tang as Director	Mgmt	For	For	For
2d	Elect David Muir Turnbull as Director	Mgmt	For	For	For
3a	Approve Increase in the Rate of Annual Fee Payable to the Chairman of the Company	Mgmt	For	For	For
3b	Approve Increase in the Rate of Annual Fee Payable to Each of the Directors, Other than the Chairman, of the Company	Mgmt	For	For	For
3c	Approve Increase in the Rate of Annual Fee Payable to the Chairman of the Audit Committee of the Company	Mgmt	For	For	For
3d	Approve Increase in the Rate of Annual Fee Payable to Each Member, Other than the Chairman, of the Audit Committee of the Company	Mgmt	For	For	For
3e	Approve Increase in the Rate of Annual Fee Payable to the Chairman and Each Member of the Remuneration Committee of the Company	Mgmt	For	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against

United Rentals, Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: URI

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 911363109

Shares Voted: 5,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc A. Bruno	Mgmt	For	For	For
1b	Elect Director Larry D. De Shon	Mgmt	For	For	For
1c	Elect Director Matthew J. Flannery	Mgmt	For	For	For
1d	Elect Director Bobby J. Griffin	Mgmt	For	For	For
1e	Elect Director Kim Harris Jones	Mgmt	For	For	For
1f	Elect Director Terri L. Kelly	Mgmt	For	For	For
1g	Elect Director Michael J. Kneeland	Mgmt	For	For	For
1h	Elect Director Francisco J. Lopez-Balboa	Mgmt	For	For	For
1i	Elect Director Gracia C. Martore	Mgmt	For	For	For
1j	Elect Director Shiv Singh	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against	Against

Verizon Communications Inc.

Meeting Date: 05/09/2024

Country: USA

Ticker: VZ

Record Date: 03/11/2024

Meeting Type: Annual

Primary Security ID: 92343V104

Shares Voted: 85,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.6	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.7	Elect Director Daniel Schulman	Mgmt	For	For	For

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Rodney Slater	Mgmt	For	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Against	Against	Against
5	Report on Lobbying Payments and Policy	SH	Against	For	For
6	Amend Clawback Policy	SH	Against	For	For
7	Require Independent Board Chair	SH	Against	For	For
8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against
9	Report on Lead-Sheathed Cables	SH	Against	For	For
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For

WSP Global Inc.

Meeting Date: 05/09/2024

Country: Canada

Ticker: WSP

Record Date: 03/25/2024

Meeting Type: Annual/Special

Primary Security ID: 92938W202

Shares Voted: 26,284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Louis-Philippe Carriere	Mgmt	For	For	For
1.2	Elect Director Christopher Cole	Mgmt	For	For	For
1.3	Elect Director Alexandre L'Heureux	Mgmt	For	For	For
1.4	Elect Director Birgit Norgaard	Mgmt	For	For	For
1.5	Elect Director Suzanne Rancourt	Mgmt	For	For	For
1.6	Elect Director Linda Smith-Galipeau	Mgmt	For	For	For
1.7	Elect Director Macky Tall	Mgmt	For	For	For
1.8	Elect Director Claude Tessier	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

WSP Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Increase in Maximum Number of Directors from Ten to Fifteen	Mgmt	For	For	For
5	Amend By-Laws	Mgmt	For	For	For

Akamai Technologies, Inc.

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

Shares Voted: 829

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	For	For	For
1.2	Elect Director Marianne Brown	Mgmt	For	For	For
1.3	Elect Director Monte Ford	Mgmt	For	For	For
1.4	Elect Director Dan Hesse	Mgmt	For	For	For
1.5	Elect Director Tom Killalea	Mgmt	For	For	For
1.6	Elect Director Tom Leighton	Mgmt	For	For	For
1.7	Elect Director Jonathan Miller	Mgmt	For	For	For
1.8	Elect Director Madhu Ranganathan	Mgmt	For	For	For
1.9	Elect Director Ben Verwaayen	Mgmt	For	For	For
1.10	Elect Director Bill Wagner	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	Against	Against
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Adopt Simple Majority Vote	SH	Against	For	For

American Homes 4 Rent

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** AMH
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 02665T306

American Homes 4 Rent

Shares Voted: 203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Matthew J. Hart	Mgmt	For	For	For
1b	Elect Director David P. Singelyn	Mgmt	For	For	For
1c	Elect Director Douglas N. Benham	Mgmt	For	For	For
1d	Elect Director Jack Corrigan	Mgmt	For	For	For
1e	Elect Director David Goldberg	Mgmt	For	For	For
1f	Elect Director Tamara H. Gustavson	Mgmt	For	For	For
1g	Elect Director Michelle C. Kerrick	Mgmt	For	For	For
1h	Elect Director James H. Kropp	Mgmt	For	For	For
1i	Elect Director Lynn C. Swann	Mgmt	For	For	For
1j	Elect Director Winifred M. Webb	Mgmt	For	For	For
1k	Elect Director Jay Willoughby	Mgmt	For	For	For
1l	Elect Director Matthew R. Zaist	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Galp Energia SGPS SA

Meeting Date: 05/10/2024

Country: Portugal

Ticker: GALP

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: X3078L108

Shares Voted: 462

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	Mgmt	For	For	For
4	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	For	For	For
5	Approve Reduction in Share Capital	Mgmt	For	For	For
6	Amend Remuneration Policy	Mgmt	For	For	For

Lundin Mining Corporation

Meeting Date: 05/10/2024

Country: Canada

Ticker: LUN

Record Date: 03/22/2024

Meeting Type: Annual/Special

Primary Security ID: 550372106

Shares Voted: 10,103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Adam I. Lundin	Mgmt	For	For	For
1B	Elect Director C. Ashley Heppenstall	Mgmt	For	For	For
1C	Elect Director Donald K. Charter	Mgmt	For	For	For
1D	Elect Director Juliana L. Lam	Mgmt	For	For	For
1E	Elect Director Jack O. A. Lundin	Mgmt	For	For	For
1F	Elect Director Dale C. Peniuk	Mgmt	For	For	For
1G	Elect Director Maria Olivia Recart	Mgmt	For	For	For
1H	Elect Director Natasha N.D. Vaz	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Change Location of Registered Office from Ontario to British Columbia	Mgmt	For	For	For
5	Approve Authorized Share Capital Resolution	Mgmt	For	For	For

Masco Corporation

Meeting Date: 05/10/2024

Country: USA

Ticker: MAS

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 574599106

Shares Voted: 31,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark R. Alexander	Mgmt	For	For	For
1b	Elect Director Marie A. Ffolkes	Mgmt	For	For	For
1c	Elect Director John C. Plant	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	None	For	For

Standard Chartered Plc

Meeting Date: 05/10/2024

Country: United Kingdom

Ticker: STAN

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: G84228157

Shares Voted: 78,155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Diego De Giorgi as Director	Mgmt	For	For	For
5	Elect Diane Jurgens as Director	Mgmt	For	For	For
6	Re-elect Shirish Apte as Director	Mgmt	For	For	For
7	Re-elect David Conner as Director	Mgmt	For	For	For
8	Re-elect Jackie Hunt as Director	Mgmt	For	For	For
9	Re-elect Robin Lawther as Director	Mgmt	For	For	For
10	Re-elect Maria Ramos as Director	Mgmt	For	For	For
11	Re-elect Phil Rivett as Director	Mgmt	For	For	For
12	Re-elect David Tang as Director	Mgmt	For	For	For
13	Re-elect Jose Vinals as Director	Mgmt	For	For	For
14	Re-elect Bill Winters as Director	Mgmt	For	For	For
15	Re-elect Linda Yueh as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	Mgmt	For	For	For
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
28	Amend Articles of Association	Mgmt	For	For	For

Standard Chartered Plc

Meeting Date: 05/10/2024 **Country:** United Kingdom **Ticker:** STAN
Record Date: 05/08/2024 **Meeting Type:** Special
Primary Security ID: G84228157

Shares Voted: 78,155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Class Meeting of the Holders of Ordinary Shares	Mgmt			
1	Sanctions and Consents to Every Variation, Alteration, Modification or Abrogation of the Rights, Privileges and Restrictions Attaching to the Ordinary Shares which may be Involved by the Passing of Resolution 28 as Set Out in the Notice of AGM	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/10/2024 **Country:** Italy **Ticker:** TRN
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: T9471R100

Shares Voted: 232,879

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve 2024-2028 Performance Share Plan	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2028 Performance Share Plan	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	Against	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against

The Progressive Corporation

Meeting Date: 05/10/2024 **Country:** USA **Ticker:** PGR
Record Date: 03/15/2024 **Meeting Type:** Annual
Primary Security ID: 743315103

Shares Voted: 8,509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Danelle M. Barrett	Mgmt	For	For	For
1b	Elect Director Philip Bleser	Mgmt	For	For	For
1c	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1d	Elect Director Pamela J. Craig	Mgmt	For	For	For
1e	Elect Director Charles A. Davis	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1h	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1i	Elect Director Devin C. Johnson	Mgmt	For	For	For
1j	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1k	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Approve Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

ASM International NV

Meeting Date: 05/13/2024 **Country:** Netherlands **Ticker:** ASM
Record Date: 04/15/2024 **Meeting Type:** Annual
Primary Security ID: N07045201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual General Meeting	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
5b	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
6a	Reelect Didier Lamouche to Supervisory Board	Mgmt	For	For	For
6b	Elect Tania Micki to Supervisory Board	Mgmt	For	For	For
6c	Elect Van den Brink to Supervisory Board	Mgmt	For	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Shares	Mgmt	For	For	For
11	Amend Articles Re: Indemnity for the members of the Management Board and Supervisory Board	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Baker Hughes Company

Meeting Date: 05/13/2024

Country: USA

Ticker: BKR

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 05722G100

Shares Voted: 12,194

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

BNP Paribas SA

Meeting Date: 05/14/2024

Country: France

Ticker: BNP

Record Date: 05/10/2024

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 22,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Renew Appointment of Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Reelect Christian Noyer as Director	Mgmt	For	For	For
9	Ratify Appointment of Marie-Christine Lombard as Director; Reelect Marie-Christine Lombard as Director	Mgmt	For	For	For
10	Elect Annemarie Straathof as Director	Mgmt	For	For	For
11	Reelect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of BNP Paribas SA	Mgmt			
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
B	Elect Thierry Schwob as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	Mgmt	For	For	For
25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

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: 1,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Billion; Approve Creation of EUR 19 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
8.1	Elect Andreas Gottschling to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Martin Jetter to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Sigrid Kozmiensky to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Charles Stonehill to the Supervisory Board	Mgmt	For	For	For
8.7	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	For	For
8.8	Elect Chong Lee Tan to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
11.2	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt	For	For	For

Epiroc AB

Meeting Date: 05/14/2024

Country: Sweden

Ticker: EPI.A

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: W25918124

Shares Voted: 38,383

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Designate Inspector(s) of Minutes of Meeting	Mgmt			
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b1	Approve Discharge of Anthea Bath	Mgmt	For	For	For
8.b2	Approve Discharge of Lennart Evrell	Mgmt	For	For	For
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
8.b4	Approve Discharge of Helena Hedblom	Mgmt	For	For	For
8.b5	Approve Discharge of Jeane Hull	Mgmt	For	For	For
8.b6	Approve Discharge of Ronnie Leten	Mgmt	For	For	For
8.b7	Approve Discharge of Ulla Litzen	Mgmt	For	For	For
8.b8	Approve Discharge of Sigurd Mareels	Mgmt	For	For	For
8.b9	Approve Discharge of Astrid Skarheim Onsum	Mgmt	For	For	For
8.b10	Approve Discharge of Kristina Kanestad	Mgmt	For	For	For
8.b11	Approve Discharge of Daniel Rundgren	Mgmt	For	For	For
8.b12	Approve Discharge of CEO Helena Hedblom	Mgmt	For	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	Mgmt	For	For	For
8.d	Approve Remuneration Report	Mgmt	For	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a1	Reelect Anthea Bath as Director	Mgmt	For	For	For
10.a2	Reelect Lennart Evrell as Director	Mgmt	For	For	For
10.a3	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
10.a4	Reelect Helena Hedblom as Director	Mgmt	For	For	For
10.a5	Reelect Jeane Hull as Director	Mgmt	For	For	For
10.a6	Reelect Ronnie Leten as Director	Mgmt	For	Against	Against
10.a7	Reelect Ulla Litzen as Director	Mgmt	For	For	For
10.a8	Reelect Sigurd Mareels as Director	Mgmt	For	For	For

Epiroc AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a9	Reelect Astrid Skarheim Onsum as Director	Mgmt	For	For	For
10.b	Reelect Ronnie Leten as Board Chair	Mgmt	For	Against	Against
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.71 Million for Chair and SEK 850,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12.b	Approve Stock Option Plan 2024 for Key Employees	Mgmt	For	For	For
13.a	Approve Equity Plan Financing Through Repurchase of Class A Shares	Mgmt	For	For	For
13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	Mgmt	For	For	For
13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	Mgmt	For	For	For
13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	Mgmt	For	For	For
13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020 and 2021	Mgmt	For	For	For
14	Close Meeting	Mgmt			

Equinor ASA

Meeting Date: 05/14/2024

Country: Norway

Ticker: EQNR

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: R2R90P103

Shares Voted: 56,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Elect Chairman of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For

Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.35 Per Share, Approve Extraordinary Dividends of USD 0.35 Per Share	Mgmt	For	For	For
7	Authorize Board to Distribute Dividends	Mgmt	For	For	For
	Shareholder Proposals Submitted by Roald Skjoldheim	Mgmt			
8	Eliminate Management Bonuses, Pensions and Severance Pay; Ban Use of Fiberglass Rotor Blades in New Wind Farms, Commit to Buy into Existing Hydropower Projects and Conduct Research on Other Energy Sources	SH	Against	Against	Against
	Shareholder Proposals Submitted by Ivar Saetre	Mgmt			
9	Approve Divestment from All International Operations	SH	Against	Against	Against
	Shareholder Proposals Submitted by Gro Nylander and Guttorm Grundt	Mgmt			
10	Resignation of Board of Directors for a New Board of Directors with Better Sustainability Expertise and Higher Ambitions	SH	Against	Against	Against
	Shareholder Proposals Submitted by Gro Nylander	Mgmt			
11	Adopt Future Strategy taking into Consideration the Suffering and Death Caused by Global Warming; Strengthen and Implement the Energy Transition Plan	SH	Against	Against	Against
	Shareholder Proposals Submitted by Bente Marie Bakke	Mgmt			
12	Make Arrangements to Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya and Present a Plan Enabling Norway to Become Net-Zero By 2050	SH	Against	Against	Against
	Shareholder Proposals Submitted by Even Bakke	Mgmt			
13	Work Towards Dismantling the Corporate Assembly, Strengthen the Board, Change the Articles of Association regarding the Nomination Committee and that the Renewable Energy Business Become an Autonomous Entity	SH	Against	Against	Against
	Shareholder Proposals Submitted by Greenpeace and WWF	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Nominate Candidates for Future Board Appointments with Good Competency on the Energy Transition and Sustainability	SH	Against	For	For
	Shareholder Proposals Submitted by Sarasin & Partners LLP, Kapitalforeningen Sampension Invest, West Yorkshire Pension Fund and Achmea Investment Management	Mgmt			
15	Update the Company Strategy and Capital Expenditure Plan According to the Commitment to the Goals of the Paris Agreement	SH	Against	For	For
	Management Proposals	Mgmt			
16	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
17	Approve Remuneration Statement	Mgmt	For	For	For
18	Approve Remuneration of Auditors	Mgmt	For	For	For
	Elect All Members to the Corporate Assembly under item 19, or Vote on Each Candidate Individually under items 19.1-19.16	Mgmt			
19	Elect Members and Deputy Members of Corporate Assembly (Joint Proposal)	Mgmt	For	For	For
19.1	Elect Nils Morten Huseby (Chair) as Member of Corporate Assembly	Mgmt	For	For	For
19.2	Reelect Nils Bastiansen (Deputy Chair) as Member of Corporate Assembly	Mgmt	For	For	For
19.3	Reelect Finn Kinserdal as Member of Corporate Assembly	Mgmt	For	For	For
19.4	Reelect Kari Skeidsvoll Moe as Member of Corporate Assembly	Mgmt	For	For	For
19.5	Reelect Kjerstin Rasmussen Braathen as Member of Corporate Assembly	Mgmt	For	For	For
19.6	Reelect Kjerstin Fyllingen as Member of Corporate Assembly	Mgmt	For	For	For
19.7	Reelect Mari Rege as Member of Corporate Assembly	Mgmt	For	For	For
19.8	Reelect Trond Straume as Member of Corporate Assembly	Mgmt	For	For	For
19.9	Reelect Martin Wien Fjell as Member of Corporate Assembly	Mgmt	For	For	For
19.10	Reelect Merete Hverven as Member of Corporate Assembly	Mgmt	For	For	For
19.11	Reelect Helge Aasen as Member of Corporate Assembly	Mgmt	For	For	For
19.12	Reelect Liv B. Ulriksen as Member of Corporate Assembly	Mgmt	For	For	For
19.13	Reelect Per Axel Koch as Deputy Member of Corporate Assembly	Mgmt	For	For	For

Equinor ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19.14	Reelect Cathrine Kristiseter Marti as Deputy Member of Corporate Assembly	Mgmt	For	For	For
19.15	Elect Bjorn Tore Markussen as Deputy Member of Corporate Assembly	Mgmt	For	For	For
19.16	Elect Elisabeth Marak Stole as Deputy Member of Corporate Assembly	Mgmt	For	For	For
20	Approve Remuneration of Directors in the Amount of NOK 151,200 for Chairman, NOK 79,750 for Deputy Chairman and NOK 56,000 for Other Directors; Approve Remuneration for Deputy Directors	Mgmt	For	For	For
	Elect All Members to the Nominating Committee under item 21, or Vote on Each Candidate Individually under items 21.1-21.4	Mgmt			
21	Elect Members of Nominating Committee (Joint Proposal)	Mgmt	For	For	For
21.1	Elect Nils Morten Huseby (Chair) as Member of Nominating Committee	Mgmt	For	For	For
21.2	Reelect Berit L. Henriksen as Member of Nominating Committee	Mgmt	For	For	For
21.3	Reelect Merete Hverven as Member of Nominating Committee	Mgmt	For	For	For
21.4	Reelect Jan Tore Fosund as Member of Nominating Committee	Mgmt	For	For	For
22	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
23	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	Mgmt	For	For	For
24	Approve NOK 525.8 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Belonging to the Norwegian State	Mgmt	For	For	For
25	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For

Essex Property Trust, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: ESS

Record Date: 03/01/2024

Meeting Type: Annual

Primary Security ID: 297178105

Shares Voted: 660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John V. Arabia	Mgmt	For	For	For

Essex Property Trust, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Keith R. Guericke	Mgmt	For	For	For
1c	Elect Director Anne B. Gust	Mgmt	For	For	For
1d	Elect Director Maria R. Hawthorne	Mgmt	For	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For	For
1f	Elect Director Mary Kasaris	Mgmt	For	For	For
1g	Elect Director Angela L. Kleiman	Mgmt	For	For	For
1h	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1i	Elect Director George M. Marcus	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

IMCD NV

Meeting Date: 05/14/2024

Country: Netherlands

Ticker: IMCD

Record Date: 04/16/2024

Meeting Type: Annual

Primary Security ID: N4447S106

Shares Voted: 16,115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Against	Against
3.a	Receive Auditor's Report (Non-Voting)	Mgmt			
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
5.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

IMCD NV

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

Laboratory Corporation of America Holdings

Meeting Date: 05/14/2024

Country: USA

Ticker: LH

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 50540R409

Shares Voted: 1,293

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kerri B. Anderson	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Davis	Mgmt	For	For	For
1c	Elect Director D. Gary Gilliland	Mgmt	For	For	For
1d	Elect Director Kirsten M. Kliphouse	Mgmt	For	For	For
1e	Elect Director Garheng Kong	Mgmt	For	For	For
1f	Elect Director Peter M. Neupert	Mgmt	For	For	For
1g	Elect Director Richelle P. Parham	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Adam H. Schechter	Mgmt	For	For	For
1j	Elect Director Kathryn E. Wengel	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against
5	Report on Transport of Nonhuman Primates Within the U.S.	SH	Against	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For	For

Loews Corporation

Meeting Date: 05/14/2024

Country: USA

Ticker: L

Record Date: 03/19/2024

Meeting Type: Annual

Primary Security ID: 540424108

Shares Voted: 5,535

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Ann E. Berman	Mgmt	For	For	For
1B	Elect Director Charles D. Davidson	Mgmt	For	For	For
1C	Elect Director Charles M. Diker	Mgmt	For	For	For
1D	Elect Director Paul J. Fribourg	Mgmt	For	For	For
1E	Elect Director Walter L. Harris	Mgmt	For	For	For
1F	Elect Director Jonathan C. Locker	Mgmt	For	For	For
1G	Elect Director Susan P. Peters	Mgmt	For	For	For
1H	Elect Director Andrew H. Tisch	Mgmt	For	For	For
1I	Elect Director James S. Tisch	Mgmt	For	For	For
1J	Elect Director Jonathan M. Tisch	Mgmt	For	For	For
1K	Elect Director Anthony Welters	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Motorola Solutions, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: MSI

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 620076307

Shares Voted: 3,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	Mgmt	For	For	For
1b	Elect Director Nicole Anasenes	Mgmt	For	For	For
1c	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1d	Elect Director Ayanna M. Howard	Mgmt	For	For	For
1e	Elect Director Clayton M. Jones	Mgmt	For	For	For
1f	Elect Director Judy C. Lewent	Mgmt	For	For	For
1g	Elect Director Gregory K. Mondre	Mgmt	For	For	For
1h	Elect Director Joseph M. Tucci	Mgmt	For	For	For

Motorola Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For

Prudential Financial, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: PRU

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 744320102

Shares Voted: 24,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For	For
1.2	Elect Director Robert M. Falzon	Mgmt	For	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.6	Elect Director Kathleen A. Murphy	Mgmt	For	For	For
1.7	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.8	Elect Director Christine A. Poon	Mgmt	For	For	For
1.9	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Require Independent Board Chair	SH	Against	For	For

Swedish Orphan Biovitrum AB

Meeting Date: 05/14/2024

Country: Sweden

Ticker: SOBI

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: W95637117

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

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.18	Approve Discharge of CEO Guido Oelkers	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 1.9 for Chairman and SEK 625,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
15.a	Reelect Christophe Bourdon as Director	Mgmt	For	For	For
15.b	Reelect Annette Clancy as Director	Mgmt	For	For	For
15.c	Reelect Helena Saxon as Director	Mgmt	For	Against	Against
15.d	Reelect Staffan Schuberg as Director	Mgmt	For	For	For
15.e	Reelect Filippa Stenberg as Director	Mgmt	For	Against	Against
15.f	Reelect Anders Ullman as Director	Mgmt	For	Against	Against
15.g	Elect Zlatko Rihter as New Director	Mgmt	For	Against	Against
15.h	Elect Annette Clancy as Board Chair	Mgmt	For	For	For
15.i	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
18.A1	Approve Long Term Incentive Program (Management Program)	Mgmt	For	Against	Against
18.A2	Approve Long Term Incentive Program (All Employee Program)	Mgmt	For	For	For
18.B1	Approve Equity Plan Financing (Management Program)	Mgmt	For	Against	Against
18.B2	Approve Equity Plan Financing (All Employee Program)	Mgmt	For	For	For
18.C	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
20	Approve Transfer of Shares in Connection with Previous Share Programs	Mgmt	For	For	For
21	Close Meeting	Mgmt			

The Allstate Corporation

Meeting Date: 05/14/2024

Country: USA

Ticker: ALL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 020002101

Shares Voted: 3,867

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Richard T. Hume	Mgmt	For	For	For
1d	Elect Director Margaret M. Keane	Mgmt	For	For	For
1e	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	For	For	For
1f	Elect Director Maria Morris	Mgmt	For	For	For
1g	Elect Director Jacques P. Perold	Mgmt	For	For	For
1h	Elect Director Andrea Redmond	Mgmt	For	For	For
1i	Elect Director Gregg M. Sherrill	Mgmt	For	For	For
1j	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For	For
1l	Elect Director Monica Turner	Mgmt	For	For	For
1m	Elect Director Thomas J. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

VAT Group AG

Meeting Date: 05/14/2024

Country: Switzerland

Ticker: VACN

Record Date: 05/03/2024

Meeting Type: Annual

Primary Security ID: H90508104

Shares Voted: 185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends of CHF 6.25 per Share from Reserves of Accumulated Profits	Mgmt	For	For	For

VAT Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Martin Komischke as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Urs Leinhaeuser as Director	Mgmt	For	For	For
4.1.3	Reelect Karl Schlegel as Director	Mgmt	For	For	For
4.1.4	Reelect Hermann Gerlinger as Director	Mgmt	For	For	For
4.1.5	Reelect Libo Zhang as Director	Mgmt	For	Against	Against
4.1.6	Reelect Daniel Lippuner as Director	Mgmt	For	For	For
4.1.7	Reelect Petra Denk as Director	Mgmt	For	For	For
4.1.8	Elect Thomas Piliszczuk as Director	Mgmt	For	For	For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
5	Designate Roger Foehn as Independent Proxy	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration Report	Mgmt	For	For	For
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2023	Mgmt	For	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	Mgmt	For	For	For
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2025	Mgmt	For	For	For
7.5	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Period from 2024 AGM to 2025 AGM	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Ventas, Inc.

Meeting Date: 05/14/2024

Country: USA

Ticker: VTR

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 92276F100

Shares Voted: 4,753

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

ageas SA/NV

Meeting Date: 05/15/2024

Country: Belgium

Ticker: AGS

Record Date: 05/01/2024

Meeting Type: Annual/Special

Primary Security ID: B0148L138

Shares Voted: 2,632

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2.1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.1.3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.2.1	Information on the Dividend Policy	Mgmt			
2.2.2	Approve Dividends of EUR 3.25 Per Share	Mgmt	For	For	For
2.3.1	Approve Discharge of Directors	Mgmt	For	For	For

ageas SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3.2	Approve Discharge of Auditors	Mgmt	For	For	For
3.1	Approve Remuneration Report	Mgmt	For	For	For
3.2	Approve Remuneration Policy	Mgmt	For	For	For
3.3	Approve Modification on Remuneration of Certain Members of Directors	Mgmt	For	For	For
4.1	Elect Francoise Lefevre as Director	Mgmt	For	For	For
4.2	Elect Xavier de Walque as Independent Director	Mgmt	For	For	For
4.3	Elect Christophe Vandeweghe as Director	Mgmt	For	For	For
4.4	Reelect Hans De Cuyper as Director	Mgmt	For	For	For
4.5	Reelect Yvonne Lang Ketterer as Independent Director	Mgmt	For	For	For
5.1	Ratify PWC SRL, Permanently Represented by Kurt Cappoen, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
5.2	Appoint PwC as Auditors for the Sustainability Reporting	Mgmt	For	For	For
6.1.1	Receive Special Board Report Re: Authorized Capital	Mgmt			
6.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Close Meeting	Mgmt			

American International Group, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: AIG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 026874784

Shares Voted: 47,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	For	For	For
1b	Elect Director James Cole, Jr.	Mgmt	For	For	For
1c	Elect Director James (Jimmy) Dunne, III	Mgmt	For	For	For
1d	Elect Director John (Chris) Inglis	Mgmt	For	For	For
1e	Elect Director Linda A. Mills	Mgmt	For	For	For
1f	Elect Director Diana M. Murphy	Mgmt	For	For	For

American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Peter R. Porrino	Mgmt	For	For	For
1h	Elect Director John G. Rice	Mgmt	For	For	For
1i	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
1j	Elect Director Peter Zaffino	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
5	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against

Annaly Capital Management, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: NLY

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 035710839

Shares Voted: 6,647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francine J. Bovich	Mgmt	For	For	For
1b	Elect Director David L. Finkelstein	Mgmt	For	For	For
1c	Elect Director Thomas Hamilton	Mgmt	For	For	For
1d	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1e	Elect Director Michael Haylon	Mgmt	For	For	For
1f	Elect Director Martin Laguerre	Mgmt	For	For	For
1g	Elect Director Manon Laroche	Mgmt	For	For	For
1h	Elect Director Eric A. Reeves	Mgmt	For	For	For
1i	Elect Director John H. Schaefer	Mgmt	For	For	For
1j	Elect Director Glenn A. Votek	Mgmt	For	For	For
1k	Elect Director Scott Wede	Mgmt	For	For	For
1l	Elect Director Vicki Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Barratt Developments Plc

Meeting Date: 05/15/2024

Country: United Kingdom

Ticker: BDEV

Record Date: 05/13/2024

Meeting Type: Special

Primary Security ID: G08288105

Shares Voted: 223,923

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended All-Share Offer for the Combination of Barratt Developments plc and Redrow plc	Mgmt	For	For	For

Bayerische Motoren Werke AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: BMW

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 55,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 6.00 per Ordinary Share and EUR 6.02 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2023	Mgmt	For	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Susanne Klatten to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Stefan Quandt to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Vishal Sikka to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

BlackRock, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: BLK

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 09247X101

Shares Voted: 1,915

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

Bunge Global SA

Meeting Date: 05/15/2024

Country: Switzerland

Ticker: BG

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: H11356104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Dividends of USD 2.72 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5a	Elect Director Eliane Aleixo Lustosa de Andrade	Mgmt	For	For	For
5b	Elect Director Sheila Bair	Mgmt	For	For	For
5c	Elect Director Carol Browner	Mgmt	For	Against	Against
5d	Elect Director Gregory Heckman	Mgmt	For	For	For
5e	Elect Director Bernardo Hees	Mgmt	For	For	For
5f	Elect Director Michael Kobori	Mgmt	For	For	For
5g	Elect Director Monica McGurk	Mgmt	For	For	For
5h	Elect Director Kenneth Simril	Mgmt	For	For	For
5i	Elect Director Henry "Jay" Winship	Mgmt	For	For	For
5j	Elect Director Mark Zenuk	Mgmt	For	For	For
5k	Elect Director Adrian Isman	Mgmt	For	For	For
5l	Elect Director Anne Jensen	Mgmt	For	For	For
5m	Elect Director Christopher Mahoney	Mgmt	For	For	For
5n	Elect Director Markus Walt	Mgmt	For	For	For
6a	Reelect Mark Zenuk as Board Chairman	Mgmt	For	For	For
7a	Reelect Bernardo Hees as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
7c	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	Mgmt	For	For	For
8	Approve Omnibus Stock Plan	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
10a	Approve Remuneration of Directors in the Amount of USD 5.1 million	Mgmt	For	For	For
10b	Approve Remuneration of Executive Committee in the Amount of USD 37.5 million for Fiscal Year 2025	Mgmt	For	For	For

Bunge Global SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10c	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Non-Financial Report	Mgmt	For	For	For
12	Designate Wuersch & Gering LLP as Independent Proxy	Mgmt	For	For	For
13	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	Mgmt	For	For	For
A	Other Business	Mgmt	For	Against	Against

Daimler Truck Holding AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: DTG

Record Date: 05/08/2024

Meeting Type: Annual

Primary Security ID: D1T3RZ100

Shares Voted: 7,596

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Goetz (until Aug. 5, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2023	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Stephan Unger for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Raymond Curry (until Oct. 15, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2023	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Shintaro Suzuki (from Oct. 16, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2023	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.20	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for a Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Elevance Health, Inc.

Meeting Date: 05/15/2024 **Country:** USA **Ticker:** ELV
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 036752103

Shares Voted: 20,353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	Mgmt	For	For	For
1.2	Elect Director Antonio F. Neri	Mgmt	For	For	For
1.3	Elect Director Ramiro G. Peru	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against	Against

Everest Group, Ltd.

Meeting Date: 05/15/2024 **Country:** Bermuda **Ticker:** EG
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: G3223R108

Shares Voted: 936

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

Everest Group, Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Juan C. Andrade	Mgmt	For	For	For
1.3	Elect Director William F. Galtney, Jr.	Mgmt	For	For	For
1.4	Elect Director John A. Graf	Mgmt	For	For	For
1.5	Elect Director Meryl Hartzband	Mgmt	For	For	For
1.6	Elect Director Gerri Losquadro	Mgmt	For	For	For
1.7	Elect Director Hazel McNeilage	Mgmt	For	For	For
1.8	Elect Director Roger M. Singer	Mgmt	For	For	For
1.9	Elect Director Joseph V. Taranto	Mgmt	For	For	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fiserv, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: FI

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 337738108

Shares Voted: 6,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For
1.2	Elect Director Henrique de Castro	Mgmt	For	For	For
1.3	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.4	Elect Director Lance M. Fritz	Mgmt	For	For	For
1.5	Elect Director Ajei S. Gopal	Mgmt	For	For	For
1.6	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.7	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.8	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.9	Elect Director Kevin M. Warren	Mgmt	For	For	For
1.10	Elect Director Charlotte B. Yarkoni	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Halliburton Company

Meeting Date: 05/15/2024

Country: USA

Ticker: HAL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 406216101

Shares Voted: 10,631

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	Against	Against
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Earl M. Cummings	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Robert A. Malone	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1j	Elect Director Maurice S. Smith	Mgmt	For	For	For
1k	Elect Director Janet L. Weiss	Mgmt	For	For	For
1l	Elect Director Tobi M. Edwards Young	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Hess Corporation

Meeting Date: 05/15/2024

Country: USA

Ticker: HES

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 42809H107

Shares Voted: 3,346

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

Hess Corporation

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

Invitation Homes, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: INVH

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 46187W107

Shares Voted: 967

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

Phillips 66

Meeting Date: 05/15/2024

Country: USA

Ticker: PSX

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 718546104

Phillips 66

Shares Voted: 5,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie L. Bushman	Mgmt	For	Against	Against
1b	Elect Director Lisa A. Davis	Mgmt	For	Against	Against
1c	Elect Director Mark E. Lashier	Mgmt	For	Against	Against
1d	Elect Director Douglas T. Terreson	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Impacts of a Significant Reduction in Virgin Plastic Demand	SH	Against	For	For

Robert Half Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: RHI

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 770323103

Shares Voted: 19,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jana L. Barsten	Mgmt	For	For	For
1b	Elect Director Julia L. Coronado	Mgmt	For	For	For
1c	Elect Director Dirk A. Kempthorne	Mgmt	For	For	For
1d	Elect Director Harold M. Messmer, Jr.	Mgmt	For	For	For
1e	Elect Director Marc H. Morial	Mgmt	For	For	For
1f	Elect Director Robert J. Pace	Mgmt	For	For	For
1g	Elect Director Frederick A. Richman	Mgmt	For	For	For
1h	Elect Director M. Keith Waddell	Mgmt	For	For	For
1i	Elect Director Marnie H. Wilking	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

SAP SE

Meeting Date: 05/15/2024

Country: Germany

Ticker: SAP

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 39,629

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	Against	Against
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

State Street Corporation

Meeting Date: 05/15/2024

Country: USA

Ticker: STT

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 857477103

Shares Voted: 4,146

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick de Saint-Aignan	Mgmt	For	For	For
1b	Elect Director Marie A. Chandoha	Mgmt	For	For	For
1c	Elect Director DonnaLee A. DeMaio	Mgmt	For	For	For
1d	Elect Director Amelia C. Fawcett	Mgmt	For	For	For
1e	Elect Director William C. Freda	Mgmt	For	For	For
1f	Elect Director Sara Mathew	Mgmt	For	For	For

State Street Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Ronald P. O'Hanley	Mgmt	For	For	For
1i	Elect Director Sean P. O'Sullivan	Mgmt	For	For	For
1j	Elect Director Julio A. Portalatin	Mgmt	For	For	For
1k	Elect Director John B. Rhea	Mgmt	For	For	For
1l	Elect Director Gregory L. Summe	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Symrise AG

Meeting Date: 05/15/2024

Country: Germany

Ticker: SY1

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D827A1108

Shares Voted: 1,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024, Auditors of Sustainability Reporting and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2026	Mgmt	For	For	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Approve Creation of EUR 55 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.8 Billion; Approve Creation of EUR 55 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Tele2 AB

Meeting Date: 05/15/2024

Country: Sweden

Ticker: TEL2.B

Record Date: 05/06/2024

Meeting Type: Annual

Primary Security ID: W95878166

Shares Voted: 104,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Chairman's Report	Mgmt			
8	Receive CEO's Report	Mgmt			
9	Receive Financial Statements and Statutory Reports	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11.a	Approve Allocation of Income and Ordinary Dividends of SEK 6.90 Per Share	Mgmt	For	For	For
	Shareholder Can Only Vote "Yes" on One of the Proposals under item 11 (b)	Mgmt			
11.b1	Approve May 17, 2024 and October 15, 2024 as Record Dates for Dividend Payments	Mgmt	For	For	For
	Shareholder Proposals Submitted by Sune Gunnarssons	Mgmt			
11.b2	Approve May 17, 2024 as Record Date for Dividend Payments	SH	None	Against	Against
	Management Proposals	Mgmt			
12.a	Approve Discharge of Andrew Barron	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.b	Approve Discharge of Stina Bergfors	Mgmt	For	For	For
12.c	Approve Discharge of Georgi Ganev	Mgmt	For	For	For
12.d	Approve Discharge of CEO Kjell Johnsen	Mgmt	For	For	For
12.e	Approve Discharge of Sam Kini	Mgmt	For	For	For
12.f	Approve Discharge of Eva Lindqvist	Mgmt	For	For	For
12.g	Approve Discharge of Lars-Ake Norling	Mgmt	For	For	For
12.h	Approve Discharge of Carla Smits-Nusteling	Mgmt	For	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 1.85 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	Mgmt	For	For	For
14.b	Approve Remuneration of Auditors	Mgmt	For	For	For
15.a	Elect Thomas Reynaud as New Director	Mgmt	For	For	For
15.b	Reelect Stina Bergfors as Director	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
15.c	Elect Aude Durand as New Director	SH	For	For	For
	Management Proposals	Mgmt			
15.d	Reelect Georgi Ganev as Director	Mgmt	For	Against	Against
	Shareholder Proposal	Mgmt			
15.e	Elect Jean-Marc Harion as New Director	SH	For	For	For
	Management Proposals	Mgmt			
15.f	Elect Nicholas Hogberg as New Director	Mgmt	For	For	For
15.g	Reelect Sam Kini as Director	Mgmt	For	For	For
15.h	Reelect Eva Lindqvist as Director	Mgmt	For	For	For
15.i	Reelect Lars-Ake Norling as Director	Mgmt	For	For	For
16	Elect Thomas Reynaud as Board Chairman	Mgmt	For	For	For
17	Ratify KPMG AB as Auditors	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19.a	Approve Performance Share Matching Plan LTI 2024	Mgmt	For	For	For
19.b	Approve Equity Plan Financing Through Issuance of Class C Shares	Mgmt	For	For	For
19.c	Approve Equity Plan Financing Through Repurchase of Class C Shares	Mgmt	For	For	For

Tele2 AB

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

Thales SA

Meeting Date: 05/15/2024 **Country:** France **Ticker:** HO
Record Date: 05/13/2024 **Meeting Type:** Annual/Special
Primary Security ID: F9156M108

Shares Voted: 866

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 157,650,000	Mgmt	For	Against	Against
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against	Against
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60,000,000	Mgmt	For	Against	Against
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 14-15	Mgmt	For	Against	Against
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
19	Authorize Capitalization of Reserves of Up to EUR 157,650,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 13-19 at EUR 180 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
23	Elect Ruby McGregor-Smith as Director	Mgmt	For	For	For

The Hartford Financial Services Group, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: HIG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 416515104

Shares Voted: 10,430

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

The Travelers Companies, Inc.

Meeting Date: 05/15/2024

Country: USA

Ticker: TRV

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 89417E109

Shares Voted: 5,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	For	For
1b	Elect Director William J. Kane	Mgmt	For	For	For
1c	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1d	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1e	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1f	Elect Director Rafael Santana	Mgmt	For	For	For
1g	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1h	Elect Director Alan D. Schnitzer	Mgmt	For	For	For

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1j	Elect Director Bridget van Kralingen	Mgmt	For	For	For
1k	Elect Director David S. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Report on Methane Emissions	SH	Against	For	For
5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	SH	Against	For	For
6	Report on Human Rights Risk in Underwriting	SH	Against	For	For
7	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against	Against

Valero Energy Corporation

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

Shares Voted: 10,008

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	For	For	For
1b	Elect Director H. Paulett Eberhart	Mgmt	For	For	For
1c	Elect Director Marie A. Ffolkes	Mgmt	For	For	For
1d	Elect Director Joseph W. Gorder	Mgmt	For	For	For
1e	Elect Director Kimberly S. Greene	Mgmt	For	For	For
1f	Elect Director Deborah P. Majoras	Mgmt	For	Against	Against
1g	Elect Director Eric D. Mullins	Mgmt	For	For	For
1h	Elect Director Robert A. Profusek	Mgmt	For	For	For
1i	Elect Director R. Lane Riggs	Mgmt	For	For	For
1j	Elect Director Randall J. Weisenburger	Mgmt	For	For	For
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/15/2024

Country: USA

Ticker: VRTX

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 92532F100

Shares Voted: 18,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For
1.3	Elect Director Alan Garber	Mgmt	For	For	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For	For
1.5	Elect Director Michel Lagarde	Mgmt	For	For	For
1.6	Elect Director Jeffrey Leiden	Mgmt	For	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For
1.8	Elect Director Bruce Sachs	Mgmt	For	For	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	For	For
1.10	Elect Director Nancy Thornberry	Mgmt	For	For	For
1.11	Elect Director Suketu Upadhyay	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

Adevinta ASA

Meeting Date: 05/16/2024

Country: Norway

Ticker: ADE

Record Date: 05/08/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: R0000V110

Shares Voted: 433

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Amend Articles Re: Number of Board Members (3-13)	Mgmt	For	For	For
5	Elect Dipan Patel (Chair), Maria Roentsch and Roman Jay as Directors	Mgmt	For	Against	Against

Adevinta ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration of Directors	Mgmt	For	Against	Against

adidas AG

Meeting Date: 05/16/2024 **Country:** Germany **Ticker:** ADS
Record Date: 05/09/2024 **Meeting Type:** Annual
Primary Security ID: D0066B185

Shares Voted: 2,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
6	Approve Remuneration Policy	Mgmt	For	For	For
7.1	Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
7.2	Reelect Jackie Joyner-Kersee to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.3	Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
7.4	Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Mgmt	For	Against	Against
7.5	Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Mgmt	For	For	For
7.6	Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.7	Reelect Jing Ulrich to the Supervisory Board Until 2027 AGM	Mgmt	For	For	For
7.8	Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For

Alnylam Pharmaceuticals, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: ALNY

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 02043Q107

Shares Voted: 1,841

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis A. Ausiello	Mgmt	For	For	For
1b	Elect Director Olivier Brandicourt	Mgmt	For	For	For
1c	Elect Director Peter N. Kellogg	Mgmt	For	For	For
1d	Elect Director David E.I. Pyott	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Amphenol Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: APH

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 032095101

Shares Voted: 10,852

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

Amphenol Corporation

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

AvalonBay Communities, Inc.

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

Shares Voted: 2,018

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

Chubb Limited

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

Shares Voted: 9,254

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.6	Elect Director Nelson J. Chai	Mgmt	For	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
5.8	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.9	Elect Director Robert W. Scully	Mgmt	For	For	For
5.10	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.11	Elect Director David H. Sidwell	Mgmt	For	For	For
5.12	Elect Director Olivier Steimer	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9	Cancel Repurchased Shares	Mgmt	For	For	For
10	Amend Articles Re: Creation of a Capital Band	Mgmt	For	For	For
11	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	For	For	For
12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Mgmt	For	For	For
12.3	Approve Remuneration Report	Mgmt	For	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
14	Approve Sustainability Report	Mgmt	For	For	For
15	Report on GHG Emissions Associated with Underwriting	SH	Against	For	For
16	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
A	Transact Other Business	Mgmt	For	Against	Against

CVS Health Corporation

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** CVS
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 126650100

Shares Voted: 65,092

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For
1b	Elect Director Jeffrey R. Balsler	Mgmt	For	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For	For
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For
1f	Elect Director Roger N. Farah	Mgmt	For	For	For
1g	Elect Director Anne M. Finucane	Mgmt	For	For	For
1h	Elect Director J. Scott Kirby	Mgmt	For	For	For
1i	Elect Director Karen S. Lynch	Mgmt	For	For	For
1j	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1k	Elect Director Jean-Pierre Millon	Mgmt	For	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For	For
6	Adopt Director Election Resignation Bylaw	SH	Against	Against	Against
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Adopt Policy to Require Director Allocation of Hours Disclosure	SH	Against	Against	Against

Dassault Aviation SA

Meeting Date: 05/16/2024 **Country:** France **Ticker:** AM
Record Date: 05/14/2024 **Meeting Type:** Annual/Special
Primary Security ID: F24539169

Shares Voted: 8,011

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.37 per Share	Mgmt	For	For	For
4	Approve Compensation of Directors	Mgmt	For	For	For
5	Approve Compensation of Eric Trappier, Chairman and CEO	Mgmt	For	Against	Against
6	Approve Compensation of Loik Segalen, Vice-CEO	Mgmt	For	Against	Against
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
10	Reelect Besma Boumaza as Director	Mgmt	For	For	For
11	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
12	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
13	Approve Transaction with GIMD Re: Le Vinci Building Acquisition	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize up to 0.31 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against

Dassault Aviation SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
18	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
19	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

E.ON SE

Meeting Date: 05/16/2024 **Country:** Germany **Ticker:** EOAN
Record Date: 05/09/2024 **Meeting Type:** Annual
Primary Security ID: D24914133

Shares Voted: 32,574

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

E.ON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Fresenius Medical Care AG

Meeting Date: 05/16/2024

Country: Germany

Ticker: FME

Record Date: 04/24/2024

Meeting Type: Annual

Primary Security ID: D2734Z107

Shares Voted: 3,272

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

Hasbro, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: HAS

Record Date: 03/20/2024

Meeting Type: Annual

Primary Security ID: 418056107

Hasbro, Inc.

Shares Voted: 12,783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hope F. Cochran	Mgmt	For	For	For
1.2	Elect Director Christian P. Cocks	Mgmt	For	For	For
1.3	Elect Director Lisa Gersh	Mgmt	For	For	For
1.4	Elect Director Frank D. Gibeau	Mgmt	For	For	For
1.5	Elect Director Elizabeth Hamren	Mgmt	For	For	For
1.6	Elect Director Darin S. Harris	Mgmt	For	For	For
1.7	Elect Director Blake J. Jorgensen	Mgmt	For	For	For
1.8	Elect Director Owen Mahoney	Mgmt	For	For	For
1.9	Elect Director Laurel J. Richie	Mgmt	For	For	For
1.10	Elect Director Richard S. Stoddart	Mgmt	For	For	For
1.11	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Illumina, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: ILMN

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 452327109

Shares Voted: 2,508

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

illumina, Inc.

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

Lear Corporation

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** LEA
Record Date: 03/18/2024 **Meeting Type:** Annual
Primary Security ID: 521865204

Shares Voted: 553

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mei-Wei Cheng	Mgmt	For	For	For
1b	Elect Director Jonathan F. Foster	Mgmt	For	For	For
1c	Elect Director Bradley M. Halverson	Mgmt	For	For	For
1d	Elect Director Mary Lou Jepsen	Mgmt	For	For	For
1e	Elect Director Roger A. Krone	Mgmt	For	For	For
1f	Elect Director Patricia L. Lewis	Mgmt	For	For	For
1g	Elect Director Kathleen A. Ligocki	Mgmt	For	For	For
1h	Elect Director Conrad L. Mallett, Jr.	Mgmt	For	For	For
1i	Elect Director Raymond E. Scott	Mgmt	For	For	For
1j	Elect Director Greg C. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Lloyds Banking Group Plc

Meeting Date: 05/16/2024 **Country:** United Kingdom **Ticker:** LLOY
Record Date: 05/14/2024 **Meeting Type:** Annual
Primary Security ID: G5533W248

Shares Voted: 1,116,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect William Chalmers as Director	Mgmt	For	For	For
5	Re-elect Sarah Legg as Director	Mgmt	For	For	For
6	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
7	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
8	Re-elect Cathy Turner as Director	Mgmt	For	For	For
9	Re-elect Scott Wheway as Director	Mgmt	For	For	For
10	Re-elect Catherine Woods as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: MMC

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 571748102

Marsh & McLennan Companies, Inc.

Shares Voted: 8,959

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For	For
1d	Elect Director H. Edward Hanway	Mgmt	For	For	For
1e	Elect Director Judith Hartmann	Mgmt	For	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	For	For
1j	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For

Martin Marietta Materials, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: MLM

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: 573284106

Shares Voted: 621

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

Martin Marietta Materials, Inc.

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

Next Plc

Meeting Date: 05/16/2024

Country: United Kingdom

Ticker: NXT

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: G6500M106

Shares Voted: 1,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Venetia Butterfield as Director	Mgmt	For	For	For
5	Elect Amy Stirling as Director	Mgmt	For	For	For
6	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For	For
8	Re-elect Tom Hall as Director	Mgmt	For	For	For
9	Re-elect Dame Tristia Harrison Director	Mgmt	For	For	For
10	Re-elect Amanda James as Director	Mgmt	For	For	For
11	Re-elect Richard Papp as Director	Mgmt	For	For	For
12	Re-elect Michael Roney as Director	Mgmt	For	For	For
13	Re-elect Jane Shields as Director	Mgmt	For	For	For
14	Re-elect Jeremy Stakol as Director	Mgmt	For	For	For
15	Re-elect Lord Wolfson as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

NIBE Industrier AB

Meeting Date: 05/16/2024 **Country:** Sweden **Ticker:** NIBE.B
Record Date: 05/07/2024 **Meeting Type:** Annual
Primary Security ID: W6S38Z126

Shares Voted: 13,477

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.65 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For

NIBE Industrier AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson, Eva Karlsson and Eva Thunholm as Directors; Elect James Ahrgren and Camilla Ekdahl as New Directors	Mgmt	For	Against	Against
14	Ratify KPMG as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Otis Worldwide Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: OTIS

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 68902V107

Shares Voted: 90,157

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

PG&E Corporation

Meeting Date: 05/16/2024

Country: USA

Ticker: PCG

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 69331C108

Shares Voted: 289,535

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

The Home Depot, Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: HD

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 437076102

Shares Voted: 21,830

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

The Home Depot, Inc.

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

Universal Music Group NV

Meeting Date: 05/16/2024 **Country:** Netherlands **Ticker:** UMG
Record Date: 04/18/2024 **Meeting Type:** Annual
Primary Security ID: N90313102

Shares Voted: 153,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Discussion on Company's Corporate Governance Structure	Mgmt			
4	Approve Remuneration Report	Mgmt	For	Against	Against
5	Adopt Financial Statements	Mgmt	For	For	For
6.a	Receive Explanation on Company's Dividend Policy	Mgmt			
6.b	Approve Dividends	Mgmt	For	For	For
7.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
7.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For

Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Reelect Vincent Vallejo as Executive Director	Mgmt	For	Against	Against
9.a	Reelect Bill Ackman as Non-Executive Director	Mgmt	For	Against	Against
9.b	Reelect Cathia Lawson-Hall as Non-Executive Director	Mgmt	For	Against	Against
9.c	Reelect Cyrille Bollore as Non-Executive Director	Mgmt	For	Against	Against
9.d	Reelect James Mitchell as Non-Executive Director	Mgmt	For	Against	Against
9.e	Reelect Manning Doherty as Non-Executive Director	Mgmt	For	Against	Against
9.f	Reelect Margaret Frerejean-Taittinger as Non-Executive Director	Mgmt	For	Against	Against
9.g	Reelect Nicole Avant as Non-Executive Director	Mgmt	For	For	For
9.h	Elect Eric Sprunk as Non-Executive Director	Mgmt	For	For	For
9.i	Elect Mandy Ginsberg as Non-Executive Director	Mgmt	For	For	For
10.a	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
10.b	Authorize Issuance of Shares and Grant Rights to Subscribe for Shares to Non-Executive Directors under the Non-Executive Directors' Remuneration Policy	Mgmt	For	For	For
11.a	Authorize Repurchase of Shares	Mgmt	For	For	For
11.b	Approve Cancellation of Shares	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Xylem Inc.

Meeting Date: 05/16/2024

Country: USA

Ticker: XYL

Record Date: 03/18/2024

Meeting Type: Annual

Primary Security ID: 98419M100

Shares Voted: 4,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
1b	Elect Director Earl R. Ellis	Mgmt	For	For	For
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
1d	Elect Director Lisa Glatch	Mgmt	For	For	For
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For

Xylem Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Mark D. Morelli	Mgmt	For	For	For
1g	Elect Director Jerome A. Peribere	Mgmt	For	For	For
1h	Elect Director Matthew F. Pine	Mgmt	For	For	For
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
1j	Elect Director Uday Yadav	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Yum! Brands, Inc.

Meeting Date: 05/16/2024 **Country:** USA **Ticker:** YUM
Record Date: 03/20/2024 **Meeting Type:** Annual
Primary Security ID: 988498101

Shares Voted: 347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For
1b	Elect Director Keith Barr	Mgmt	For	For	For
1c	Elect Director M. Brett Biggs	Mgmt	For	For	For
1d	Elect Director Christopher M. Connor	Mgmt	For	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Tanya L. Domier	Mgmt	For	For	For
1g	Elect Director Susan Doniz	Mgmt	For	For	For
1h	Elect Director David W. Gibbs	Mgmt	For	For	For
1i	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1j	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1k	Elect Director P. Justin Skala	Mgmt	For	For	For
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	For	For

Yum! Brands, Inc.

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

Iberdrola SA

Meeting Date: 05/17/2024

Country: Spain

Ticker: IBE

Record Date: 05/10/2024

Meeting Type: Annual

Primary Security ID: E6165F166

Shares Voted: 116,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
6	Amend Preamble and Articles	Mgmt	For	For	For
7	Amend Articles	Mgmt	For	For	For
8	Amend Articles of General Meeting Regulations	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Engagement Dividend	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends	Mgmt	For	For	For
12	Approve Scrip Dividends	Mgmt	For	For	For
13	Approve Scrip Dividends	Mgmt	For	For	For
14	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For
16	Reelect Nicola Mary Brewer as Director	Mgmt	For	For	For
17	Reelect Regina Helena Jorge Nunes as Director	Mgmt	For	For	For
18	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For	For	For
19	Fix Number of Directors at 14	Mgmt	For	For	For
20	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/17/2024 **Country:** USA **Ticker:** ICE
Record Date: 03/21/2024 **Meeting Type:** Annual
Primary Security ID: 45866F104

Shares Voted: 3,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

The Boeing Company

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

Shares Voted: 13,503

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

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director David L. Calhoun	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	For
1e	Elect Director Lynn J. Good	Mgmt	For	For	For
1f	Elect Director Stayce D. Harris	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director David L. Joyce	Mgmt	For	For	For
1i	Elect Director Steven M. Mollenkopf	Mgmt	For	Against	Against
1j	Elect Director John M. Richardson	Mgmt	For	For	For
1k	Elect Director Sabrina Soussan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Publish Third Party Review of China Business and ESG Commitments	SH	Against	Against	Against
5	Report on Climate Lobbying	SH	Against	For	For
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
7	Report on Risks Related to Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
8	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Against	For	For

Zalando SE

Meeting Date: 05/17/2024

Country: Germany

Ticker: ZAL

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: D98423102

Shares Voted: 144

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Zalando SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
9	Approve Cancellation of Conditional Capital 2013	Mgmt	For	For	For

Consolidated Edison, Inc.

Meeting Date: 05/20/2024

Country: USA

Ticker: ED

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 209115104

Shares Voted: 40,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy P. Cawley	Mgmt	For	For	For
1b	Elect Director Ellen V. Futter	Mgmt	For	For	For
1c	Elect Director John F. Killian	Mgmt	For	For	For
1d	Elect Director Karol V. Mason	Mgmt	For	For	For
1e	Elect Director Dwight A. McBride	Mgmt	For	For	For
1f	Elect Director William J. Mulrow	Mgmt	For	For	For
1g	Elect Director Armando J. Olivera	Mgmt	For	For	For
1h	Elect Director Michael W. Ranger	Mgmt	For	For	For
1i	Elect Director Linda S. Sanford	Mgmt	For	For	For
1j	Elect Director Deirdre Stanley	Mgmt	For	For	For
1k	Elect Director L. Frederick Sutherland	Mgmt	For	For	For
1l	Elect Director Catherine Zoi	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

Meeting Date: 05/21/2024

Country: Switzerland

Ticker: CCH

Record Date: 05/13/2024

Meeting Type: Annual

Primary Security ID: H1512E100

Shares Voted: 31

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Non-Financial Report Under Swiss Statutory Law	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividend from Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Executive Leadership Team	Mgmt	For	For	For
5.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For
5.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For
5.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.4	Re-elect Henrique Braun as Director	Mgmt	For	For	For
5.1.5	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
5.1.7	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
5.1.8	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For
5.1.9	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
5.1.A	Re-elect George Leventis as Director	Mgmt	For	For	For
5.1.B	Re-elect Evguenia Stoitchkova as Director	Mgmt	For	For	For
5.2.1	Elect Zulikat Abiola as Director	Mgmt	For	For	For
5.2.2	Elect Glykeria Tsernou as Director	Mgmt	For	For	For
6	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
8	Approve UK Remuneration Report	Mgmt	For	For	For

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Swiss Remuneration Report	Mgmt	For	For	For
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13.1	Amend Articles Re: Alignment with Mandatory Provisions of the New Swiss Corporate Law	Mgmt	For	For	For
13.2	Amend Articles Re: Other Voluntary Changes	Mgmt	For	For	For

Henry Schein, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: HSIC

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 806407102

Shares Voted: 882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mohamad Ali	Mgmt	For	For	For
1b	Elect Director Stanley M. Bergman	Mgmt	For	For	For
1c	Elect Director Deborah Derby	Mgmt	For	For	For
1d	Elect Director Carole T. Faig	Mgmt	For	For	For
1e	Elect Director Joseph L. Herring	Mgmt	For	For	For
1f	Elect Director Kurt P. Kuehn	Mgmt	For	For	For
1g	Elect Director Philip A. Laskawy	Mgmt	For	For	For
1h	Elect Director Anne H. Margulies	Mgmt	For	For	For
1i	Elect Director Mark E. Mlotek	Mgmt	For	For	For
1j	Elect Director Carol Raphael	Mgmt	For	For	For
1k	Elect Director Scott Serota	Mgmt	For	For	For
1l	Elect Director Bradley T. Sheares	Mgmt	For	For	For
1m	Elect Director Reed V. Tuckson	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify BDO USA, P.C. as Auditor	Mgmt	For	For	For

JPMorgan Chase & Co.

Meeting Date: 05/21/2024

Country: USA

Ticker: JPM

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 46625H100

Shares Voted: 92,693

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director Alicia Boler Davis	Mgmt	For	For	For
1e	Elect Director James Dimon	Mgmt	For	For	For
1f	Elect Director Alex Gorsky	Mgmt	For	For	For
1g	Elect Director Mellody Hobson	Mgmt	For	For	For
1h	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1i	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1j	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Against	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	For	For
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Against	Against	Against
10	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For
11	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Mid-America Apartment Communities, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: MAA

Record Date: 03/15/2024

Meeting Type: Annual

Primary Security ID: 59522J103

Mid-America Apartment Communities, Inc.

Shares Voted: 93

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr.	Mgmt	For	For	For
1b	Elect Director Deborah H. Caplan	Mgmt	For	For	For
1c	Elect Director John P. Case	Mgmt	For	For	For
1d	Elect Director Tamara Fischer	Mgmt	For	For	For
1e	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1f	Elect Director Edith Kelly-Green	Mgmt	For	For	For
1g	Elect Director James K. Lowder	Mgmt	For	For	For
1h	Elect Director Thomas H. Lowder	Mgmt	For	For	For
1i	Elect Director Claude B. Nielsen	Mgmt	For	For	For
1j	Elect Director W. Reid Sanders	Mgmt	For	For	For
1k	Elect Director Gary S. Shorb	Mgmt	For	For	For
1l	Elect Director David P. Stockert	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Principal Financial Group, Inc.

Meeting Date: 05/21/2024

Country: USA

Ticker: PFG

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 74251V102

Shares Voted: 13,738

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Hochschild	Mgmt	For	For	For
1.2	Elect Director Daniel J. Houston	Mgmt	For	For	For
1.3	Elect Director Diane C. Nordin	Mgmt	For	For	For
1.4	Elect Director Alfredo Rivera	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Shell Plc

Meeting Date: 05/21/2024

Country: United Kingdom

Ticker: SHEL

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G80827101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Against	Against
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	For	For

Veralto Corp.

Meeting Date: 05/21/2024

Country: USA

Ticker: VLTO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 92338C103

Shares Voted: 3,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francoise Colpron	Mgmt	For	For	For
1b	Elect Director Shyam P. Kambeyanda	Mgmt	For	For	For
1c	Elect Director William H. King	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Amazon.com, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: AMZN

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 023135106

Shares Voted: 191,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Against	Against
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Establish a Public Policy Committee	SH	Against	For	For

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
6	Report on Customer Due Diligence	SH	Against	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For	For
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
9	Report on Viewpoint Discrimination	SH	Against	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For	For
11	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For	For
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	For	For
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against	Against
16	Establish a Board Committee on Artificial Intelligence	SH	Against	For	For
17	Commission a Third Party Audit on Working Conditions	SH	Against	For	For

American Tower Corporation

Meeting Date: 05/22/2024

Country: USA

Ticker: AMT

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 03027X100

Shares Voted: 9,716

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For	For
1f	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1g	Elect Director Craig Macnab	Mgmt	For	For	For

American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Neville R. Ray	Mgmt	For	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

Bollere SE

Meeting Date: 05/22/2024

Country: France

Ticker: BOL

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F10659260

Shares Voted: 108,600

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

Bollre SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

CBRE Group, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** CBRE
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 12504L109

Shares Voted: 2,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	For	For	For
1b	Elect Director Beth F. Cobert	Mgmt	For	For	For
1c	Elect Director Reginald H. Gilyard	Mgmt	For	For	For
1d	Elect Director Shira D. Goodman	Mgmt	For	For	For
1e	Elect Director E.M. Blake Hutcheson	Mgmt	For	For	For
1f	Elect Director Christopher T. Jenny	Mgmt	For	For	For
1g	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director Robert E. Sulentic	Mgmt	For	For	For
1k	Elect Director Sanjiv Yajnik	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

Meeting Date: 05/22/2024 **Country:** United Kingdom **Ticker:** CCEP
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: G25839104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Guillaume Bacuvier as Director	Mgmt	For	For	For
4	Re-elect Manolo Arroyo as Director	Mgmt	For	Against	Against
5	Re-elect John Bryant as Director	Mgmt	For	For	For
6	Re-elect Jose Ignacio Comenge as Director	Mgmt	For	Against	Against
7	Re-elect Damian Gammell as Director	Mgmt	For	For	For
8	Re-elect Nathalie Gaveau as Director	Mgmt	For	For	For
9	Re-elect Alvaro Gomez-Trenor Aguilar as Director	Mgmt	For	For	For
10	Re-elect Mary Harris as Director	Mgmt	For	For	For
11	Re-elect Thomas Johnson as Director	Mgmt	For	For	For
12	Re-elect Dagmar Kollmann as Director	Mgmt	For	For	For
13	Re-elect Alfonso Libano Daurella as Director	Mgmt	For	For	For
14	Re-elect Nicolas Mirzayantz as Director	Mgmt	For	For	For
15	Re-elect Mark Price as Director	Mgmt	For	For	For
16	Re-elect Nancy Quan as Director	Mgmt	For	For	For
17	Re-elect Mario Rotllant Sola as Director	Mgmt	For	For	For
18	Re-elect Dessi Temperley as Director	Mgmt	For	For	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
20	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	Against	Against
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For

Coca-Cola Europacific Partners plc

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

Credit Agricole SA

Meeting Date: 05/22/2024 **Country:** France **Ticker:** ACA
Record Date: 05/20/2024 **Meeting Type:** Annual/Special
Primary Security ID: F22797108

Shares Voted: 2,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	For	For	For
4	Approve Transactions with Groupe TVA Re: ASU GTVA Credit Agricole	Mgmt	For	For	For
5	Approve Transaction with Worldline, Credit Agricole Payment Services, LCL, 39 Caisses Regionales de Credit Agricole Mutuel and AVEM Re: Framework Agreement	Mgmt	For	For	For
6	Approve Transaction with Credit Agricole CIB Re: Transfer of Activities of Company's Banking Services Department	Mgmt	For	For	For
7	Approve Transaction with Banco Santander, S.A., Santander Investment, S.A., CACEIS, CACEIS Bank et CACEIS Bank Spain Re: CACEIS Governance Rules	Mgmt	For	For	For
8	Reelect SAS Rue la Boetie as Director	Mgmt	For	Against	Against
9	Reelect Olivier Auffray as Director	Mgmt	For	Against	Against
10	Reelect Nicole Gourmelon as Director	Mgmt	For	Against	Against
11	Reelect Marianne Laigneau as Director	Mgmt	For	For	For
12	Reelect Louis Tercinier as Director	Mgmt	For	Against	Against
13	Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Mgmt	For	Against	Against
14	Reelect Christophe Lesur as Representative of Employee Shareholders to the Board and Caroline Corbiere as Alternate Representative of Employee to the Board	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Renew Appointment of Pricewaterhousecoopers Audit as Auditor; End of Mandate of Jean-Baptiste Deschryver as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	For	For	For
16	Appoint Mazars as Auditor; End of Mandate of Auditex as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	For	For	For
17	Appoint Pricewaterhousecoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
18	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For
20	Approve Remuneration Policy of Philippe Brassac, CEO	Mgmt	For	For	For
21	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	Mgmt	For	For	For
22	Approve Remuneration Policy of Jerome Grivet, Vice-CEO	Mgmt	For	For	For
23	Approve Remuneration Policy of Xavier Musca, Vice-CEO	Mgmt	For	For	For
24	Approve Remuneration Policy of Directors	Mgmt	For	For	For
25	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For
26	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	For
27	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	For	For	For
28	Approve Compensation of Jerome Grivet, Vice-CEO	Mgmt	For	For	For
29	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	For
30	Approve Compensation Report	Mgmt	For	For	For
31	Approve the Aggregate Remuneration Granted in 2023 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
32	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
33	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
34	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For	For
35	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For	For
36	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 33-35, 37-38 and 41-42	Mgmt	For	For	For
37	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
38	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
39	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	Mgmt	For	For	For
40	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
41	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
42	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
43	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
44	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Crown Castle Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: CCI

Record Date: 03/28/2024

Meeting Type: Proxy Contest

Primary Security ID: 22822V101

Shares Voted: 81,656

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt			

Crown Castle Inc.

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

Crown Castle Inc.

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

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.23 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board until January 8, 2023	Mgmt	For	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Mgmt	For	Against	Against
9	Approve Compensation of Pascal Daloz, Vice-CEO from January 9, 2023 until December 31, 2023	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
11	Elect Groupe Industriel Marcel Dassault SAS as Director	Mgmt	For	Against	Against
12	Reelect Laurence Dures as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
17	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against	Against

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Mgmt	For	Against	Against
19	Delegate Powers to the Board to Approve Spin-Off Agreement	Mgmt	For	Against	Against
20	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Mgmt	For	Against	Against
21	Delegate Powers to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against	Against
22	Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

DexCom, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: DXCM

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 252131107

Shares Voted: 7,468

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

DexCom, Inc.

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

Equitable Holdings, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** EQH
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 29452E101

Shares Voted: 2,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis A. Hondal	Mgmt	For	For	For
1b	Elect Director Arlene Isaacs-Lowe	Mgmt	For	For	For
1c	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1d	Elect Director Joan Lamm-Tennant	Mgmt	For	For	For
1e	Elect Director Craig MacKay	Mgmt	For	For	For
1f	Elect Director Mark Pearson	Mgmt	For	For	For
1g	Elect Director Bertram L. Scott	Mgmt	For	For	For
1h	Elect Director George Stansfield	Mgmt	For	For	For
1i	Elect Director Charles G.T. Stonehill	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Erste Group Bank AG

Meeting Date: 05/22/2024 **Country:** Austria **Ticker:** EBS
Record Date: 05/12/2024 **Meeting Type:** Annual
Primary Security ID: A19494102

Shares Voted: 11,464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For

Erste Group Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Approve Decrease in Size of Supervisory Board to 12 Members	Mgmt	For	For	For
9.2	Elect Caroline Kuhnert as Supervisory Board Member	Mgmt	For	For	For
9.3	Reelect Elisabeth Krainer-Senger-Weiss as Supervisory Board Member	Mgmt	For	For	For
9.4	Reelect Michael Schuster as Supervisory Board Member	Mgmt	For	For	For
9.5	Elect Walter Schuster as Supervisory Board Member	Mgmt	For	For	For
10	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	Mgmt	For	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	For	For

FirstEnergy Corp.

Meeting Date: 05/22/2024

Country: USA

Ticker: FE

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 337932107

Shares Voted: 5,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Heidi L. Boyd	Mgmt	For	For	For
1.2	Elect Director Jana T. Croom	Mgmt	For	For	For
1.3	Elect Director Steven J. Demetriou	Mgmt	For	For	For
1.4	Elect Director Lisa Winston Hicks	Mgmt	For	For	For
1.5	Elect Director Paul Kaleta	Mgmt	For	Against	Against
1.6	Elect Director James F. O'Neil, III	Mgmt	For	For	For
1.7	Elect Director John W. Somerhalder, II	Mgmt	For	For	For

FirstEnergy Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Brian X. Tierney	Mgmt	For	For	For
1.9	Elect Director Leslie M. Turner	Mgmt	For	For	For
1.10	Elect Director Melvin D. Williams	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	For	For
5	Amend Clawback Policy	SH	Against	Against	Against
6	Report on Financial Statement Assumptions and Climate Change	SH	Against	Against	Against

Insulet Corporation

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

Shares Voted: 1,081

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

Markel Group Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** MKL
Record Date: 03/14/2024 **Meeting Type:** Annual
Primary Security ID: 570535104

Shares Voted: 240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark M. Besca	Mgmt	For	For	For
1b	Elect Director Lawrence A. Cunningham	Mgmt	For	For	For
1c	Elect Director Thomas S. Gayner	Mgmt	For	For	For

Markel Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Greta J. Harris	Mgmt	For	For	For
1e	Elect Director Morgan E. Housel	Mgmt	For	For	For
1f	Elect Director Diane Leopold	Mgmt	For	For	For
1g	Elect Director Anthony F. Markel	Mgmt	For	For	For
1h	Elect Director Steven A. Markel	Mgmt	For	For	For
1i	Elect Director Harold L. Morrison, Jr.	Mgmt	For	For	For
1j	Elect Director Michael O'Reilly	Mgmt	For	For	For
1k	Elect Director A. Lynne Puckett	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Restricted Stock Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Disclose GHG Emissions from Underwriting, Insuring, and Investing	SH	Against	For	For

McDonald's Corporation

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** MCD
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 580135101

Shares Voted: 17,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director John Mulligan	Mgmt	For	For	For
1i	Elect Director Jennifer Taubert	Mgmt	For	For	For
1j	Elect Director Paul Walsh	Mgmt	For	For	For
1k	Elect Director Amy Weaver	Mgmt	For	For	For
1l	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Adopt Antibiotics Policy	SH	Against	For	For
7	Approve Request on Cage Free Egg Progress Disclosure	SH	Against	For	For
8	Disclose Poultry Welfare Indicators	SH	Against	For	For
9	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against
10	Report on Corporate Contributions	SH	Against	Against	Against
11	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For	For

Mondelez International, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** MDLZ
Record Date: 03/13/2024 **Meeting Type:** Annual
Primary Security ID: 609207105

Shares Voted: 76,906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cees 't Hart	Mgmt	For	For	For
1.2	Elect Director Charles E. Bunch	Mgmt	For	For	For
1.3	Elect Director Ertharin Cousin	Mgmt	For	For	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	For	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1.6	Elect Director Anindita Mukherjee	Mgmt	For	For	For
1.7	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1.8	Elect Director Paula A. Price	Mgmt	For	For	For
1.9	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1.10	Elect Director Michael A. Todman	Mgmt	For	For	For
1.11	Elect Director Dirk Van de Put	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Establish Subcommittee Study on Company Affiliations	SH	Against	Against	Against

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Require Independent Board Chair	SH	Against	For	For
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	For	For
8	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	For	For

MTR Corporation Limited

Meeting Date: 05/22/2024 **Country:** Hong Kong **Ticker:** 66
Record Date: 05/14/2024 **Meeting Type:** Annual
Primary Security ID: Y6146T101

Shares Voted: 171,500

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

Northland Power Inc.

Meeting Date: 05/22/2024 **Country:** Canada **Ticker:** NPI
Record Date: 04/04/2024 **Meeting Type:** Annual
Primary Security ID: 666511100

Shares Voted: 18,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director John W. Brace	Mgmt	For	For	For
2	Elect Director Doyle Beneby	Mgmt	For	For	For

Northland Power Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Director Lisa Colnett	Mgmt	For	For	For
4	Elect Director Kevin Glass	Mgmt	For	For	For
5	Elect Director Keith Halbert	Mgmt	For	For	For
6	Elect Director Helen Mallovy Hicks	Mgmt	For	For	For
7	Elect Director Ian Pearce	Mgmt	For	For	For
8	Elect Director Eckhardt Ruemmler	Mgmt	For	For	For
9	Elect Director Ellen Smith	Mgmt	For	For	For
10	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

PayPal Holdings, Inc.

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

Shares Voted: 80,187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Alex Chriss	Mgmt	For	For	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	For	For
1d	Elect Director John J. Donahoe	Mgmt	For	For	For
1e	Elect Director David W. Dorman	Mgmt	For	For	For
1f	Elect Director Enrique J. Lores	Mgmt	For	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	For
1k	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against	Against	Against

PUMA SE

Meeting Date: 05/22/2024 **Country:** Germany **Ticker:** PUM
Record Date: 04/30/2024 **Meeting Type:** Annual
Primary Security ID: D62318148

Shares Voted: 32,875

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase in Size of Board to Seven Members	Mgmt	For	For	For
8.1	Elect Harsh Saini to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Roland Krueger to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Ross Stores, Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** ROST
Record Date: 03/26/2024 **Meeting Type:** Annual
Primary Security ID: 778296103

Ross Stores, Inc.

Shares Voted: 2,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael Balmuth	Mgmt	For	For	For
1b	Elect Director K. Gunnar Bjorklund	Mgmt	For	For	For
1c	Elect Director Michael J. Bush	Mgmt	For	For	For
1d	Elect Director Edward G. Cannizzaro	Mgmt	For	For	For
1e	Elect Director Sharon D. Garrett	Mgmt	For	For	For
1f	Elect Director Michael J. Hartshorn	Mgmt	For	For	For
1g	Elect Director Stephen D. Milligan	Mgmt	For	For	For
1h	Elect Director Patricia H. Mueller	Mgmt	For	For	For
1i	Elect Director George P. Orban	Mgmt	For	For	For
1j	Elect Director Barbara Rentler	Mgmt	For	For	For
1k	Elect Director Doniel N. Sutton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Disclose All Material Value Chain GHG Emissions	SH	Against	For	For

Societe Generale SA

Meeting Date: 05/22/2024

Country: France

Ticker: GLE

Record Date: 05/20/2024

Meeting Type: Annual/Special

Primary Security ID: F8591M517

Shares Voted: 91,627

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

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,835,000	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, CEO Until May 23, 2023	Mgmt	For	For	For
12	Approve Compensation of Slawomir Krupa, CEO Since May 23, 2023	Mgmt	For	For	For
13	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	For	For	For
14	Approve Compensation of Pierre Palmieri, Vice-CEO Since May 23, 2023	Mgmt	For	For	For
15	Approve Compensation of Diony Lebot, Vice-CEO Until May 23, 2023	Mgmt	For	For	For
16	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
17	Reelect Annette Messemer as Director	Mgmt	For	For	For
18	Appoint KPMG SA as Auditor	Mgmt	For	For	For
19	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Appoint Pricewaterhousecoopers as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 331,229,000	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100,372,500	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Societe Generale SA

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

The Southern Company

Meeting Date: 05/22/2024

Country: USA

Ticker: SO

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 842587107

Shares Voted: 14,596

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For
1b	Elect Director Henry A. "Hal" Clark, III	Mgmt	For	For	For
1c	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1d	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	For	For
1e	Elect Director David J. Grain	Mgmt	For	For	For
1f	Elect Director Donald M. James	Mgmt	For	For	For
1g	Elect Director John D. Johns	Mgmt	For	For	For
1h	Elect Director Dale E. Klein	Mgmt	For	Against	Against
1i	Elect Director David E. Meador	Mgmt	For	For	For
1j	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1k	Elect Director Kristine L. Svinicki	Mgmt	For	For	For

The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Lizanne Thomas	Mgmt	For	For	For
1m	Elect Director Christopher C. Womack	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2024 **Country:** USA **Ticker:** TMO
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 883556102

Shares Voted: 932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1h	Elect Director James C. Mullen	Mgmt	For	For	For
1i	Elect Director Debora L. Spar	Mgmt	For	For	For
1j	Elect Director Scott M. Sperling	Mgmt	For	For	For
1k	Elect Director Dion J. Weisler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote Requirement	SH	Against	Against	Against

Willis Towers Watson Public Limited Company

Meeting Date: 05/22/2024

Country: Ireland

Ticker: WTW

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: G96629103

Shares Voted: 2,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	For	For	For
1b	Elect Director Fumbi Chima	Mgmt	For	For	For
1c	Elect Director Stephen Chipman	Mgmt	For	For	For
1d	Elect Director Michael Hammond	Mgmt	For	For	For
1e	Elect Director Carl Hess	Mgmt	For	For	For
1f	Elect Director Jacqueline Hunt	Mgmt	For	For	For
1g	Elect Director Paul Reilly	Mgmt	For	For	For
1h	Elect Director Michelle Swanback	Mgmt	For	For	For
1i	Elect Director Paul Thomas	Mgmt	For	For	For
1j	Elect Director Fredric Tomczyk	Mgmt	For	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

American Financial Group, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: AFG

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 025932104

Shares Voted: 1,713

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl H. Lindner, III	Mgmt	For	For	For
1.2	Elect Director S. Craig Lindner	Mgmt	For	For	For
1.3	Elect Director John B. Berding	Mgmt	For	For	For
1.4	Elect Director James E. Evans	Mgmt	For	For	For
1.5	Elect Director Gregory G. Joseph	Mgmt	For	For	For

American Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Mary Beth Martin	Mgmt	For	For	For
1.7	Elect Director Amy Y. Murray	Mgmt	For	For	For
1.8	Elect Director Roger K. Newport	Mgmt	For	For	For
1.9	Elect Director Evans N. Nwankwo	Mgmt	For	For	For
1.10	Elect Director William W. Verity	Mgmt	For	For	For
1.11	Elect Director John I. Von Lehman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Bank of Ireland Group Plc

Meeting Date: 05/23/2024

Country: Ireland

Ticker: BIRG

Record Date: 05/19/2024

Meeting Type: Annual

Primary Security ID: G0756R109

Shares Voted: 81,458

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Akshaya Bhargava as Director	Mgmt	For	For	For
3b	Elect Margaret Sweeney as Director	Mgmt	For	For	For
3c	Re-elect Giles Andrews as Director	Mgmt	For	For	For
3d	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
3e	Re-elect Ian Buchanan as Director	Mgmt	For	For	For
3f	Re-elect Eileen Fitzpatrick as Director	Mgmt	For	For	For
3g	Re-elect Richard Goulding as Director	Mgmt	For	For	For
3h	Re-elect Michele Greene as Director	Mgmt	For	For	For
3i	Re-elect Patrick Kennedy as Director	Mgmt	For	For	For
3j	Re-elect Myles O'Grady as Director	Mgmt	For	For	For
3k	Re-elect Steve Pateman as Director	Mgmt	For	For	For
3l	Re-elect Mark Spain as Director	Mgmt	For	For	For
4	Ratify KPMG as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Bank of Ireland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For	For

Cheniere Energy, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: LNG

Record Date: 04/08/2024

Meeting Type: Annual

Primary Security ID: 16411R208

Shares Voted: 12,234

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	Mgmt	For	For	For
1b	Elect Director Jack A. Fusco	Mgmt	For	For	For
1c	Elect Director Patricia K. Collawn	Mgmt	For	For	For
1d	Elect Director Brian E. Edwards	Mgmt	For	For	For
1e	Elect Director Denise Gray	Mgmt	For	For	For
1f	Elect Director Lorraine Mitchelmore	Mgmt	For	For	For
1g	Elect Director Scott Peak	Mgmt	For	For	For
1h	Elect Director Donald F. Robillard, Jr.	Mgmt	For	For	For
1i	Elect Director Neal A. Shear	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For	For

CK Asset Holdings Limited

Meeting Date: 05/23/2024

Country: Cayman Islands

Ticker: 1113

Record Date: 05/17/2024

Meeting Type: Annual

Primary Security ID: G2177B101

Shares Voted: 244,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Ip Tak Chuen, Edmond as Director	Mgmt	For	For	For
3.2	Elect Chung Sun Keung, Davy as Director	Mgmt	For	For	For
3.3	Elect Pau Yee Wan, Ezra as Director	Mgmt	For	For	For
3.4	Elect Hung Siu-lin, Katherine as Director	Mgmt	For	For	For
3.5	Elect Donald Jeffrey Roberts as Director	Mgmt	For	For	For
3.6	Elect Lee Wai Mun, Rose as Director	Mgmt	For	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5.2	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Enel SpA

Meeting Date: 05/23/2024

Country: Italy

Ticker: ENEL

Record Date: 05/14/2024

Meeting Type: Annual

Primary Security ID: T3679P115

Shares Voted: 177,166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Long Term Incentive Plan 2024	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For	For

Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For

Equinix, Inc.

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

Shares Voted: 1,190

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

Morgan Stanley

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** MS
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 617446448

Shares Voted: 15,155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For	For

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Robert H. Herz	Mgmt	For	For	For
1e	Elect Director Erika H. James	Mgmt	For	For	For
1f	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1g	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1i	Elect Director Jami Miscik	Mgmt	For	For	For
1j	Elect Director Masato Miyachi	Mgmt	For	For	For
1k	Elect Director Dennis M. Nally	Mgmt	For	For	For
1l	Elect Director Edward (Ted) Pick	Mgmt	For	For	For
1m	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1n	Elect Director Perry M. Traquina	Mgmt	For	For	For
1o	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Against	Against	Against
6	Report on Lobbying Payments and Policy	SH	Against	For	For
7	Report on Clean Energy Supply Financing Ratio	SH	Against	For	For

Pinterest, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: PINS

Record Date: 03/27/2024

Meeting Type: Annual

Primary Security ID: 72352L106

Shares Voted: 721

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fredric G. Reynolds	Mgmt	For	Against	Against
1b	Elect Director Scott Schenkel	Mgmt	For	For	For
1c	Elect Director Andrea Wishom	Mgmt	For	Against	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Rolls-Royce Holdings Plc

Meeting Date: 05/23/2024

Country: United Kingdom

Ticker: RR

Record Date: 05/21/2024

Meeting Type: Annual

Primary Security ID: G76225104

Shares Voted: 125,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
5	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For	For
6	Elect Helen McCabe as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Elect Birgit Behrendt as Director	Mgmt	For	For	For
9	Elect Stuart Bradie as Director	Mgmt	For	For	For
10	Elect Paulo Cesar Silva as Director	Mgmt	For	For	For
11	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
12	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For	For
14	Re-elect Wendy Mars as Director	Mgmt	For	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For	For
21	Approve Long Term Incentive Plan	Mgmt	For	For	For
22	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Adopt New Articles of Association	Mgmt	For	For	For

SBA Communications Corporation

Meeting Date: 05/23/2024

Country: USA

Ticker: SBAC

Record Date: 03/22/2024

Meeting Type: Annual

Primary Security ID: 78410G104

Shares Voted: 1,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brendan T. Cavanagh	Mgmt	For	For	For
1.2	Elect Director Mary S. Chan	Mgmt	For	For	For
1.3	Elect Director Jay L. Johnson	Mgmt	For	For	For
1.4	Elect Director George R. Krouse, Jr.	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/23/2024

Country: France

Ticker: SU

Record Date: 05/21/2024

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 15,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	For	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	For	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	For	For
16	Reelect Jill Lee as Director	Mgmt	For	For	For
17	Elect Philippe Knoche as Director	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ServiceNow, Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: NOW

Record Date: 03/26/2024

Meeting Type: Annual

Primary Security ID: 81762P102

Shares Voted: 4,352

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

ServiceNow, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	For	For	For
1k	Elect Director Anita M. Sands	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

The Charles Schwab Corporation

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** SCHW
Record Date: 03/25/2024 **Meeting Type:** Annual
Primary Security ID: 808513105

Shares Voted: 3,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Walter W. Bettinger, II	Mgmt	For	For	For
1.2	Elect Director Joan T. Dea	Mgmt	For	For	For
1.3	Elect Director Christopher V. Dodds	Mgmt	For	For	For
1.4	Elect Director Bharat B. Masrani	Mgmt	For	For	For
1.5	Elect Director Charles A. Ruffel	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Improve Executive Compensation Program and Policy	SH	Against	Against	Against
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gaps	SH	Against	For	For

The Interpublic Group of Companies, Inc.

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

Shares Voted: 476

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

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For
1.3	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1.4	Elect Director Dawn Hudson	Mgmt	For	For	For
1.5	Elect Director Philippe Krakowsky	Mgmt	For	For	For
1.6	Elect Director Jonathan F. Miller	Mgmt	For	For	For
1.7	Elect Director Patrick Q. Moore	Mgmt	For	For	For
1.8	Elect Director Linda S. Sanford	Mgmt	For	For	For
1.9	Elect Director David M. Thomas	Mgmt	For	For	For
1.10	Elect Director E. Lee Wyatt, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

VeriSign, Inc.

Meeting Date: 05/23/2024 **Country:** USA **Ticker:** VRSN
Record Date: 03/28/2024 **Meeting Type:** Annual
Primary Security ID: 92343E102

Shares Voted: 1,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. James Bidzos	Mgmt	For	For	For
1.2	Elect Director Courtney D. Armstrong	Mgmt	For	For	For
1.3	Elect Director Yehuda Ari Buchalter	Mgmt	For	For	For
1.4	Elect Director Kathleen A. Cote	Mgmt	For	For	For
1.5	Elect Director Thomas F. Frist, III	Mgmt	For	For	For
1.6	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1.7	Elect Director Roger H. Moore	Mgmt	For	For	For
1.8	Elect Director Timothy Tomlinson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Waters Corporation

Meeting Date: 05/23/2024

Country: USA

Ticker: WAT

Record Date: 03/25/2024

Meeting Type: Annual

Primary Security ID: 941848103

Shares Voted: 12,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	Mgmt	For	For	For
1.2	Elect Director Linda Baddour	Mgmt	For	For	For
1.3	Elect Director Udit Batra	Mgmt	For	For	For
1.4	Elect Director Dan Brennan	Mgmt	For	For	For
1.5	Elect Director Richard Fearon	Mgmt	For	For	For
1.6	Elect Director Pearl S. Huang	Mgmt	For	For	For
1.7	Elect Director Wei Jiang	Mgmt	For	For	For
1.8	Elect Director Christopher A. Kuebler	Mgmt	For	For	For
1.9	Elect Director Mark Vergnano	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Welltower Inc.

Meeting Date: 05/23/2024

Country: USA

Ticker: WELL

Record Date: 03/28/2024

Meeting Type: Annual

Primary Security ID: 95040Q104

Shares Voted: 11,860

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

Welltower Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Increase Authorized Common Stock	Mgmt	For	For	For

AIA Group Limited

Meeting Date: 05/24/2024 **Country:** Hong Kong **Ticker:** 1299
Record Date: 05/20/2024 **Meeting Type:** Annual
Primary Security ID: Y002A1105

Shares Voted: 258,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Lee Yuan Siong as Director	Mgmt	For	For	For
4	Elect Chung-Kong Chow as Director	Mgmt	For	For	For
5	Elect John Barrie Harrison as Director	Mgmt	For	For	For
6	Elect Cesar Velasquez Purisima as Director	Mgmt	For	For	For
7	Elect Mari Elka Pangestu as Director	Mgmt	For	For	For
8	Elect Ong Chong Tee as Director	Mgmt	For	For	For
9	Elect Nor Shamsiah Mohd Yunus as Director	Mgmt	For	For	For
10	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
11B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Carrefour SA

Meeting Date: 05/24/2024 **Country:** France **Ticker:** CA
Record Date: 05/22/2024 **Meeting Type:** Annual/Special
Primary Security ID: F13923119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.87 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Philippe Houze as Director	Mgmt	For	For	For
6	Reelect Patricia Moulin Lemoine as Director	Mgmt	For	For	For
7	Reelect Stephane Israel as Director	Mgmt	For	For	For
8	Reelect Claudia Almeida e Silva as Director	Mgmt	For	For	For
9	Reelect Stephane Courbit as Director	Mgmt	For	For	For
10	Reelect Aurore Domont as Director	Mgmt	For	Against	Against
11	Reelect Arthur Sadoun as Director	Mgmt	For	For	For
12	Ratify Appointment of Eduardo Rossi as Director	Mgmt	For	For	For
13	Elect Marguerite Berard as Director	Mgmt	For	For	For
14	Appoint Deloitte & Associates and Mazars as Auditors for the Sustainability Reporting	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Quanta Services, Inc.

Meeting Date: 05/24/2024

Country: USA

Ticker: PWR

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 74762E102

Shares Voted: 2,689

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

TotalEnergies SE

Meeting Date: 05/24/2024

Country: France

Ticker: TTE

Record Date: 05/22/2024

Meeting Type: Annual/Special

Primary Security ID: F92124100

Shares Voted: 52,531

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Against	Against
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For	For
8	Reelect Glenn Hubbard as Director	Mgmt	For	For	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Against	Against
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Hess Corporation

Meeting Date: 05/28/2024 **Country:** USA **Ticker:** HES
Record Date: 04/12/2024 **Meeting Type:** Special
Primary Security ID: 42809H107

Shares Voted: 3,346

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

Ipsen SA

Meeting Date: 05/28/2024 **Country:** France **Ticker:** IPN
Record Date: 05/24/2024 **Meeting Type:** Annual/Special
Primary Security ID: F5362H107

Shares Voted: 11,001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Reelect BEECH TREE S.A. as Director	Mgmt	For	Against	Against
7	Reelect Carol Xueref as Director	Mgmt	For	Against	Against
8	Ratify Appointment of Pascal Touchon as Director Following Resignation of Paul Sekhri	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Ipsen SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO and Executive Corporate Officers	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Marc de Garidel, Chairman of the Board	Mgmt	For	For	For
14	Approve Compensation of David Loew, CEO	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Merck & Co., Inc.

Meeting Date: 05/28/2024

Country: USA

Ticker: MRK

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 58933Y105

Shares Voted: 2,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For	For
1l	Elect Director Kathy J. Warden	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For
5	Disclose a Government Censorship Transparency Report	SH	Against	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

OMV AG

Meeting Date: 05/28/2024 **Country:** Austria **Ticker:** OMV
Record Date: 05/18/2024 **Meeting Type:** Annual
Primary Security ID: A51460110

Shares Voted: 104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2.1	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For	For	For
2.2	Approve Special Dividends of EUR 2.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
5	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
9.1	Approve Long Term Incentive Plan for Key Employees	Mgmt	For	For	For
9.2	Approve Equity Deferral Plan	Mgmt	For	For	For
10.1	Elect Dorothee Deuring as Supervisory Board Member	Mgmt	For	For	For
10.2	Elect Patrick Lammers as Supervisory Board Member	Mgmt	For	For	For
10.3	Elect Khaled Salmeen as Supervisory Board Member	Mgmt	For	For	For
10.4	Elect Khaled Al Zaabi as Supervisory Board Member	Mgmt	For	For	For

OMV AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Amend Corporate Purpose	Mgmt	For	For	For
11.2	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028	Mgmt	For	For	For
11.3	Amend Articles of Association	Mgmt	For	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

The Trade Desk, Inc.

Meeting Date: 05/28/2024 **Country:** USA **Ticker:** TTD
Record Date: 04/01/2024 **Meeting Type:** Annual
Primary Security ID: 88339J105

Shares Voted: 272

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samantha Jacobson	Mgmt	For	For	For
1.2	Elect Director Gokul Rajaram	Mgmt	For	Withhold	Withhold
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Yara International ASA

Meeting Date: 05/28/2024 **Country:** Norway **Ticker:** YAR
Record Date: 05/21/2024 **Meeting Type:** Annual
Primary Security ID: R9900C106

Shares Voted: 584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Remuneration of Auditors	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of NOK 5.00 Per Share	Mgmt	For	For	For

Yara International ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
6.2	Approve Remuneration Statement	Mgmt	For	For	For
7	Approve Company's Corporate Governance Statement	Mgmt	For	For	For
8	Reelect Trond Berger, Jannicke Hilland, John Gabriel Thuestad and Tove Feld as Directors	Mgmt	For	For	For
9	Reelect Otto Soberg (Chair), Lars Mattis Hanssen, Ann Kristin Brautaset and Ottar Ertzeid as Members of Nominating Committee	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of NOK 897,700 for the Chairman, NOK 467,800 for the Vice Chairman, and NOK 412,400 for the Other Directors; Approve Committee Fees	Mgmt	For	For	For
11	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
12	Authorize Share Repurchase Program	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
13	Guide the company to set science-based goals to cut scope 3 emissions in line with limiting global warming to 1.5 Degrees	SH	Against	Against	Against

AEON Co., Ltd.

Meeting Date: 05/29/2024

Country: Japan

Ticker: 8267

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: J00288100

Shares Voted: 9,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Okada, Motoya	Mgmt	For	Against	Against
1.2	Elect Director Yoshida, Akio	Mgmt	For	Against	Against
1.3	Elect Director Habu, Yuki	Mgmt	For	For	For
1.4	Elect Director Tsuchiya, Mitsuko	Mgmt	For	For	For
1.5	Elect Director Tsukamoto, Takashi	Mgmt	For	Against	Against
1.6	Elect Director Peter Child	Mgmt	For	For	For
1.7	Elect Director Carrie Yu	Mgmt	For	For	For
1.8	Elect Director Hayashi, Makoto	Mgmt	For	For	For
1.9	Elect Director Richard Collasse	Mgmt	For	For	For

AEON Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against

Chevron Corporation

Meeting Date: 05/29/2024

Country: USA

Ticker: CVX

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 166764100

Shares Voted: 24,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	Against	Against
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Analyzing the Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against
5	Report on Reduced Plastics Demand Impact on Financial Assumptions	SH	Against	For	For
6	Commission Third Party Assessment on Company's Human Rights Policies	SH	Against	For	For
7	Publish a Tax Transparency Report	SH	Against	For	For

Legrand SA

Meeting Date: 05/29/2024

Country: France

Ticker: LR

Record Date: 05/27/2024

Meeting Type: Annual/Special

Primary Security ID: F56196185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	Mgmt	For	For	For
4	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report	Mgmt	For	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	Mgmt	For	For	For
13	Elect Rekha Mehrotra Menon as Director	Mgmt	For	For	For
14	Reelect Jean-Marc Chery as Director	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For

Legrand SA

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

Meta Platforms, Inc.

Meeting Date: 05/29/2024

Country: USA

Ticker: META

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 30303M102

Shares Voted: 60,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
1.3	Elect Director John Arnold	Mgmt	For	For	For
1.4	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
1.5	Elect Director Nancy Killefer	Mgmt	For	For	For
1.6	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.7	Elect Director Hock E. Tan	Mgmt	For	For	For
1.8	Elect Director Tracey T. Travis	Mgmt	For	For	For

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
1.10	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	Against	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Against	For	For
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
8	Report on Human Rights Risks in Non-US Markets	SH	Against	For	For
9	Amend Corporate Governance Guidelines	SH	Against	For	For
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Against	For	For
11	Report on Child Safety and Harm Reduction	SH	Against	For	For
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Against	Against	Against
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Against	For	For
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For	For

Publicis Groupe SA

Meeting Date: 05/29/2024

Country: France

Ticker: PUB

Record Date: 05/27/2024

Meeting Type: Annual/Special

Primary Security ID: F7607Z165

Shares Voted: 6,642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For	For
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Elect Arthur Sadoun as Director	Mgmt	For	Against	Against
31	Elect Elisabeth Badinter as Director	Mgmt	For	For	For
32	Elect Simon Badinter as Director	Mgmt	For	For	For
33	Elect Jean Charest as Director	Mgmt	For	For	For
34	Elect Sophie Dulac as Director	Mgmt	For	For	For
35	Elect Thomas H. Glocer as Director	Mgmt	For	For	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	For	For
37	Elect Andre Kudelski as Director	Mgmt	For	For	For
38	Elect Suzan LeVine as Director	Mgmt	For	For	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	For	For
40	Elect Tidjane Thiam as Director	Mgmt	For	For	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For	For
46	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For	For

Publicis Groupe SA

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

Royal Caribbean Cruises Ltd.

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

Shares Voted: 5,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	For	For
1b	Elect Director Richard D. Fain	Mgmt	For	For	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For
1d	Elect Director William L. Kimsey	Mgmt	For	For	For
1e	Elect Director Michael O. Leavitt	Mgmt	For	For	For
1f	Elect Director Jason T. Liberty	Mgmt	For	For	For
1g	Elect Director Amy McPherson	Mgmt	For	For	For
1h	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1i	Elect Director Ann S. Moore	Mgmt	For	For	For
1j	Elect Director Eyal M. Ofer	Mgmt	For	For	For
1k	Elect Director Vagn O. Sorensen	Mgmt	For	For	For
1l	Elect Director Donald Thompson	Mgmt	For	For	For
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For
1n	Elect Director Rebecca Yeung	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

SS&C Technologies Holdings, Inc.

Meeting Date: 05/29/2024 **Country:** USA **Ticker:** SSNC
Record Date: 04/02/2024 **Meeting Type:** Annual
Primary Security ID: 78467J100

SS&C Technologies Holdings, Inc.

Shares Voted: 246

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathan E. Michael	Mgmt	For	For	For
1b	Elect Director Debra Walton-Ruskin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Volkswagen AG

Meeting Date: 05/29/2024

Country: Germany

Ticker: VOW3

Record Date: 05/07/2024

Meeting Type: Annual

Primary Security ID: D94523103

Shares Voted: 1,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 9.00 per Ordinary Share and EUR 9.06 per Preferred Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member O. Blume for Fiscal Year 2023	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2023	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2023	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member G. Doellner (from Sep. 1, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member M. Doess for Fiscal Year 2023	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member M. Duesmann (until Aug. 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.8	Approve Discharge of Management Board Member T. Schaefer for Fiscal Year 2023	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2023	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member H. Stars for Fiscal Year 2023	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member H. D. Poetsch for Fiscal Year 2023	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2023	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2023	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud for Fiscal Year 2023	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member H. Buck for Fiscal Year 2023	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2023	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2023	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member J. W. Hamburg for Fiscal Year 2023	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2023	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member A. Homburg for Fiscal Year 2023	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member G. Horvath (from Feb. 28, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member S. Mahler (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member P. Mosch (until Dec. 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member D. Nowak for Fiscal Year 2023	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2023	Mgmt	For	For	For

Volkswagen AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2023	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2023	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member J. Rothe (until March 3, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member G. Scarpino (from April 21, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member K. Schnur (from July 11, 2023) for Fiscal Year 2023	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2023	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2023	Mgmt	For	For	For
5.1	Elect Hessa Al Jaber to the Supervisory Board	Mgmt	For	Against	Against
5.2	Elect Hans Piech to the Supervisory Board	Mgmt	For	Against	Against
5.3	Elect Ferdinand Porsche to the Supervisory Board	Mgmt	For	Against	Against
6	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024, for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For

Williams-Sonoma, Inc.

Meeting Date: 05/29/2024

Country: USA

Ticker: WSM

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: 969904101

Shares Voted: 647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura Alber	Mgmt	For	For	For

Williams-Sonoma, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Esi Eggleston Bracey	Mgmt	For	For	For
1.3	Elect Director Andrew Campion	Mgmt	For	For	For
1.4	Elect Director Scott Dahnke	Mgmt	For	For	For
1.5	Elect Director Anne Finucane	Mgmt	For	For	For
1.6	Elect Director William Ready	Mgmt	For	For	For
1.7	Elect Director Frits van Paasschen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

YASKAWA Electric Corp.

Meeting Date: 05/29/2024

Country: Japan

Ticker: 6506

Record Date: 02/29/2024

Meeting Type: Annual

Primary Security ID: J9690T102

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ogasawara, Hiroshi	Mgmt	For	For	For
1.2	Elect Director Ogawa, Masahiro	Mgmt	For	For	For
1.3	Elect Director Murakami, Shuji	Mgmt	For	For	For
1.4	Elect Director Morikawa, Yasuhiko	Mgmt	For	For	For

Iron Mountain Incorporated

Meeting Date: 05/30/2024

Country: USA

Ticker: IRM

Record Date: 04/02/2024

Meeting Type: Annual

Primary Security ID: 46284V101

Shares Voted: 910

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	Mgmt	For	For	For
1b	Elect Director Pamela M. Arway	Mgmt	For	For	For
1c	Elect Director Clarke H. Bailey	Mgmt	For	For	For
1d	Elect Director Kent P. Dauten	Mgmt	For	For	For

Iron Mountain Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Monte Ford	Mgmt	For	For	For
1f	Elect Director Robin L. Matlock	Mgmt	For	For	For
1g	Elect Director William L. Meaney	Mgmt	For	For	For
1h	Elect Director Wendy J. Murdock	Mgmt	For	For	For
1i	Elect Director Walter C. Rakowich	Mgmt	For	For	For
1j	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1k	Elect Director Doyle R. Simons	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Realty Income Corporation

Meeting Date: 05/30/2024

Country: USA

Ticker: O

Record Date: 03/21/2024

Meeting Type: Annual

Primary Security ID: 756109104

Shares Voted: 15,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	Mgmt	For	For	For
1b	Elect Director Jacqueline Brady	Mgmt	For	For	For
1c	Elect Director A. Larry Chapman	Mgmt	For	For	For
1d	Elect Director Reginald H. Gilyard	Mgmt	For	For	For
1e	Elect Director Mary Hogan Preusse	Mgmt	For	For	For
1f	Elect Director Priya Cherian Huskins	Mgmt	For	For	For
1g	Elect Director Jeff A. Jacobson	Mgmt	For	For	For
1h	Elect Director Gerardo I. Lopez	Mgmt	For	For	For
1i	Elect Director Michael D. McKee	Mgmt	For	For	For
1j	Elect Director Gregory T. McLaughlin	Mgmt	For	For	For
1k	Elect Director Sumit Roy	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Amgen Inc.

Meeting Date: 05/31/2024

Country: USA

Ticker: AMGN

Record Date: 04/01/2024

Meeting Type: Annual

Primary Security ID: 031162100

Shares Voted: 11,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1l	Elect Director Amy E. Miles	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

ESR Group Limited

Meeting Date: 05/31/2024

Country: Cayman Islands

Ticker: 1821

Record Date: 05/27/2024

Meeting Type: Annual

Primary Security ID: G31989109

Shares Voted: 97,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Joanne Sarah McNamara as Director	Mgmt	For	For	For
3b	Elect Simon James McDonald as Director	Mgmt	For	For	For
3c	Elect Jingsheng Liu as Director	Mgmt	For	For	For
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For

ESR Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Approve Proposed Amendments to the Memorandum and Articles and Adopt New Memorandum and Articles	Mgmt	For	For	For

Poste Italiane SpA

Meeting Date: 05/31/2024 **Country:** Italy **Ticker:** PST
Record Date: 05/22/2024 **Meeting Type:** Annual/Special
Primary Security ID: T7S697106

Shares Voted: 3,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
5	Approve Equity-Based Incentive Plans	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity Based Incentive Plans	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1.1	Amend Company Bylaws Re: Article 4	Mgmt	For	For	For
1.2	Amend Company Bylaws Re: Article 11	Mgmt	For	Against	Against
1.3	Amend Company Bylaws Re: Article 12	Mgmt	For	For	For
1.4	Amend Company Bylaws Re: Article 14	Mgmt	For	For	For
1.5	Amend Company Bylaws Re: Article 16	Mgmt	For	Against	Against
1.6	Amend Company Bylaws Re: Article 20	Mgmt	For	For	For